



GRADUATE CAREER SERVICES EMPLOYMENT REPORT

Class of 2014: Full-Time
Class of 2015: Internships



KELLEY SCHOOL OF BUSINESS



DIRECTOR'S MESSAGE

On behalf of the Kelley School of Business students, faculty and professional development team at Indiana University, I am pleased to share our 2014 Employment Report.

I want to first thank all of our corporate partners and dedicated alumni who do so much to support our students and staff. Yes, we appreciate the employment opportunities that are offered each year, but beyond that we know that they spend so many extra hours talking to our students through recruiting events and informational interviews, and invest a lot of effort in academic and co-curricular events while on campus. We are proud to be associated with you.

We are also proud of our students, who are at the heart of the numbers that are represented here in this report. We are fortunate to attract students who are humble, talented and tenacious—qualities that allow them to succeed both at Kelley and at the top organizations in the world. While at Kelley we believe we enhance those qualities and equip them to:

- Influence their peers and supervisors through coaching and feedback
- Establish a vision for a project or team and create an action plan to bring it to life
- Lead and work within teams effectively
- Generate insights from data
- Model ethics and values in their daily interactions

Kelley has a long-standing reputation of excellence and innovation inside and outside of the classroom, ensuring that every student is both technically proficient in their chosen field and battle-tested through experiential opportunities. We often hear from our top hiring companies how quickly Kelley graduates contribute value in their organizations relative to their hiring class. It also helps explain why Kelley ranks in the top 10 globally in terms of alumni in C-level positions at Fortune 500 firms.

Corporate recruiters have seen this value, and ranked the Kelley School with an "A" in terms of the quality of our students, the responsiveness of our career services staff and the quality of our learning facilities. Our students appreciate this as well, and rated our career management staff as the #1 team in the world and our faculty #1 in terms of overall quality.

Our career services team has over 100 years of experience in the business environment, and has experience hiring and leading MBAs from top schools, like Kelley. This well-rounded perspective has a great benefit to our hiring companies, as they not only prepare our students to succeed but also have the ability to consult with firms on their talent needs.

We are always prepared and happy to provide you with any information that you need to help with the recruiting of students from Kelley. For additional recruiting and program information, please go to our website at kelley.iu.edu/gcs. I look forward to working with you soon.



Eric Johnson
Director
Graduate Career Services

FULL-TIME MBA

MBA Class of 2014 Student Profile*	
Class Size	178
Women	30%
Minorities	24%
International	34%
Average Age	28
Average years of full-time work experience	5
Average GMAT	664

MBA Class of 2014 Student Profile*	
Undergraduate Major	
Business Administration	38%
Social Science and Humanities	28%
Science and Engineering	32%
Other	2%

Compensation Summary: Full-Time Hires				
Median (\$)	2014	2013	2012	2011
Base Salary	\$104,000	\$102,000	\$98,000	\$95,000
Signing Bonus	\$20,000	\$21,000	\$20,000	\$18,000
Other Guaranteed Compensation**	\$11,000	\$15,000	\$10,000	\$12,000

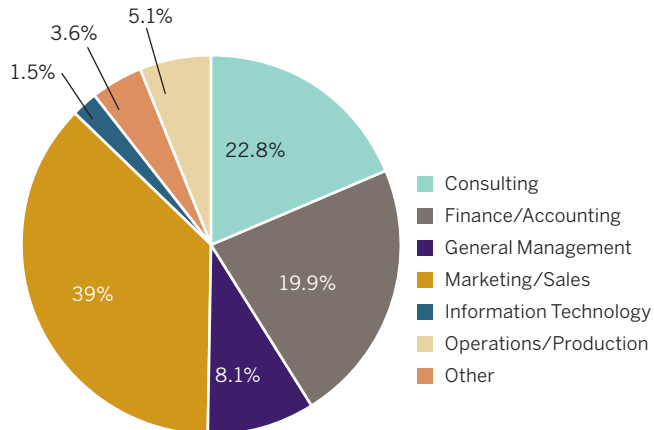
*Class profile is provided as of matriculation.

**Other Guaranteed Compensation may include other taxable payroll compensation such as a guaranteed annual bonus, relocation, and guaranteed "overtime" compensation.

FULL-TIME MBA

Compensation by Function: Full-Time Hires*					
Function	Percent Accepting New Jobs	Base Salary (\$)		Signing Bonus (\$)	Other Guaranteed Compensation (\$)
		Median	Range	Median	Median
Consulting	22.8%	\$117,000	\$85,000 - \$135,000	\$25,000	\$5,500
Finance/Accounting	19.9%	\$100,000	\$80,000 - \$143,000	\$15,000	\$10,000
General Management	8.1%	\$102,000	\$65,000 - \$105,000	\$20,000	\$8,000
Marketing/Sales	39%	\$100,000	\$72,000 - \$130,000	\$20,000	\$10,000
Information Technology	1.5%	N/A	N/A	N/A	N/A
Operations/Production	5.1%	\$97,000	\$80,000 - \$115,000	\$15,000	\$8,000
Other	3.6%	\$110,000	\$73,000 - \$160,000	N/A	N/A
Total	100%				

*Preliminary data as of 7/14/14.





