VANDERBILT MBA
2014 EMPLOYMENT REPORT
VANDERBILT UNIVERSITY
OWEN GRADUATE SCHOOL OF MANAGEMENT
We are pleased to present the Vanderbilt MBA Employment Report for the Classes of 2014 and 2015. It was another excellent year for the talented MBA students of Owen. The key performance metrics we use to gauge success, which are widely used by our peer schools and by the rankings publications, all approached last year’s record-setting results. At 90 days after graduation, a full 94% of those students seeking full-time employment had received at least one offer and 91% had accepted an offer. Average starting salary and bonus edged slightly higher than 2013, establishing a new benchmark for Owen.

Notable trends in the industries where our MBAs are headed for their full-time employment include the following:

- Consulting continues to be strong as 23% of the Class of 2014 entered this industry. Just four years ago, only 12% of graduates entered consulting.
- Technology has advanced sharply and now accounts for 18% of the full-time accepted offers, up from just 7% in 2010.

There were a number of successful new initiatives undertaken by the CMC in 2014. In the area of On Campus Recruiting, our robust efforts in employer development yielded a total of 65 companies interviewing on campus, up from the prior year and running counter to the national trend of less on-campus recruiting and more virtual recruiting and distance events. New Employers Recruiting at Owen included American Airlines, Infosys, CIGNA, Scripps, and Bridgestone, among others.

The CMC also organized and executed several successful new Treks, including the Tech Trek to Seattle and the Bay Area, the Pharma Trek to the Mid-Atlantic region and the Consulting Trek to Atlanta. These Treks expose students to new industries and geographies, provide excellent networking opportunities at high-demand companies like Google, Twitter, Boston Consulting Group and Johnson & Johnson, as well as connect students with local alumni.

The veteran CMC staff has been strengthened by the addition of a fifth coach, as well as the hiring of a full-time, highly credentialed career transition and leadership professional to develop and execute an exciting new alumni career services initiative.

Additionally, the outstanding CMC staff has enjoyed two consecutive years of all-time high ranking in the annual Student Satisfaction Survey.

As I enter my fifth year at Owen, I am immensely proud of the accomplishments of our students and staff. Moreover, the premier employers, who have recognized that we have something very special here, have helped launch us onto a clear path to preeminence. As I reflect on the past four years and measure our results against the strategic imperatives we laid out in 2010, the record underscores the talent of our students, the dedication and commitment of the CMC staff and the loyalty of our stakeholder companies. The key objectives of the CMC Strategic Plan of 2010 have been met and surpassed:

- Build a critical mass at core employers—in 2010, only two companies hired three or more students. In 2014, six companies hired three or more, and Amazon (12), Deloitte (8), North Highland (5), Arrayve Consulting (4), Mattel (4), Cardinal Health (3), DaVita (3), and Exxon Mobil (3) accounted for almost 25% of accepted full-time offers. In 2014, 24 companies hired at least two students.
- Dramatically increase the percentage of internships that successfully convert to full-time offer—in 2010, slightly less than 30% of internships converted while the 2014 conversion rate advanced sharply to 53%.
- Deliver the resources necessary to markedly improve the metrics for our talented international students—in 2010, 70% of foreign nationals received and accepted at least one offer while the 2014 number stands at 92%.
- Build the CMC staff and dedicate the resources to increase the source of offers by school-facilitated initiatives—in 2010, 51% of accepted offers were attributed to Owen, while in 2014, attribution of offers to our own programming is now at 79%.

The MBA job market continues to be strong and Owen has been the beneficiary of a period of robust hiring activity. However, geopolitical tensions and skittish markets could point to challenges ahead. I am more convinced than ever that Owen and the CMC are now well equipped to meet the challenges that we may face soon.

