To Friends and Associates of Owen,

We are pleased to present the Vanderbilt MBA Employment Report for the Classes of 2010 and 2011. Coming off an extremely difficult year, I am pleased to report that important strides have been made in most of the performance metrics used to gauge the success of our career management initiatives. These improved results are due in no small part to those companies that recruit at Owen year after year, as well as a fresh inflow of companies that have learned of Owen’s commitment to excellence. A talented and diverse student body, an extremely loyal alumni base that recognizes the value of a Vanderbilt MBA, and a Career Management Center Staff dedicated to preparing and guiding students for the rigors of the marketplace, all have done yeoman’s work in a still fragile MBA recruitment environment.

As a number of innovative programs undertaken last year mature and take hold, the Career Management Center is hard at work to create and sustain new programs to strengthen existing employer relationships and to expose our talented students to an ever-widening universe of potential employers. Ongoing initiatives such as Wall Street Week, West Coast Forum, New York Interview Day, Southeastern MBA Schools Interview Forum and an expanding number of career fairs are complemented by technology and media innovations.

Despite an uncertain economic environment, the efforts of our key stakeholders have resulted in more on-campus recruiting visits and resume postings than at this time last year. Moreover, first-time appearances by two Fortune 500 companies, as well as a number of other companies seeking Owen talent for the first time, augur well for the future.

If you are already a part of the Owen community, we value your support and remain committed to your success. If you are new to Owen, we welcome the opportunity to help you learn what makes this such a special place. I invite you to come and join us in this exciting enterprise!

Sincerely,

Read D. McNamara
Executive Director, Career Management Center
615.322.6176
read.mcnamara@owen.vanderbilt.edu

www.RecruitAtOwen.com
Visit our website for these useful recruiting tools and more:
• Order MBA Resume Books
• Post MBA intern or full-time positions
• Post executive jobs (free service!)
Class of 2011
Internship Statistics

Internship Salary Data

<table>
<thead>
<tr>
<th>Job Function</th>
<th>Percent Placed</th>
<th>Monthly Mean Salary</th>
<th>Monthly Median</th>
<th>Monthly Low</th>
<th>Monthly High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>7%</td>
<td>$7,683</td>
<td>$7,475</td>
<td>$3,600</td>
<td>$10,500</td>
</tr>
<tr>
<td>Finance</td>
<td>30%</td>
<td>5,335</td>
<td>5,090</td>
<td>1,750</td>
<td>8,333</td>
</tr>
<tr>
<td>General Management</td>
<td>13%</td>
<td>5,928</td>
<td>6,000</td>
<td>5,000</td>
<td>6,920</td>
</tr>
<tr>
<td>Human Resources</td>
<td>8%</td>
<td>4,834</td>
<td>4,814</td>
<td>3,170</td>
<td>6,100</td>
</tr>
<tr>
<td>Marketing</td>
<td>25%</td>
<td>5,433</td>
<td>5,400</td>
<td>2,400</td>
<td>8,350</td>
</tr>
<tr>
<td>Operations</td>
<td>9%</td>
<td>4,480</td>
<td>5,000</td>
<td>2,700</td>
<td>6,100</td>
</tr>
<tr>
<td>Other</td>
<td>8%</td>
<td>4,473</td>
<td>4,000</td>
<td>2,400</td>
<td>7,000</td>
</tr>
</tbody>
</table>

Industry

| Consulting                 | 5%             | $7,500              | $8,250         | $3,500     | $10,500     |
| Consumer Products          | 14%            | 5,053               | 5,000          | 3,200      | 7,152       |
| Financial Services         | 21%            | 5,781               | 5,733          | 1,750      | 8,350       |
| Government/Non-profit      | 3%             | Insufficient data   |                |            |             |
| Pharma/Biotech/Health Care | 20%            | 5,585               | 6,100          | 2,400      | 7,750       |
| Manufacturing              | 6%             | 5,180               | 5,400          | 3,600      | 6,100       |
| Media/Entertainment        | 1%             | Insufficient data   |                |            |             |
| Other                      | 15%            | 4,253               | 4,050          | 1,920      | 6,600       |
| Petroleum/Energy           | 3%             | 6,336               | 6,000          | 5,500      | 7,508       |
| Real Estate                | 5%             | 5,750               | 7,200          | 2,250      | 7,800       |
| Technology                 | 7%             | 5,251               | 5,500          | 3,200      | 6,100       |

