



Massachusetts Institute of Technology
Sloan School of Management

'00

2000 Employment Report

Mission Statement of the Career Development Office (CDO)

Our mission is to provide students with opportunities to learn about potential career options, teach the skills needed to market themselves successfully to the MBA marketplace, and maximize their employment opportunities. We expect each student to be the primary stakeholder in his/her own career development process. Partnering with students, employers and the greater Sloan community, the CDO is dedicated to making Sloan “the place” to recruit in the MBA marketplace.

For students, we will:

- Provide the best preparation for the MBA job search. This preparation will be timely and specific; it will teach you to be self-reliant while providing you with concrete information, ideas and/or leads.
- Maximize employment opportunities. While continuing to provide a first-class traditional recruiting operation, the CDO will develop new and innovative ways to connect students with potential employers.

For employers, we will:

- Provide the best prepared and most professional candidates.
- Provide personalized, pro-active, flexible and professional service(s).
- Assist employers in their efforts to effectively recruit our students.

For the Sloan community, we will:

- Be a full partner in the development of employer relationships on behalf of Sloan.
- Be a resource for faculty, staff, and alumni, as well as students and employers, in connecting to the business world.
- Be a full partner in the professional development of Sloan students.

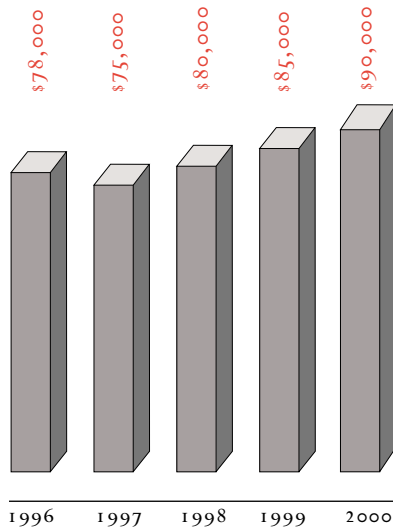
3i
A. T. Kearney, Inc.
ABB
Aberdeen Group
Adero, Inc.
Adevia
Adflight
Advantage Capital Partners
Agilent Technologies
AIG Global Investment Corporation
Akamai Technologies
Alcoa
Amazon.com
American Express Company
AML Technologies
 Analysis Group/Economics
Andersen Consulting
Arbinet Communications
Arthur D. Little, Inc.
AsiaTech Ventures
Aspen Technologies
Bain & Company, Inc.
Banc of America Securities
Banco de Credito
Banco Itau
Banco Itaz S.A.
Banco Nacional de Mexico
Bangkok Bank Public Company Limited
Battery Ventures
BC Partners
Bear Stearns & Co, Inc
BellSouth
Bertelsmann
BeVocal.com
BigStep.com
Blumberg Capital
Boeing
Booz-Allen & Hamilton, Inc.
Boston Consulting Group
Boyner Textile
Broadview Associates
Callahan Associates
Cambridge Incubator
Capital One
CEMEX
Chase Manhattan Bank
Cisco Systems Inc.
Citigroup
Cluster Consulting
CNH (formerly Case Corporation)
Commerzbank Capital Markets
CommonAngels
Covad
Credit Suisse First Boston
CSMG
DCI
Dean & Company
Dell Computer Corporation
Deloitte Consulting
Delphi Automotive Systems
Design Continuum
Deutsche Banc Alex.Brown
Deutsche Securities
DiaLogos
Diamond Technology Partners, Inc.
Digitas
DLJ Direct
DoubleClick
Eastman Kodak
Eaton Corporation
EMC Corporation
Empresas CMPC
Emptoris
EnCabler Inc.
Englishtown.com
enkamino.com