Sincerely,

Read D. McNamara, Managing Director
Career Management Center and Corporate Affairs
Vanderbilt University
Owen Graduate School of Management
Internship Statistics

Class of 2015

Internship Salary Data

<table>
<thead>
<tr>
<th>Job Function</th>
<th>Mean Monthly Salary</th>
<th>Median Monthly Salary</th>
<th>Low High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>$7,883</td>
<td>$7,250</td>
<td>$3,500</td>
</tr>
<tr>
<td>Finance/Accounting</td>
<td>$6,280</td>
<td>$7,000</td>
<td>$1,500</td>
</tr>
<tr>
<td>General Management</td>
<td>$5,911</td>
<td>$6,400</td>
<td>$3,480</td>
</tr>
<tr>
<td>Human Resources</td>
<td>$5,326</td>
<td>$5,280</td>
<td>$2,800</td>
</tr>
<tr>
<td>Management Information Systems</td>
<td>Insufficient data</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Marketing</td>
<td>$5,531</td>
<td>$5,850</td>
<td>$1,590</td>
</tr>
<tr>
<td>Operations</td>
<td>$6,454</td>
<td>$8,000</td>
<td>$2,300</td>
</tr>
<tr>
<td>Other</td>
<td>$5,450</td>
<td>$5,450</td>
<td>$5,000</td>
</tr>
</tbody>
</table>

Internship That Were Paid 99%
Percent of Seeking Students with an Internship Offer 100%

Source of Internships

School-Facilitated Activities

- Scheduled Interviews on Campus 39%
- Resume Drop/Job Posting 20%
- Job Fair such as NB MBA, NSH MBA 5%
- Alumni Referral 4%
- Faculty Referral 4%
- Other School-Related Recruiting Activities 7%

Total 79%

Student-Facilitated Activities

- Personal Network—Family and Friends 6%
- Internet Job Posting 2%
- Previous Employer 1%
- Other Student-Initiated Activities 4%

Total 13%

Geographic Region

<table>
<thead>
<tr>
<th>Geographic Region</th>
<th>Percent</th>
<th>Mean Monthly Salary</th>
<th>Median Monthly Salary</th>
<th>Low High</th>
</tr>
</thead>
<tbody>
<tr>
<td>International</td>
<td>1%</td>
<td>$8,067</td>
<td>$8,000</td>
<td>$8,000</td>
</tr>
<tr>
<td>Mid-Atlantic</td>
<td>4%</td>
<td>$8,616</td>
<td>$6,450</td>
<td>$1,590</td>
</tr>
<tr>
<td>Midwest</td>
<td>13%</td>
<td>$6,105</td>
<td>$6,400</td>
<td>$2,000</td>
</tr>
<tr>
<td>Northeast</td>
<td>16%</td>
<td>$6,034</td>
<td>$6,100</td>
<td>$1,500</td>
</tr>
<tr>
<td>South</td>
<td>47%</td>
<td>$6,080</td>
<td>$6,850</td>
<td>$5,280</td>
</tr>
<tr>
<td>Southwest</td>
<td>5%</td>
<td>$6,934</td>
<td>$6,850</td>
<td>$5,280</td>
</tr>
<tr>
<td>West</td>
<td>13%</td>
<td>$6,269</td>
<td>$4,200</td>
<td>$1,500</td>
</tr>
</tbody>
</table>

Top Metro Areas

<table>
<thead>
<tr>
<th>Metro Area</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nashville</td>
<td>36</td>
</tr>
<tr>
<td>New York</td>
<td>16</td>
</tr>
<tr>
<td>Atlanta</td>
<td>14</td>
</tr>
<tr>
<td>San Francisco</td>
<td>11</td>
</tr>
<tr>
<td>Los Angeles</td>
<td>5</td>
</tr>
<tr>
<td>Cleveland</td>
<td>5</td>
</tr>
</tbody>
</table>

Top Hiring Companies

- Amazon 13
- Deloitte Consulting 7
- Johnson & Johnson 4
- Mattel/Fisher-Price 4
- Vanderbilt University Medical Center 4
- 3M 3
- Cardinal Health 3
- Citi 3
- Credit Suisse 3
- Genesco 3
- Goldman Sachs 3
- Key Bank 3
- Geoff Walker (MBA '94) Executive VP of Fisher-Price Global Brands, a division of Mattel, Inc.
Salary Data