Geographic Region

<table>
<thead>
<tr>
<th>Geographic Region</th>
<th>Percent</th>
<th>Monthly Mean Salary</th>
<th>Monthly Median</th>
<th>Monthly Low</th>
<th>Monthly High</th>
</tr>
</thead>
<tbody>
<tr>
<td>International</td>
<td>3%</td>
<td>Insufficient data</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mid-Atlantic</td>
<td>6%</td>
<td>$5,116</td>
<td>$4,700</td>
<td>$3,000</td>
<td>$8,333</td>
</tr>
<tr>
<td>Midwest</td>
<td>7%</td>
<td>6,057</td>
<td>5,970</td>
<td>5,400</td>
<td>7,200</td>
</tr>
<tr>
<td>Northeast</td>
<td>18%</td>
<td>6,158</td>
<td>6,431</td>
<td>2,400</td>
<td>8,350</td>
</tr>
<tr>
<td>South</td>
<td>49%</td>
<td>4,775</td>
<td>4,100</td>
<td>1,750</td>
<td>10,500</td>
</tr>
<tr>
<td>Southwest</td>
<td>6%</td>
<td>5,210</td>
<td>5,000</td>
<td>1,920</td>
<td>8,333</td>
</tr>
<tr>
<td>West</td>
<td>11%</td>
<td>6,849</td>
<td>6,450</td>
<td>4,400</td>
<td>10,500</td>
</tr>
<tr>
<td>Greater Nashville</td>
<td>33%</td>
<td>3,807</td>
<td>4,000</td>
<td>1,750</td>
<td>6,500</td>
</tr>
</tbody>
</table>

“We have been recruiting Owen students for more than seven years because they are prepared to meet Mattel’s business needs. The quality of candidates is outstanding; they are ambitious team players and prepared to take on new business challenges. When they arrive at Mattel, they make an immediate impact on the businesses that they are assigned, and demonstrate commitment for the long term.”

— Geoff Walker
Vice President, Mattel

Class of 2011 Profile

- Total Number of Students: 184
- Number of Students Not Seeking an Internship: 30
- Number of Students Seeking an Internship: 152
- Number of Students Accepting an Internship: 150
- Percent of Students with an Internship: 99%

Geographic Placement
Top Metros
- Nashville
- New York
- Atlanta
- Los Angeles
- San Francisco
- Washington DC

Top Hiring Companies
- General Electric
- Goldman Sachs
- Nissan
- Vanderbilt University Medical Center
- Bank of America Merrill Lynch
- Barclays
- Deloitte
- Mars, Inc.

Source of Internships

<table>
<thead>
<tr>
<th>School-Facilitated Activities</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alumni Referral</td>
<td>8%</td>
</tr>
<tr>
<td>Faculty Referral</td>
<td>1%</td>
</tr>
<tr>
<td>National or International Career Conferences</td>
<td>2%</td>
</tr>
<tr>
<td>Other School-Facilitated Activities</td>
<td>3%</td>
</tr>
<tr>
<td>Resume Drop/Job Posting</td>
<td>23%</td>
</tr>
<tr>
<td>Scheduled Interviews on Campus</td>
<td>27%</td>
</tr>
<tr>
<td>Total</td>
<td>64%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Student-Facilitated Activities</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Previous Employer</td>
<td>1%</td>
</tr>
<tr>
<td>Family and Friends</td>
<td>15%</td>
</tr>
<tr>
<td>Internet Job Posting</td>
<td>7%</td>
</tr>
<tr>
<td>Third Party Source Such as an Executive Recruiter</td>
<td>2%</td>
</tr>
<tr>
<td>Other Student-Initiated Activities</td>
<td>3%</td>
</tr>
<tr>
<td>Total</td>
<td>28%</td>
</tr>
</tbody>
</table>

No Information: 8%
Class of 2010
Full-Time Employment Statistics

This salary report is based upon usable salary information on 81% of those graduates who had accepted a job.