Enron
EVentures
Exoinc
ExxonMobil Corporation
EYak
Falabella
FastFlow
Fayez Sarofim & Co.
Fidelity Investments
Firedrop
Fisher Scientific International
Ford Motor Company
Frito Lay
GE Capital
Gemini Consulting
General Motors
Genuity
Get EZ Inc
Gold Wire Technology, Inc.
Goldman, Sachs & Co.
Gotuit Media
Harley-Davidson
Hewlett-Packard Company
High Rock Capital
Hispanbiz.com
HomeGrocer
Honeywell
i2 Technologies
IBM
IDE
I-Group HotBank NE
Infocomm Development Authority,
 Singapore
Innexus SA
Intel Corporation
Internet Data Vault
iPhrase
IronRhino.com
isovia
ITU
J.P. Morgan & Co., Inc.
Jinni Inc
Johnson&Johnson, Inc.
Kenan Systems Corporation
KIRIN
Koninklijke Ahold N.V.
Lehman Brothers
Level 3 Communications
Lucent Technologies
Lycos
Marakon Associates
MarchFirst
Masthead Venture Partners
Maxager Technology
McKinsey & Company, Inc.
MechanicNet.com
MediaVertical
MedImmune, Inc.
Mercer Management Consulting, Inc.
Merck & Co., Inc.
Merrill Lynch
MFS
Microsoft Corporation
Mohr, Davidov Ventures
Morgan Stanley Dean Witter
Morningside Technologies Inc.
Motorola Technologies
MS Innovations
MS2
NetJuice
Nippon Life Insurance Company
Nippon Stryker
Nomura International
Nortel Networks
NorthBridge Group
Novell

NTT Docomo Inc.
OmniGuide
OpenRatings.com
Optigrab
Pacific Investment Management Co.
Parthenon Group
Pfizer, Inc.
Pittiglio, Rabin, Todd & McGrath
Porsche Cars North America
PricewaterhouseCoopers
Putnam Investments
Qualcomm
Quokka.com
RedSpark
Robertson Stephens & Company
S.A. Viqa Santa Rita
SAIC
Salomon Smith Barney
Scandinavia Online
SchoolNet
Scient Corporation
Servicesoft Technologies
SHA Technology
Shockwave.com
ShoppingList.com
Shutterfly.com
Siam Cement Group
Siebel Systems Inc
Smart Expenses.com
Smit International N.V.
Smurfit Stone Corporation
SolidWorks
SolonVentures
Sophium, Inc.
Sprint
State Street Research & Management
Steeplechase Media
Sun Microsystems, Inc.
Sycamore Networks
Synkra Systems, Inc.
Telephonica
T.Rowe Price
Ten Fold
Teradyne, Inc.
Thai Farmers Bank, PCL
The Mail Room
Tradeffect
U.S. Army
United States Department of State
United Technologies Corporation
Upstream Systems
USbuild.com
Viant
Virtual Ink Corporation
Visa International
Vitasoy International Holdings
Viveca
Vivo
Walt Disney Company
Warburg Dillon Read
Wellington Management Company
Wheelhouse
World Bank
WR Hambrecht and Company
Xerox
Yankeeetk Fund L.P.
Yantra Corporation
Zatso.com
Zentropy Partners
Zone Ventures
ZS Associates

NOTE: Employers hiring three or more Sloan students for permanent or summer positions are noted in color.

Trends in Median Base Salary



MBA Class of 2000⁽¹⁾

Number of Candidates	358
U.S. Citizens	63%
Foreign Citizens	37%
Women	27%
Members of Minority Groups	9%
Median GMAT Scores	690
Undergraduate Grade-Point Average (out of 4.0)	3.5
Average Age at Admission	27.3
Average Years Full-Time Work Experience	4.5

UNDERGRADUATE MAJORS

Engineering	37%
Social Sciences & Humanities	31%
Business	19%
Sciences & Mathematics	13%

Permanent Employment Overview⁽²⁾

Median Total Compensation	\$135,000
Mean Total Compensation	\$137,726
Range of Base Salary	\$54,000 – \$200,000
Median Base Salary	\$90,000
Mean Base Salary	\$92,343
Range of Stock Options Received	400 – 2,000,000