Total Class | Average | Median | Low | High
--- | --- | --- | --- | ---
Base Salary | $100,463 | $100,000 | $56,000 | $135,000
U.S. Citizen/Permanent Resident | $100,806 | $106,250 | $53,000 | $130,000
Foreign National | $25,909 | $25,000 | $10,000 | $40,000
Total | $100,513 | $100,000 | $53,000 | $135,000

Signing Bonus | $19,334 | $15,000 | $2,000 | $50,000
U.S. Citizen/Permanent Resident | $25,909 | $25,000 | $10,000 | $40,000
Foreign National | $25,000 | $25,000 | $10,000 | $40,000
Total | $20,138 | $15,000 | $2,000 | $50,000

Other Guaranteed Compensation | $14,595 | $12,000 | $3,600 | $31,200
U.S. Citizen/Permanent Resident | $14,595 | $12,000 | $3,600 | $31,200
Foreign National | Insufficient data | Insufficient data | Insufficient data | Insufficient data
Total | $14,374 | $12,000 | $3,600 | $31,200

Job Function | Average | Median | Low | High | Percent
--- | --- | --- | --- | --- | ---
Consulting | $108,458 | $105,250 | $70,000 | $135,000 | 23%
Finance | $94,658 | $100,000 | $63,000 | $125,000 | 27%
General Management | $104,000 | $107,500 | $56,000 | $122,000 | 10%
Human Resources | $97,111 | $91,000 | $85,000 | $130,000 | 7%
Information Technology | Insufficient data | Insufficient data | Insufficient data | Insufficient data
Marketing | $92,059 | $95,000 | $53,000 | $111,000 | 15%
Operations Management | $108,917 | $115,000 | $80,000 | $130,000 | 13%
Other | Insufficient data | Insufficient data | Insufficient data | Insufficient data

Job Function - Detail | Average | Median | Low | High | Percent
--- | --- | --- | --- | --- | ---
Consulting | Health Care | $73,333 | $72,000 | $70,000 | $78,000 | 2%
Management/Strategy | $112,250 | $109,000 | $90,000 | $135,000 | 17%
Human Resources | $112,850 | $130,000 | $74,250 | $125,000 | 4%
Finance/Accounting | Corporate Finance | $94,562 | $100,000 | $65,000 | $115,000 | 17%
Investment Banking/Cap Markets | $100,000 | $100,000 | $100,000 | $100,000 | 4%
Investments | $98,750 | $100,000 | $75,000 | $125,000 | 4%
Other | Insufficient data | Insufficient data | Insufficient data | Insufficient data
General Management | General Services | $98,250 | $107,500 | $56,000 | $122,000 | 4%
Leadership Development Program | $106,875 | $105,000 | $100,000 | $115,000 | 6%
Human Resources | $97,111 | $91,000 | $85,000 | $130,000 | 7%
Information Technology | Insufficient data | Insufficient data | Insufficient data | Insufficient data
Marketing | Brand/Product Management | $94,100 | $95,000 | $85,000 | $111,000 | 8%
Market Research/Market Strategy | $89,142 | $100,000 | $53,000 | $110,000 | 7%
Operations Management | Supply Chain | $108,917 | $115,000 | $80,000 | $130,000 | 12%
Service Operations | Insufficient data | Insufficient data | Insufficient data | Insufficient data
Other | Insufficient data | Insufficient data | Insufficient data | Insufficient data

Class of 2014 Employment by Job Function

- Finance/Accounting: 27%
- Consulting: 23%
- Marketing: 15%
- Operations Mgmt.: 13%
- General Mgmt.: 10%
- Human Resources: 7%
- Technology: 18%
- Financial Services: 12%
- Consumer Products: 11%
- Health Care: 11%
- Other: 8%
- Manufacturing: 6%
- Petroleum/Energy: 4%
- Real Estate: 2%
- Media/Ent./Lodging: 1%
- Government: 1%

Class of 2014 Employment by Industry

- Consulting: 23%
- Technology: 18%
- Financial Services: 12%
- Consumer Products: 11%
- Health Care: 11%
- Other: 8%
- Manufacturing: 6%
- Petroleum/Energy: 4%
- Real Estate: 2%
- Media/Ent./Lodging: 1%
- Government: 1%