A Legacy of Achievement

Our business graduates come from all over the world to develop the skills and experiences needed to generate the momentum required to move their careers forward and achieve success.

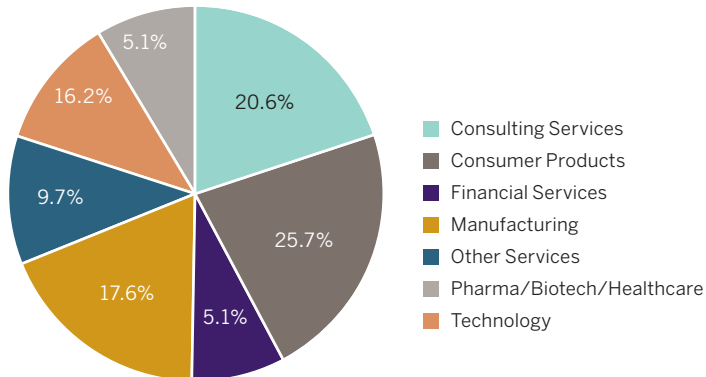
A Kelley degree is earned through commitment to core values including collaboration, excellence, leadership, and a command of business knowledge taught by our top-ranked faculty.

FULL-TIME MBA

Compensation by Industry: Full-Time Hires*					
Industry	Percent Accepting New Jobs	Base Salary (\$)		Signing Bonus (\$)	Other Guaranteed Compensation (\$)
		Median	Range	Median	Median
Consulting Services	20.6%	\$120,000	\$72,000 - \$135,000	\$25,000	\$6,000
Consumer Products	25.7%	\$100,000	\$85,000 - \$115,000	\$20,000	\$9,500
Financial Services	5.1%	\$100,000	\$80,000 - \$100,000	\$25,000	\$10,000
Manufacturing	17.6%	\$100,000	\$80,000 - \$110,000	\$15,000	\$8,000
Other Services**	9.7%	\$100,000	\$90,000 - \$160,000	\$15,000	\$8,700
Pharma / Biotech / Healthcare	5.1%	\$105,000	\$65,000 - \$143,000	\$20,000	\$5,000
Technology	16.2%	\$105,000	\$73,000 - \$130,000	\$18,000	\$14,400
Total	100%				

*Preliminary data as of 7/14/14.

**Includes those industries with 2% of students reporting acceptances.





Global Reach

Our alumni are part of a worldwide network.

You'll find Kelley graduates employed in 105 countries and on 5 continents, including the following:

- North America
- South America
- Asia
- Europe
- Africa

FULL-TIME MBA

Compensation by Geographic Region: Full-Time Hires*					
Geographic Region	Percent Accepting New Jobs	Base Salary (\$)		Signing Bonus (\$)	Other Guaranteed Compensation (\$)
		Median	Range	Median	Median
International	2.2%	N/A	N/A	N/A	N/A
Mid-Atlantic	2.2%	\$103,000	\$100,000 - \$110,000	\$15,000	\$8,600
Midwest	56.6%	\$101,000	\$65,000 - \$160,000	\$25,000	\$9,000
Northeast	8.1%	\$100,000	\$85,000 - \$120,000	\$10,000	\$8,500
South	7.4%	\$92,000	\$73,000 - \$105,000	\$10,000	\$14,000
Southwest	11.0%	\$103,000	\$72,000 - \$135,000	\$15,000	\$10,000
West	12.5%	\$110,000	\$90,000 - \$130,000	\$20,000	\$12,000
Total	100%				

*Preliminary data as of 7/14/14.
N/A indicates insufficient data.

INTERNSHIPS FOR CLASS OF 2015

MBA Class of 2015 Student Profile*	
Class Size	204
Women	25%
Minorities	18%
International	36%
Average Age	28
Average years of full-time work experience	5
Average GMAT	670

Undergraduate Major*	
Business Administration	35%
Social Science and Humanities	32%
Science and Engineering	26%
Other	6%

Compensation: Summer Hires**				
Four-Year Median Comparisons (\$)	2014	2013	2012	2011
Monthly Base	\$6,500	\$6,400	\$6,100	\$6,000
Range	\$1,000 - \$12,100	\$1,700 - \$18,000	\$1,000 - \$13,200	\$1,000 - \$11,500

*Class profile is provided as of matriculation.