Top Hirers of Class of 2000

McKinsey & Company, Inc.	17
Goldman, Sachs & Co.	12
Bain & Company, Inc.	11
Intel Corporation	10
Morgan Stanley Dean Witter	9
Boston Consulting Group	8
Diamond Technology Partners, Inc.	7
Booz-Allen & Hamilton, Inc.	7
A. T. Kearney, Inc.	7
Merrill Lynch & Company	6
Siebel Systems, Inc.	6
Deloitte Consulting	5
Dell Computer Corporation	5
Ford Motor Company	4
Putnam Investments	4
Lehman Brothers	4
Andersen Consulting	4

NOTE:

1. Statistics include information for both MBA and LFM students.
2. Compensation is based on a student survey response rate of 94.3%.

Class of 2000 Salary by Industry

	PERCENT	MEDIAN BASE SALARY	AVERAGE BASE SALARY	BASE SALARY RANGE
MANUFACTURING INDUSTRIES				
	23	\$ 87,000	\$ 89,939	\$ 78,000 – \$ 125,000
Computers/Electronics	8	\$ 87,000	\$ 89,396	\$ 80,000 – \$ 120,000
Telecommunications	5	\$ 90,000	\$ 95,346	\$ 78,000 – \$ 125,000
Pharmaceutical/Healthcare/ Biotechnology	2	\$ 86,500	\$ 89,100	\$ 85,000 – \$ 95,000
Automotive/Aerospace	1	\$ 87,000	\$ 87,333	\$ 85,000 – \$ 90,000
Transportation Equipment	3	\$ 85,000	\$ 84,286	\$ 81,000 – \$ 85,000
Other Manufacturing	4	\$ 87,000	\$ 89,273	\$ 80,000 – \$ 105,000
SERVICE INDUSTRIES				
	77	\$ 95,000	\$ 93,119	\$ 54,000 – \$ 200,000
Consulting	30	\$ 100,000	\$ 100,221	\$ 60,000 – \$ 125,000
Software/E-Commerce	17	\$ 95,000	\$ 91,733	\$ 60,000 – \$ 105,000
Investment Banking/Brokerage	16	\$ 80,000	\$ 80,323	\$ 54,000 – \$ 100,000
Investment Management	4	\$ 85,000	\$ 83,500	\$ 75,000 – \$ 90,000
Venture Capital	4	\$ 100,000	\$ 113,000	\$ 65,000 – \$ 200,000
Commercial Banking	2	\$ 100,000	\$ 98,750	\$ 65,000 – \$ 130,000
Other Services	4	\$ 85,000	\$ 88,250	\$ 70,000 – \$ 115,000

Top Industries

	'99	'00
Consulting	39%	30%
High tech*	23%	32%
Investment Banking	18%	16%

* Including Biotechnology, Computers, E-Commerce, Electronics, Software and Telecommunications