### Class of 2010 Profile
**Upon Enrollment**
- Number of Students: 176
- Average Age: 28
- Age Range: 22-46
- U.S. Citizens/Perm. Residents: 82%
- Minorities (U.S. Citizens): 11%
- Non-U.S. Citizens: 18%
- Female: 25%
- Work Experience (avg. years): 4.6
  - Less than 1 year: 3%
  - 1-2 years: 12%
  - 3-4 years: 38%
  - 5-6 years: 29%
  - 7-8 years: 12%
  - 8+ years: 6%

**Post Graduation**
- Number of Graduates: 171
- Number of Students Seeking Employment: 140
- Percent of Students Seeking Employment: 82%
  - Received Offer within 90 Days: 87%
  - Accepted Employment within 90 Days: 83%
- Number of Students Not Seeking Employment: 20
  - Percent of Students Not Seeking Employment: 12%
  - Company Sponsored: 5%
  - Continuing Education: 1%
  - Starting New Business: 6%
- Number of Students Reporting Information on Employment: 160
  - Percent of Students Reporting Information on Employment: 94%

### Timing of Offers & Acceptance

<table>
<thead>
<tr>
<th>Job Offers</th>
<th>By 3 Months</th>
<th>After Graduation</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Citizen/ Permanent Resident</td>
<td>88</td>
<td>73%</td>
</tr>
<tr>
<td>Foreign National</td>
<td>9</td>
<td>45%</td>
</tr>
<tr>
<td>Total</td>
<td>97</td>
<td>69%</td>
</tr>
</tbody>
</table>

**Job Acceptances**
- U.S. Citizen/ Permanent Resident | 80 | 67% | 102 | 85% |
- Foreign National | 8 | 40% | 14 | 70% |
| Total | 88 | 63% | 116 | 83% |

### Salary Data

#### Total Class
**Base Salary**
- U.S. Citizen/Permanent Resident: $87,355
- Foreign National: 75,524
- Total: 86,234

**Signing Bonus**
- U.S. Citizen/Permanent Resident: $17,949
- Foreign National: 11,375
- Total: 17,337

**Other Guaranteed Compensation**
- U.S. Citizen/Permanent Resident: $24,768
- Foreign National: Insufficient data
- Total: 24,980

**Job Function**
| Consulting | 89,538 | 88,000 | 60,000 | 120,000 | 12% |
| Finance/Accounting | 87,625 | 87,750 | 25,000 | 150,000 | 32% |
| General Management | 87,000 | 90,000 | 50,000 | 105,000 | 11% |
| Human Resources | 87,750 | 83,000 | 80,000 | 105,000 | 4% |
| Marketing | 83,799 | 90,000 | 40,470 | 110,000 | 28% |
| Information Technology | 88,000 | 88,000 | 86,000 | 90,000 | 3% |
| Operations Management | 68,347 | 70,000 | 50,000 | 77,040 | 3% |
| Other | 84,143 | 84,000 | 60,000 | 100,000 | 9% |

### Industry
| Consulting | 89,538 | 88,000 | 60,000 | 120,000 | 12% |
| Consumer Products | 88,500 | 90,000 | 70,000 | 110,000 | 14% |
| Financial Services | 86,833 | 87,000 | 25,000 | 150,000 | 23% |
| Government | Insufficient data | 2% |
| Pharmaceutical/Health Care | 88,750 | 92,000 | 50,000 | 105,000 | 13% |
| Manufacturing | 87,800 | 90,000 | 82,000 | 90,000 | 4% |
| Media/Entertainment | Insufficient data | 1% |
| Non-Profit | 77,000 | 80,000 | 58,000 | 90,000 | 4% |
| Other | 85,386 | 90,000 | 60,000 | 100,000 | 11% |
| Petroleum/Energy | 81,294 | 80,000 | 40,470 | 110,000 | 5% |
| Real Estate | 88,750 | 87,500 | 85,000 | 95,000 | 3% |
| Technology | 82,333 | 75,000 | 67,000 | 105,000 | 7% |