Top Hiring Companies

- Amazon: 12
- Deloitte: 8
- The North Highland Company: 5
- Arryve: 4
- Mattel: 4
- DaVita: 3
- ExxonMobil: 3

Source of Accepted Offer

School-Facilitated Activities

- Internship—Originally Through School-Facilitated Activity: 28%
- Scheduled Interviews On-campus: 24%
- Job Posting/Resume Drop: 9%
- Alumni Referral: 6%
- Other School-Related Recruiting Activity: 6%
- Job Fair such as NBMBA, NSHMBA: 3%
- Faculty Referral: 1%
- Resume Book Referral: 2%
Total: 79%

Graduate-Facilitated Activities

- Personal Network—Family and Friends: 5%
- Internet Job Posting: 4%
- Other Student-Initiated Activities: 2%
- Graduate - Facilitated Internship at Company: 1%
- Previous Employer: 0%
- Third Party Sources/Executive Recruiters: 0%
Total: 12%

No Information: 9%
Total: 100%

Timing of Offers & Acceptance

By Graduation: May 10, 2014
By 3 Months After Graduation: August 10, 2014

Class of 2014 Employment by Industry

- Consulting: 23%
- Technology: 18%
- Financial Services: 12%
- Consumer Products: 11%
- Health Care: 11%
- Other: 8%
- Manufacturing: 6%
- Petroleum/Energy: 4%
- Real Estate: 2%
- Media/Ent./Lodging: 1%
- Government: 1%

This report conforms to the MBA Career Services Council Standards for reporting MBA employment statistics.
## Salary Data

<table>
<thead>
<tr>
<th>Industry</th>
<th>Average</th>
<th>Median</th>
<th>Low</th>
<th>High</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>$107,058</td>
<td>$101,250</td>
<td>$67,000</td>
<td>$135,000</td>
<td>23%</td>
</tr>
<tr>
<td>Consumer Products</td>
<td>$94,400</td>
<td>$95,000</td>
<td>$80,000</td>
<td>$115,000</td>
<td>12%</td>
</tr>
<tr>
<td>Financial Services</td>
<td>$96,615</td>
<td>$100,000</td>
<td>$56,000</td>
<td>$125,000</td>
<td>12%</td>
</tr>
<tr>
<td>Government</td>
<td>Insufficient data</td>
<td>Insufficient data</td>
<td>Insufficient data</td>
<td>1%</td>
<td></td>
</tr>
<tr>
<td>Health Care Services/Providers</td>
<td>$100,133</td>
<td>$100,000</td>
<td>$65,000</td>
<td>$115,000</td>
<td>11%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>$96,286</td>
<td>$90,000</td>
<td>$75,000</td>
<td>$130,000</td>
<td>6%</td>
</tr>
<tr>
<td>Media/Entertainment/Lodging</td>
<td>Insufficient data</td>
<td>Insufficient data</td>
<td>Insufficient data</td>
<td>1%</td>
<td></td>
</tr>
<tr>
<td>Non-Profit</td>
<td>Insufficient data</td>
<td>Insufficient data</td>
<td>Insufficient data</td>
<td>1%</td>
<td></td>
</tr>
<tr>
<td>Petroleum/Energy</td>
<td>$108,000</td>
<td>$112,000</td>
<td>$91,000</td>
<td>$115,000</td>
<td>4%</td>
</tr>
<tr>
<td>Pharma/Biotech/Health Care Devices</td>
<td>Insufficient data</td>
<td>Insufficient data</td>
<td>Insufficient data</td>
<td>1%</td>
<td></td>
</tr>
<tr>
<td>Real Estate</td>
<td>Insufficient data</td>
<td>Insufficient data</td>
<td>Insufficient data</td>
<td>2%</td>
<td></td>
</tr>
<tr>
<td>Technology</td>
<td>$103,214</td>
<td>$115,000</td>
<td>$53,000</td>
<td>$130,000</td>
<td>18%</td>
</tr>
<tr>
<td>Other</td>
<td>$91,125</td>
<td>$93,000</td>
<td>$78,000</td>
<td>$100,000</td>
<td>8%</td>
</tr>
</tbody>
</table>