Class of 2000 Salary by Job Function

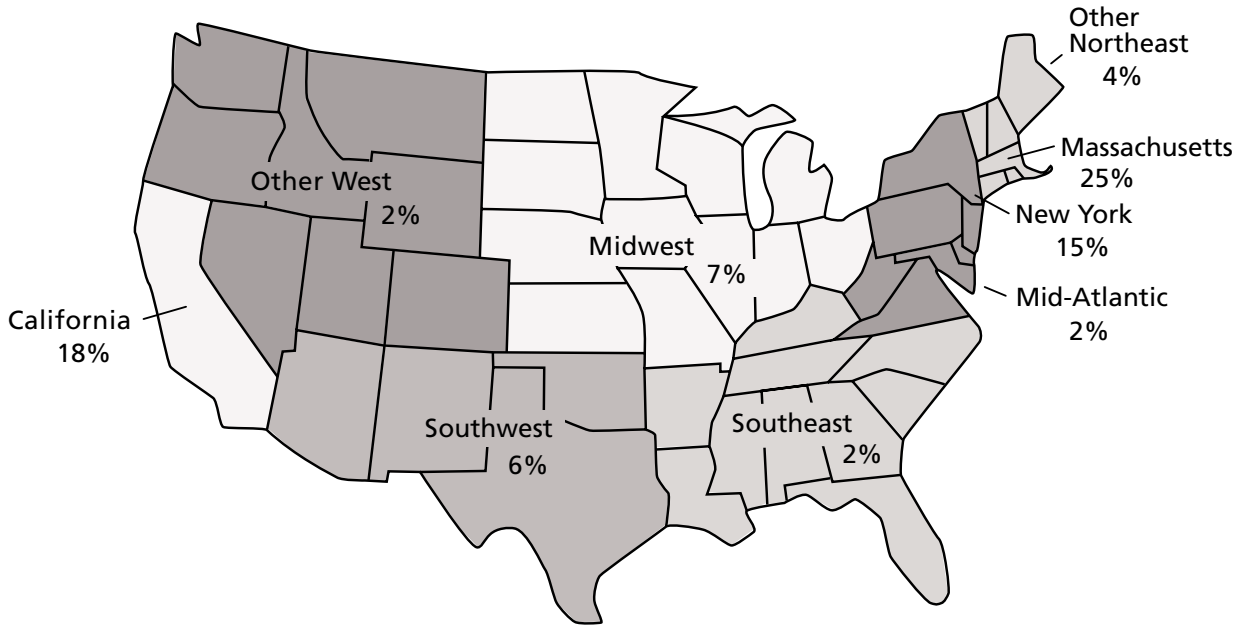
	PERCENT	MEDIAN BASE SALARY	AVERAGE BASE SALARY	BASE SALARY RANGE
Consulting	33	\$ 100,000	\$ 100,031	\$ 60,000 – \$ 125,000
Finance	27	\$ 80,000	\$ 84,246	\$ 54,000 – \$ 150,000
Investment Banking	11	\$ 80,000	\$ 79,640	\$ 54,000 – \$ 95,000
Sales/Trading	3	\$ 80,000	\$ 80,556	\$ 80,000 – \$ 85,000
Investment Management	6	\$ 85,000	\$ 86,133	\$ 65,000 – \$ 120,000
Research	2	\$ 85,000	\$ 86,000	\$ 80,000 – \$ 100,000
Other	5	\$ 85,000	\$ 94,577	\$ 67,000 – \$ 150,000
Marketing	11	\$ 93,280	\$ 93,627	\$ 75,000 – \$ 120,000
Operations/ Project Management	9	\$ 85,000	\$ 86,274	\$ 60,000 – \$ 105,000
Business Development/ Strategic Planning	9	\$ 90,000	\$ 92,364	\$ 80,000 – \$ 125,000
General Management	3	\$ 85,000	\$ 86,271	\$ 78,000 – \$ 100,000
Other	8	\$ 90,000	\$ 94,500	\$ 70,000 – \$ 200,000

Top Job Functions

	'99	'00
Consulting	40%	33%
Finance	27%	27%
Marketing	14%	11%
Operations	8%	9%

Class of 2000 Salary by Geographic Location

	PERCENT	MEDIAN BASE SALARY	AVERAGE BASE SALARY	BASE SALARY RANGE
UNITED STATES	81	\$ 91,000	\$ 93,557	\$ 72,500 – \$ 150,000
Massachusetts	25	\$ 100,000	\$ 96,427	\$ 75,000 – \$ 150,000
California	18	\$ 100,000	\$ 96,031	\$ 75,000 – \$ 125,000
New York	15	\$ 80,000	\$ 87,538	\$ 72,500 – \$ 125,000
Midwest	7	\$ 90,000	\$ 94,088	\$ 81,000 – \$ 120,000
Southwest	6	\$ 90,000	\$ 92,375	\$ 80,000 – \$ 110,000
Other Northeast	4	\$ 94,000	\$ 94,909	\$ 80,000 – \$ 125,000
Mid-Atlantic	2	\$ 92,500	\$ 89,167	\$ 70,000 – \$ 110,000
Other West	2	\$ 83,950	\$ 89,650	\$ 75,000 – \$ 120,000
Southeast	2	\$ 85,000	\$ 88,250	\$ 78,000 – \$ 105,000
INTERNATIONAL	19	\$ 85,000	\$ 85,900	\$ 54,000 – \$ 130,000
Europe	7	\$ 80,000	\$ 84,395	\$ 54,000 – \$ 120,000
Asia	8	\$ 85,000	\$ 88,872	\$ 80,000 – \$ 110,000
Latin America	4	\$ 80,000	\$ 83,636	\$ 60,000 – \$ 130,000