### Geographic Region
| Mid-Atlantic (PA, MD, VA, WV, DE, DC) | 85,068 | 87,500 | 50,000 | 110,000 | 8% |
| Midwest (WI, MO, KS, IA, MN, NE, MI, OH, IN, ND, SD, IL) | 106,500 | 94,000 | 86,000 | 150,000 | 5% |
| Northeast (ME, VT, NY, NH, CT, MA, NJ, RI) | 90,308 | 100,000 | 58,000 | 110,000 | 14% |
| South (SC, GA, FL, AL, AR) | 82,362 | 82,500 | 50,000 | 125,000 | 53% |
| Southwest (CO, AZ, TX, OK, NM) | 90,333 | 91,500 | 80,000 | 106,000 | 6% |
| West (CA, HI, WA, OR, AK, ID, UT, NV, WY) | 95,955 | 95,000 | 85,000 | 105,000 | 12% |
| Nashville Metro | 78,259 | 75,000 | 50,000 | 100,000 | 32% |
**Class of 2010 Full-Time Employment Statistics**

### Top Hiring Companies
- American Airlines
- Asurion
- Bank of America
- Capco
- DaVita
- Deloitte
- ExxonMobil
- Goldman Sachs
- HCA

**Note:** All companies listed hired two full-time students from the Class of 2010, with the exception of Bank of America and VUMC who each hired three.

### Source of Accepted Offer

#### School-Facilitated Activities
- Alumni Referral: 9%
- Faculty Referral: 2%
- Internship - Originally Through School-Facilitated Activity: 4%
- Job Posting/Resume Drop: 9%
- Other School Recruiting Activity: 4%
- National or International Graduate Career Conferences: 3%
- Scheduled Interviews On-Campus: 20%

#### Graduate Facilitated Activities
- Personal Network-Family and Friends: 16%
- Internet Job Posting: 7%
- Other Student-Initiated Activities: 3%
- Student-Facilitated Internship at Company: 3%
- Previous Employer: 4%
- Newspaper, Magazine or Other Advertisement: 1%
- Third Party Sources: 3%

#### Total
- No Information: 12%
- Total: 100%

### Geographic Placement

#### Top Metros
- Nashville
- New York
- Atlanta
- Washington DC
- San Francisco
- Los Angeles

#### World Region
- North America: 98%
- Asia: 2%

---

“**AT&T enjoys recruiting at the Owen Graduate School of Management because of the focused, hardworking students. We consistently acquire stellar students into our leadership programs that represent the next generation of executive leaders for AT&T.”**

—Minerva Mitchell
Senior University Relations Manager, AT&T
Employers Hiring Members of the Classes of 2010 and 2011