### North American Geographic Region

<table>
<thead>
<tr>
<th>Region</th>
<th>Average</th>
<th>Median</th>
<th>Low</th>
<th>High</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mid-Atlantic (PA, MD, VA, WV, DE, DC)</td>
<td>$91,900</td>
<td>$95,000</td>
<td>$67,000</td>
<td>$110,000</td>
<td>4%</td>
</tr>
<tr>
<td>Midwest (WI, MO, KS, IA, MN, NE, MI, OH, IN, ND, SD, IL)</td>
<td>$94,000</td>
<td>$100,000</td>
<td>$75,000</td>
<td>$108,000</td>
<td>7%</td>
</tr>
<tr>
<td>Northeast (ME, VT, NY, NH, CT, MA, NJ, RI)</td>
<td>$93,769</td>
<td>$95,000</td>
<td>$78,000</td>
<td>$105,000</td>
<td>12%</td>
</tr>
<tr>
<td>South (NC, SC, KY, TN, GA, FL, AL, AR)</td>
<td>$100,860</td>
<td>$100,000</td>
<td>$56,000</td>
<td>$135,000</td>
<td>44%</td>
</tr>
<tr>
<td>Southwest (CO, AZ, TX, OK, NM)</td>
<td>$106,387</td>
<td>$105,000</td>
<td>$90,000</td>
<td>$135,000</td>
<td>14%</td>
</tr>
<tr>
<td>West (CA, HI, WA, OR, AK, MT, ID, UT, NV, WY)</td>
<td>$104,488</td>
<td>$102,500</td>
<td>$74,250</td>
<td>$130,000</td>
<td>15%</td>
</tr>
<tr>
<td>Nashville Metro</td>
<td>$92,538</td>
<td>$93,000</td>
<td>$78,000</td>
<td>$100,000</td>
<td>19%</td>
</tr>
</tbody>
</table>

### Undergraduate Major

<table>
<thead>
<tr>
<th>Major</th>
<th>Average</th>
<th>Median</th>
<th>Low</th>
<th>High</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business</td>
<td>$97,243</td>
<td>$97,500</td>
<td>$65,000</td>
<td>$135,000</td>
<td>42%</td>
</tr>
<tr>
<td>Technical</td>
<td>$108,240</td>
<td>$115,000</td>
<td>$53,000</td>
<td>$135,000</td>
<td>20%</td>
</tr>
<tr>
<td>Other</td>
<td>$100,021</td>
<td>$100,000</td>
<td>$56,000</td>
<td>$135,000</td>
<td>38%</td>
</tr>
</tbody>
</table>

### Professional Experience

<table>
<thead>
<tr>
<th>Experience</th>
<th>Average</th>
<th>Median</th>
<th>Low</th>
<th>High</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>One year or less</td>
<td>$88,179</td>
<td>$75,000</td>
<td>$56,000</td>
<td>$135,000</td>
<td>5%</td>
</tr>
<tr>
<td>More than one year, up to three years</td>
<td>$93,280</td>
<td>$95,000</td>
<td>$53,000</td>
<td>$122,000</td>
<td>30%</td>
</tr>
<tr>
<td>More than three years, up to five years</td>
<td>$104,554</td>
<td>$102,750</td>
<td>$63,000</td>
<td>$135,000</td>
<td>39%</td>
</tr>
<tr>
<td>More than five years</td>
<td>$105,456</td>
<td>$101,000</td>
<td>$75,000</td>
<td>$135,000</td>
<td>26%</td>
</tr>
</tbody>
</table>

### Top Metros

<table>
<thead>
<tr>
<th>Metros</th>
<th>#</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nashville</td>
<td>28</td>
</tr>
<tr>
<td>Atlanta</td>
<td>12</td>
</tr>
<tr>
<td>Houston</td>
<td>10</td>
</tr>
<tr>
<td>New York</td>
<td>9</td>
</tr>
<tr>
<td>Los Angeles</td>
<td>7</td>
</tr>
<tr>
<td>San Francisco</td>
<td>7</td>
</tr>
<tr>
<td>Dallas/Ft. Worth</td>
<td>6</td>
</tr>
<tr>
<td>Seattle</td>
<td>6</td>
</tr>
</tbody>
</table>