INTERNATIONAL	19%
Europe	7%
Asia	8%
Latin America	4%

Class of 2000 Top Reason for Accepting Position

1. Job Content
2. Wanted Industry
3. People and Company Culture
4. Growth Potential
5. Location

Class of 2000 Source of Job

Campus Recruiting Programs and Career Fairs	37%
Previous Employer	15%
Individual Outreach/Networking	11%
CDO Job Postings	8%
Previous Summer Employer	7%
Alumni Contact	6%
Contacted through Resume Book	4%
Other	4%
Referral from Relative, Friend, or Faculty	5%
Starting Business/Self Employed	3%

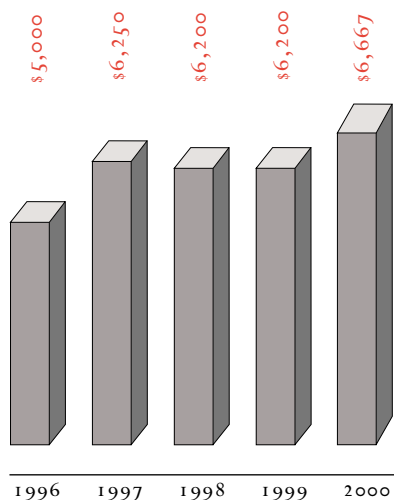
Class of 2000 Compensation Package

	PERCENT RECEIVING
Signing Bonus	80
Relocation Cash Allowance	53
Performance Bonus	48
Guaranteed Bonus	33
Stock Options	24
Tuition Reimbursement	16
Car	6
Other	7

Signing Bonus Paid by Job Function

FUNCTION	PERCENTAGE REPORTING A SIGNING BONUS	MEDIAN	MEAN	MINIMUM	MAXIMUM
Consulting: Strategy	28%	\$ 20,000	\$ 23,359	\$ 5,000	\$ 60,000
Finance: Investment Banking	11%	\$ 25,000	\$ 27,821	\$ 10,000	\$ 60,000
Business Development/ Strategic Planning	9%	\$ 20,000	\$ 19,313	\$ 5,000	\$ 49,000
Marketing: Brand/ Product Management	7%	\$ 20,000	\$ 25,636	\$ 5,000	\$ 90,000
Consulting: E-Commerce	6%	\$ 25,000	\$ 24,000	\$ 10,000	\$ 35,000
Finance: Investment Management	6%	\$ 20,000	\$ 21,364	\$ 10,000	\$ 30,000
Production/ Operations Management	6%	\$ 20,000	\$ 21,214	\$ 10,000	\$ 30,000
Finance: General	4%	\$ 27,500	\$ 42,500	\$ 15,000	\$ 120,000
Finance: Sales & Trading	4%	\$ 25,000	\$ 25,400	\$ 15,000	\$ 30,000
Marketing: General	4%	\$ 20,000	\$ 22,779	\$ 5,000	\$ 80,000
E-Commerce	3%	\$ 25,000	\$ 22,857	\$ 10,000	\$ 30,000
Project Management	3%	\$ 15,000	\$ 13,333	\$ 20,000	\$ 20,000
Other	3%	\$ 25,000	\$ 25,000	\$ 15,000	\$ 35,000
Finance: Research	2%	\$ 20,000	\$ 20,000	\$ 10,000	\$ 25,000
Information Technology	2%	\$ 30,000	\$ 29,750	\$ 10,000	\$ 49,000