**Preliminary data as of 7/14/14.



GRADUATE ACCOUNTING PROGRAM FULL-TIME HIRES

3/2 MBA in Accounting	
Class of 2014 Student Profile*	
Class Size	59
Women	42%
International	3%
Average Application GPA	3.62

Master of Science in Accounting	
Class of 2014 Student Profile	
Class Size	84
Women	46%
International	40%
Average Application GPA	3.41

Compensation Summary: Full-Time Hires**				
	Mean Base Salary (\$)	Base Salary Range (\$)	Mean Signing Bonus (\$)	Signing Bonus Range (\$)
3/2 MBA in Accounting	\$57,500	\$48,000 - \$75,500	\$4,300	\$1,000 - \$12,000
Master of Science in Accounting	\$55,000	\$14,800 - \$69,000	\$5,000	\$1,500 - \$7,000

*Class profile is provided as of matriculation.

**Preliminary data as of 7/14/14.





INFORMATION SYSTEMS GRADUATE PROGRAM FULL-TIME HIRES

Master of Science in Information Systems	
Class of 2014 Student Profile*	
Class Size	128
Women	36%
International	57%
Average Application GPA	3.4

Compensation Summary: Full-Time Hires**				
	Mean Base Salary (\$)	Base Salary Range (\$)	Mean Signing Bonus (\$)	Signing Bonus Range (\$)
Master of Science in Information Systems	\$69,700	\$49,000 - \$105,000	\$7,000	\$1,500 - \$25,000

*Class profile is provided as of matriculation.

**Preliminary data as of 7/14/14.

RECRUITING AT KELLEY

With the continuing uncertainties in the current market, the need for talent continues to generate a competitive recruiting environment. The Graduate Career Services staff wants all recruiting efforts at the Kelley School to yield great results. Listed below are suggestions to help increase your company's brand awareness with Kelley students.

Graduate Career Services (GCS) Recruiting Events

GCS recruiting events are effective avenues to achieve recruiting objectives. They include: MBA Roundtables (a two-day event in August), Networking Nights (evening events in September and November), in-person or virtual office hours (scheduled throughout the school year during the school day), Night Before Event (activity scheduled before your on-campus interviewing schedule). For additional information or scheduling, please contact a GCS Corporate Relations team member (see bottom right column) or online at kelley.iu.edu/gcs.

MBA Academies

MBA Academies connect companies with students who have expressed interest in a particular industry or functional area. Faculty directors welcome engagement from recruiters. Your participation creates a win-win situation for everyone involved by allowing recruiters to interact with students interested in your company's specific function or industry. The Academies provide the opportunity for a more in-depth exposure for you and your firm as well as enhancing the students' Academy experiences.

Graduate Programs

In addition to the full-time MBA Program in Bloomington, the Evening MBA Program in Indianapolis and Kelley Direct Online Program, the Kelley School offers top notch masters degrees in both information systems (MSIS) and accounting (3/2 MBA; MS in Accounting). These unique degree choices provide additional options for your recruiting needs. Combine these with Kelley's top-ranked undergraduate program and Kelley becomes the best resource for all your business talent needs!

Additional Corporate and Recruiting Opportunities

- **The MBA Association (MBAA) and Student Clubs:** Student organizations often seek participation from corporate representatives for their events and programming. A list of student organizations can

be found at kelley.iu.edu/mba/kelleylife/clubs.

- **GCS Professional Development Programming:** During the mandatory Professional & Career Development (PCD) class for first-year students, GCS offers numerous sessions on topics such as networking and interviewing preparation. The GCS staff greatly appreciates any corporate/recruiter guest speakers available to offer insight on these subjects. Please contact a GCS Corporate Relations team member for additional information.

Over the past several years, the GCS team has observed effective corporate recruiting strategies which encompass many of the following activities:

- Focusing on varied and quality interaction opportunities with students.
- Offering personalized attention and prompt follow-up.
- Providing students with an "experience/a-day-in-the-life-of" your firm. Engaging with students to provide a flavor of your organization's culture and work environment.
- Identifying unique ways to connect with students beyond the traditional recruiting models.
- Utilizing technology to interact with these tech-savvy students.
- Developing a Kelley company alumni photo book for the GCS recruiting team to share with students. A photo book provides students with networking resources and demonstrates the presence of Kelley alumni in your firm.
- Sending a "Welcome" email or letter to the incoming class. This would be an immediate introduction of you and your firm. Continuing contact with students throughout the semester would reassure students of your interest in their candidacy; personalized attention resonates well with students.