2nd Generation Capital
Abamrt
Accredo Health Group
Accretive Health
Adobe Systems
Agamatrix
Alcon Laboratories
Almazy Anabar JSC
Amazon
American Airlines
American Synthetics
Amgen
Amsurg
Apple, Inc.
Arlington Capital
Art.com
Asurion
AT&T
Autodesk
Bank of America Merrill Lynch
Barclays Capital
Bayer Corporation
BCBST Joint Venture
Best Cast Inc.
Booz Allen Hamilton
Boyle Investment Company
Brambles
BrandJuice
Brauer Capital
Bristol-Meyers Squibb
Business Aircraft Leasing, Inc.
C.B. Fleet
Cabanasa Okey
Capco
CapControls, LLC
CB Richard Ellis
Center for Creative Leadership
Charles River Laboratories
International, Inc.
China Development
Financial Holdings
Citi
Clayton Associates, LLC
Coca-Cola Bottling Company
United
Comdata
Convinus
Corporate Executive Board
Credit Suisse
Cumberland Consulting
Cummins, Inc.
Danone Group
DaVita
DBI Beverage
Dekel US Holdings, Inc.
Deloitte Consulting
Delta Air Lines
Deutsche Bank
DigiSynd, a Walt Disney Company
Duke Energy Corp.
Dun & Bradstreet
Eaton Corporation
E CG Management Consultants
EDG Partners
edr Interactive
EnerNOC
Environmental Defense
ExxonMobil
Federal Management Partners
FedEx
First Federal Bank
First Tennessee Bank
Ford Motor Company
GE Healthcare
Gen Cap America, Inc.
General Electric
General Mills
GHX
Global Healthcare Exchange
Goldman, Sachs & Company
Griffin Financial Group
H. J. Heinz Company
Hamilton Sundstrand
Hanesbrands Inc.
Harbor View Advisors
Harpeth Capital, LLC
Harpeth Consulting
Hauser Group
HCA Hospital Corporation
of America
HealthStream
HealthSpring
Healthtrust Purchasing Group
Hewlett-Packard
Hilti North America
Hilton Hotels, Inc.
Hogan & Associates
Construction
The Home Depot
Housatonic Community College
Hudson Capital Energy
Humana
Ingram Entertainment
Insight Genetics
Inspiris, Inc.
International Broadcasting
Bureau
Invisio
Inviolink
Jefferies & Co.
Johnson & Johnson
Johnston & Murphy
JP Morgan Investment Banking
JW Aluminum Company
Kaplan
Legacy Partners
Liberty Mutual Group
Life Technologies
LifePoint Hospitals
Lone Star Circle of Care
Madison Street Partners
Mapco Express
Mass Inc.
Massachusetts General Hospital
Mattel Inc.
McKesson Corp.
Medtronics
The Methodist Hospital
Microsoft
Modern Holdings Inc.
Moontost.com
Morgan Keegan
Motorola
Mountain Group Capital, LLC
Nashville Commercial
National Media Inc.
Nestle USA
Newell Rubbermaid
Nissan North America
The North Highland Company
Nycomed US Inc.
Owen Graduate School of Management
Pace Payment Systems
PCUBED
Pfizer, Inc.
PharmMD
Pitt County Memorial Hospital
PricewaterhouseCoopers
Procter & Gamble
ProLogis
ProVenture Commercial Real Estate
Raytheon Company
Reckitt Benckiser
Regions Bank
Restoration Capital
Revlon Consumer Products Corp.
Rhapsody International
Rich-Seapak
Rise Health
RUM Ventures
(Rummetry Group)
Sagent Advisors
Sanofi Aventis
Schneider Electric
Scripps Health
Selig Enterprises
ServiceMaster
Sigma-Aldrich
SunTrust Bank
SunTrust Robinson Humphrey
Tampa General Hospital
Tennessee State Pension Fund
Thermo Fisher Scientific
Thompson Research Group
Thomson Reuters
Tricon Energy
Tri-State Capital Bank
TrustCom
UBS Investment Bank
UPS
US Airways
Vanderbilt Children’s Hospital
Vanderbilt University Medical Center
Vanderbilt University, Office of Technology Transfer and Enterprise Development
Verizon Wireless
Vison & Elkins
Vulcan Materials
Wallace, Lansden, Dorche & Davis, LLP
Wal-Mart
WellSpringConcepts.biz
Wipro Technologies
Z Capital Partners

Our Promise
To students:
Here is a place where you will be challenged to achieve your potential; find support as you shape your future; discover lifelong friends and mentors; and open doors to new possibilities.

To faculty and staff:
Here is a place where you can engage, think, reach, teach, influence people, and transform the world around you.

To business:
Here is a place where you will find the men and women who have the skills, the drive, and the determination to move your organization forward.

To alumni:
Here is a place that you can call home, build business relationships, and inspire those who follow to reach even higher.

VANDERBILT
Owen Graduate School of Management
Career Management Center
401 21st Avenue South
Nashville, TN 37203
Telephone: 615.322.4069
Fax: 615.343.4661
email: cmc@owen.vanderbilt.edu
www.RecruitAtOwen.com

©2010 Vanderbilt Owen Graduate School of Management
Vanderbilt University is an equal opportunity affirmative action university.
Rev. 10/10

Printed on recycled paper.