Trends in Median Monthly Summer Salary



MBA Class of 2001⁽¹⁾

Number of Candidates	356
U.S. Citizens	62%
Foreign Citizens	38%
Women	27%
Members of Minority Groups	15%
Median GMAT Scores	700
Undergraduate Grade-Point Average (out of 4.0)	3.5
Average Age at Admission	28
Average Years Full-Time Work Experience	5

UNDERGRADUATE MAJORS

Engineering	34%
Social Sciences & Humanities	13%
Business	35%
Sciences & Mathematics	17%

Summer Employment Overview⁽²⁾

Range of Monthly Salary	\$1,000–\$10,750
Median Monthly Salary	\$6,667
Mean Monthly Salary	\$7,081

Top Hirers of Class of 2001 Summer Interns

Goldman, Sachs & Co.	20
McKinsey & Company, Inc.	18
Booz-Allen & Hamilton, Inc.	13
Merrill Lynch & Company	13
Morgan Stanley Dean Witter, Inc.	9
Bain & Company, Inc.	7
Intel Corporation	7
Boston Consulting Group	6
Deloitte Consulting	6
Lehman Brothers	6
Telephonica	5
Diamond Technology Partners, Inc.	4
Dell Computer Corporation	4
United Technology Corporation	4
A. T. Kearney, Inc.	3
Ford Motor Company	3

NOTE:

1. Statistics include information for both MBA and LFM students.
2. Compensation is based on a student survey response rate of 83%.

Class of 2001 Monthly Summer Salaries by Industry

	PERCENT	MEDIAN	MEAN
MANUFACTURING INDUSTRIES	21	\$6,000	\$5,955
Computers/Electronics	7	\$5,750	\$5,894
Telecommunications	6	\$6,500	\$6,295
Pharmaceutical/Healthcare/ Biotechnology	1	\$6,118	\$6,118
Automotive/Aerospace	1	\$5,000	\$5,000
Transportation Equipment	2	\$4,450	\$4,450
Other Manufacturing	4	\$5,350	\$6,035
Oil and Gas/Energy	1	\$6,250	\$6,250
SERVICE INDUSTRIES	79	\$6,850	\$7,302
Consulting	30	\$8,600	\$8,654
Software/E-Commerce	13	\$6,000	\$6,008
Investment Banking/Brokerage	24	\$6,667	\$6,793
Investment Management	4	\$7,083	\$7,110
Venture Capital	3	\$6,000	\$6,094
Other Financial Services	1	\$5,900	\$5,900
Other Services	4	\$5,900	\$5,709

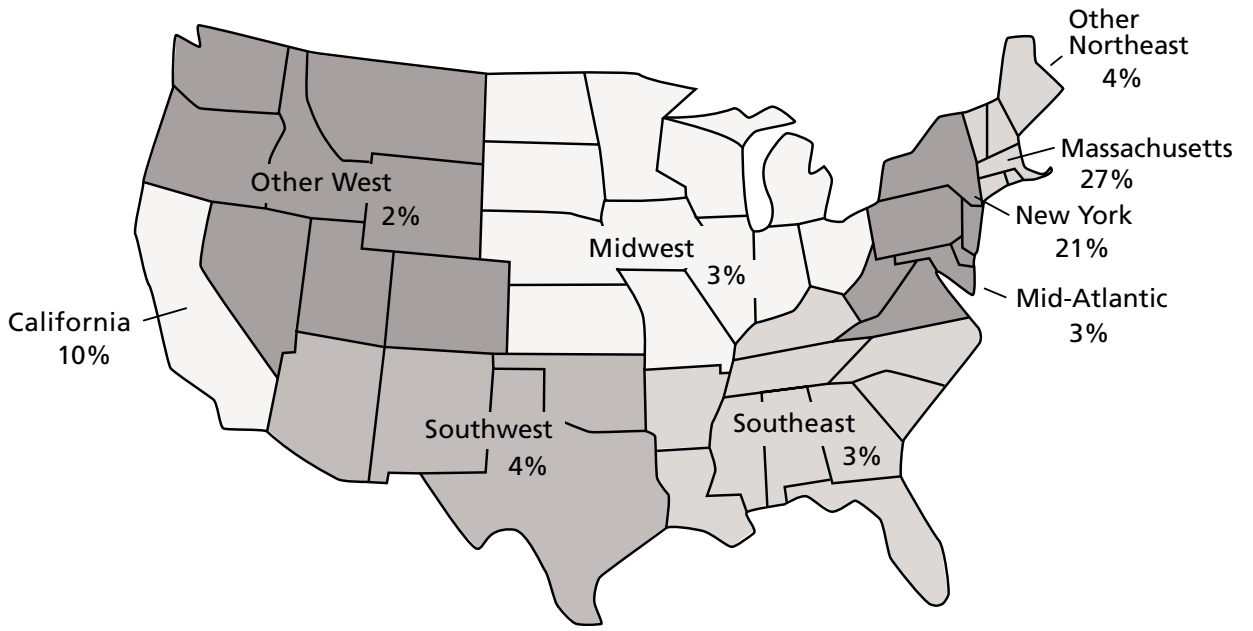
Top Industries		
	'99	'00
Consulting	32%	30%
High tech*	22%	27%
Investment Banking	22%	24%