### World Region

- North America: 96%
- Asia: 3%
- Europe: 1%

## Class of 2014 Profile

### Upon Enrollment
- Number of Students: 175
- Average Age: 27
- Age Range: 23-40
- U.S. Citizens/Perm. Residents: 78%
- Minorities (U.S. Citizens): 13%
- Non-U.S. Citizens: 22%
- Women: 35%

### Post Graduation
- # of Graduates: 172
- # of Graduates Seeking Employment: 153
- Received Offer within 90 Days: 94%
- Accepted Employment within 90 Days: 91%
- # of Graduates Not Seeking Employment: 16
- % of Graduates Not Seeking Employment: 9%
- Company Sponsored/Family Business: 6%
- Continuing Education: 1%
- Postponing Job Search: 0%
- Starting New Business: 1.7%
- Other Reasons: 1%

### Geographic Placement

- North America: 12%
- Mid-Atlantic: 4%
- West: 15%
- Southwest: 14%
- South: 44%

### RecruitAtOwen.com

Visit our website for useful recruiting tools
- View and order MBA Resume Books
- Post MBA intern or full-time positions
- Post executive jobs (a free service)
Employers Hiring Members of the Classes of 2014 and 2015

3M
Acadia Healthcare Company, Inc.
Active Network, LLC
Allen, Mooney & Barnes
Alvarez & Marsal
Amazon.com, Inc.
American Airlines, Inc.
Ameren, Inc.
Apple Inc.
Approach Resources Inc.
Arcadia Healthcare Solutions
Arreyse, LLC
Ascension Health
Asurion, LLC
Avondale Partners, LLC
Booz Allen Hamilton Inc.
Boyle Investment Company
BP plc
Bridgestone Corporation
Bridgewater Associates, LP
C3 Consulting, LLC
Caesars Entertainment Corporation
Campbell Soup Company
Capgemini U.S., LLC
Cardinal Health, Inc.
Catholic Health Initiatives
Central Bank of the Republic of Turkey
Chatterm
Chevron Corporation
CIGNA
Cisco Systems, Inc.
Citi
Cognizant
Comcast Corporation
Council Capital
Crain Communications Inc.
Credit Suisse Group
DiVita Healthcare Partners Inc.
Dell Inc.
Deloitte Consulting LLP
Deloitte Financial Advisory Services LLP
Delta Air Lines, Inc.
Deutsche Bank
Diageo plc
Dixon Hughes Goodman LLP
DSI Renal, Inc.
Ed & Gallo Winery
Eastman Chemical Company
Eaton Corporation
ECG Management Consultants
Emerge Financial Wellness
Ernst & Young LLP
Ethicon, Inc.
EventaGlobal
ExxonMobil
FactSet Research Systems Inc.
FedEx Corporation
Fisher-Price
Fresh Hospitality
General Electric
Genesco Inc.
Goldman Sachs & Company
The H. J. Heinz Company
Harperth Capital, LLC
Healthcare Bluebook
Hewlett-Packard Company
Honeywell
Humana
Hurun Consulting Group
IBM
Infosys, Limited
Ingram Micro
Intel Corporation
International Paper Company
INVIDTA S.A.R.L.
InVivoLink
iVantage Health Analytics, Inc.
J.P. Morgan
Jeffries & Company, Inc.
Johnson & Johnson
Johnson Controls Inc.
JP Morgan Private Bank
JPMorgan Chase and Co.
JumpStart Foundry
Accelerator Program
Kaiser Permanente
KeyBanc Capital Markets Inc.
KPMG Consulting
LivePerson, Inc.
Mars Petcare
Massachusetts General Hospital
Martei, Inc.
McKesson Corporation
MEDarchon
MedAssets, Inc.
Medtronic, Inc.
MetLife, Inc.
Microsoft Corporation
Mondelez International, Inc.
Monroe Carell Jr. Children’s Hospital at Vanderbilt
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