Please contact the GCS Corporate Relations Team with any questions or for further discussion of your company's recruiting strategies:

Corporate Relations Team:

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HIRING COMPANIES 2013/2014

MBA Hiring Companies

3M
 Abbott Laboratories
 Abbvie
 Acoust-A-Fiber
 Adobe
 Air Products and Chemicals, Inc.
 Amazon
 American Academy of Physicians Assistants
 American Airlines
 American Axle
 American Century Investment
 Angie's List
 AON Corporation
 Archer Daniels Midland
 BAML
 Barclays
 Bayer
 Brillio Consulting
 Broadcom
 Capital One
 Carlisle Companies
 CenterPoint Energy
 Chrysler
 Church & Dwight
 Citigroup
 Cognizant Technologies
 Colgate-Palmolive
 Competitive Edge
 ConAgra Frozen Foods
 Cook Medical & Pharmica
 Cummins, Inc.
 Curves (Taiwan)
 CW Henderson
 Dell
 Deloitte Consulting

Deltak
 Direct Supply
 Dish Networks
 Dow Chemical
 Dr. Pepper Snapple Group
 Duff & Phelps
 dunnhumby
 DuPont
 E.J. Gallo
 Ecolab
 EDF
 EDF Climate Corps
 Education Pioneers
 Eli Lilly and Company
 Emerson Electric Co.
 Enova
 EY
 Federal Home Loan Bank of Indianapolis
 FedEx Corporation
 Ford Motor Company
 Gallup
 General Electric Company
 General Mills, Inc.
 General Motors/OnStar
 Goldman Sachs
 Google
 Guggenheim Partners
 Heinz
 Hershey
 Hillenbrand
 Hollister
 HP
 Hu-friedy
 Humana
 Intel
 IU Foundation
 IU Health
 IURTC

James Hardie Building Products
 JBS USA
 Johnson & Johnson
 JP Morgan Chase
 Kalypso
 KPMG
 Kraft Foods
 LaSalle Investments
 Liberty Mutual
 Logitech
 Loomis Sayles
 L'Oreal
 Lubrizol
 Mars
 Mass Eye & Ear
 Mattel
 McDonalds
 McGermott, Will & Emery
 Mead Johnson
 Medtronic
 Micron Technology
 Microsoft
 Miller Coors
 Monigle
 Nationwide
 Nestle
 Net Irrigate
 Network Advertising
 New Sector Alliance
 Northrup Grumman
 Nuveen
 Owens Corning
 P&I Supply
 PepsiCo
 Plante & Moran
 Plug n Play
 PolyOne Corporation

PPG Industries, Inc.
 Procter & Gamble
 Roche
 Scotts Company
 Sears Holding
 Shutterfly
 Stephens
 Target
 Telluride Venture Accelerator
 Tempurpedic
 The Heritage Group
 Think Finance
 T-Mobile
 Toyota Motor Sales
 Toys "R" Us
 Trinity Capital Investments
 United Airlines
 VMWare
 Walker Research
 Western & Southern Financial Group
 Whirlpool Corp.
 Xilinx
 Yash Technologies
 Yum! Brands

Graduate Accounting Programs Hiring Companies

Abbvie
 AT&T
 BakerTilly
 BAML
 BKD
 Blue & Co.
 Brandt Box & Paper Co., Inc
 Brown Gibbons Lang
 Cain Brothers
 Claro Group

CocaCola
 CohnReznick
 Crowe Horwath
 Cummins, Inc.
 Deloitte Accounting
 Deloitte Consulting
 Deutsche Bank
 Eaton Corporation
 EY
 Goldman Sachs
 Grainger
 Grant Thornton
 Hillenbrand
 Hotta Liesenberg Saito
 Houlihan Lokey
 Illinois Tool Works
 Intel
 Johnson & Johnson
 Katz, Sapper Miller
 KPMG
 Magrogen
 McGladrey
 Monsanto
 PepsiCo
 Perrigo
 Protiviti
 PwC
 Robert W. Baird & Co, Inc.
 SunTrust Robinson Humphrey
 The Blackstone Group
 Umbaugh
 Zimmer

Information Systems Graduate Programs Hiring Companies

Accenture
 CAN Insurance
 Cognizant Technologies
 Cook Medical & Pharmica
 Crowe Horwath
 Cummins, Inc.
 Deloitte Accounting
 Deloitte Consulting
 enVista
 ExactTarget
 EY
 General Electric Company
 General Motors/OnStar
 Grainger
 Hitachi Consulting
 Huron Consulting
 IBM
 Indiana University
 Infosys Consulting
 KPMG
 Medtronic
 Megaputer Intelligence
 Protiviti
 PwC
 Rightpoint
 SAP
 WellPoint
 ZS Associates



KELLEY SCHOOL OF BUSINESS

Graduate Career Services

GO FROM MOMENT TO MOMENTUM

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