* Including Biotechnology, Computers, E-Commerce, Electronics, Software and Telecommunications

Class of 2001 Monthly Summer Salaries by Job Function

	PERCENT	MEDIAN	MEAN
Consulting	31	\$8,600	\$8,594
Finance	32	\$6,666	\$6,770
Investment Banking	17	\$6,667	\$6,813
Sales and Trading	5	\$6,666	\$6,633
Investment Management	4	\$7,083	\$7,504
Research	2	\$6,500	\$6,603
Other	4	\$6,000	\$6,076
Marketing	9	\$6,125	\$6,013
Brand/Product Management	4	\$6,000	\$6,060
Market Research	1	\$5,252	\$5,801
Other	4	\$6,500	\$6,045
Business Development/ Strategic Planning	16	\$6,000	\$6,078
Operations/Project Management	6	\$5,000	\$5,727
Information Technology	2	\$6,000	\$6,000
Other	4	\$5,375	\$4,822

Top Job Functions		
	'99	'00
Consulting	33%	31%
Finance	32%	32%
Marketing	16%	9%



INTERNATIONAL	21%
Europe	15%
Asia	4%
Latin America	2%

Class of 2001 Monthly Summer Salaries by Geographic Location

	PERCENT	MEDIAN	MEAN
UNITED STATES	79	\$6,667	\$6,951
Massachusetts	27	\$7,298	\$7,129
New York	21	\$6,667	\$6,948
California	10	\$6,667	\$6,837
Midwest	5	\$6,000	\$6,223
Southwest	4	\$6,181	\$6,769
Other Northeast	4	\$6,235	\$6,971
Mid-Atlantic	3	\$6,600	\$7,150
Southeast	3	\$7,500	\$7,375
Other West	2	\$6,000	\$5,580
INTERNATIONAL	21	\$6,920	\$7,553
Europe	15	\$7,310	\$7,669
Asia	4	\$6,649	\$6,960
Latin America	2	\$7,600	\$7,600

Class of 2001 Top Reason for Accepting Position

1. Wanted Industry
2. Job Content
3. Wanted Function
4. Location
5. People and Company Culture

Class of 2001 Source of Job

Campus Recruiting Programs and Career Fairs	50%
Individual Outreach	13%
Job Postings	11%
Referral from Friend, Faculty or Student	9%
Contacted through Resume Book	4%
Previous Employer	3%
Alumni Contact	3%
Other	7%

“Every once in a while, trends converge and technology

helps us move to a whole new way of doing business.

This is one of those times.”

*—J. William Gurley
Partner, Hummer Winblad
Fortune, October 12, 1998*

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