

Full-time MBA Employment Report, Class of 2024

Summary of the Graduating Class

| | U.S. Citizens / Permanent Work Authorization | | International Students / Non-Permanent Work Authorization | | Total Graduating Class | |
|-------------------------------------|--|--------------|---|--------------|------------------------|---------------|
| | Number | Percent | Number | Percent | Number | Percent |
| Seeking Employment | 130 | 51.0% | 77 | 30.2% | 207 | 81.2% |
| Not Seeking Employment | 15 | 5.9% | 21 | 8.2% | 36 | 14.1% |
| Company-sponsored; already employed | 4 | 1.6% | 11 | 4.3% | 15 | 5.9% |
| Continuing Education | 1 | 0.4% | 0 | 0.0% | 1 | 0.4% |
| Postponing Job Search | 7 | 2.7% | 3 | 1.2% | 10 | 3.9% |
| Starting a new business | 3 | 1.2% | 6 | 2.4% | 9 | 3.5% |
| Not seeking for other reasons | 0 | 0.0% | 1 | 0.4% | 1 | 0.4% |
| No Recent Information Available | 8 | 3.1% | 4 | 1.6% | 12 | 4.7% |
| Total Graduates | 153 | 60.0% | 102 | 40.0% | 255 | 100.0% |

This report conforms to the Career Services & Employer Alliance (CSEA) Standards for reporting Full Time MBA employment statistics.

Timing of Job Offers

| | Offer by Graduation | | Offer by Three Months After Graduation | | Offer by Graduation and Three Months After Graduation | | Total Seeking Employment |
|---|------------------------------|--------------|--|--------------|---|--------------|--------------------------|
| | Number | Percent | Number | Percent | Number | Percent | Number |
| | Permanent Work Authorization | 94 | 72.3% | 13 | 10.0% | 107 | 82.3% |
| Non-Permanent Work Authorization | 56 | 72.7% | 15 | 19.5% | 71 | 92.2% | 77 |
| Total Graduates Seeking Employment | 150 | 72.5% | 28 | 13.5% | 178 | 86.0% | 207 |

Timing of Job Acceptances

| | Accepted Job by Graduation | | Accepted Job by Three Months After Graduation | | Accepted Job by Graduation and Three Months After Graduation | | Total Seeking Employment |
|---|------------------------------|--------------|---|--------------|--|--------------|--------------------------|
| | Number | Percent | Number | Percent | Number | Percent | Number |
| | Permanent Work Authorization | 84 | 64.6% | 19 | 14.6% | 103 | 79.2% |
| Non-Permanent Work Authorization | 52 | 67.5% | 18 | 23.4% | 70 | 90.9% | 77 |
| Total Graduates Seeking Employment | 136 | 65.7% | 37 | 17.9% | 173 | 83.6% | 207 |

Primary Job Source

| Job Source | Number | Percent |
|---------------------------------------|---------------|----------------|
| School-Facilitated Activities | 122 | 70.5% |
| Haas-sourced Internship Conversion | 69 | 39.9% |
| Haas-managed Interviews | 8 | 4.6% |
| Haas Job Postings | 24 | 13.9% |
| Haas Network/Resources | 19 | 11.0% |
| Other | 2 | 1.2% |
| Student-Facilitated Activities | 51 | 29.5% |
| Personal Network or Previous Employer | 32 | 18.5% |
| Student-sourced Internship Conversion | 10 | 5.8% |
| Other | 9 | 5.2% |
| Total Reporting | 173 | 100.0% |

Compensation by Function¹

| Function | % Employed | Base salary | | | | Expected Bonus | | Signing Bonus | |
|------------------------|---------------|------------------|------------------|-----------------|------------------|-----------------|-----------------|-----------------|-----------------|
| | | Median | Mean | Low | High | Median | Mean | Median | Mean |
| Consulting | 24.9% | \$190,000 | \$178,489 | \$73,640 | \$220,000 | \$32,000 | \$32,920 | \$30,000 | \$33,236 |
| Finance/Accounting | 21.4% | \$150,000 | \$153,014 | \$90,000 | \$250,000 | \$50,000 | \$58,512 | \$42,500 | \$41,255 |
| General Management | 19.1% | \$150,000 | \$156,240 | \$108,000 | \$201,276 | \$22,500 | \$24,263 | \$20,000 | \$24,865 |
| Information Technology | 11.6% | \$156,500 | \$154,493 | \$73,769 | \$230,000 | \$20,000 | \$18,838 | \$30,000 | \$69,444 |
| Marketing/Sales | 10.4% | \$135,000 | \$140,692 | \$120,000 | \$190,000 | \$12,500 | \$16,109 | \$35,000 | \$31,208 |
| Operations/Logistics | 2.9% | \$135,000 | \$128,861 | \$59,305 | \$185,000 | \$16,000 | \$22,667 | I/D | I/D |
| Real Estate | 3.5% | \$130,000 | \$123,800 | \$104,000 | \$135,000 | \$15,000 | \$21,333 | I/D | I/D |
| Other | 6.4% | \$195,000 | \$182,466 | \$125,000 | \$235,000 | \$27,000 | \$27,111 | \$17,500 | \$25,000 |
| Total | 100.0% | \$160,000 | \$159,412 | \$59,305 | \$250,000 | \$25,000 | \$33,575 | \$30,000 | \$34,740 |

¹ I/D refers to instances with less than 1% of students reporting. Salary information was reported by 90% of those accepting employment. Expected Bonus was reported by 76% of those reporting salary. Signing Bonus was reported by 72% of those reporting salary.

Compensation by Industry¹

| Industry | % Employed | Base salary | | | | Expected Bonus | | Signing Bonus | |
|---|---------------|------------------|------------------|-----------------|------------------|-----------------|-----------------|-----------------|-----------------|
| | | Median | Mean | Low | High | Median | Mean | Median | Mean |
| Consulting | 25.4% | \$190,000 | \$178,051 | \$73,640 | \$220,000 | \$32,000 | \$33,412 | \$30,000 | \$31,994 |
| Consumer Products | 6.4% | \$125,000 | \$123,500 | \$120,000 | \$125,000 | \$12,500 | \$12,825 | \$35,000 | \$28,056 |
| Energy / Utilities | 6.4% | \$140,000 | \$150,000 | \$125,000 | \$195,000 | \$28,500 | \$31,670 | \$20,000 | \$21,000 |
| Financial | 15.6% | \$162,500 | \$164,905 | \$110,000 | \$250,000 | \$60,036 | \$73,496 | \$45,000 | \$43,767 |
| Financial Tech | 1.2% | I/D | I/D | I/D | I/D | I/D | I/D | I/D | I/D |
| Hedge Funds | 1.2% | I/D | I/D | I/D | I/D | I/D | I/D | I/D | I/D |
| Investment Banking/Brokerage | 4.0% | \$175,000 | \$180,000 | \$175,000 | \$200,000 | \$100,000 | \$125,000 | \$60,000 | \$65,667 |
| Investment Management | 2.3% | \$137,500 | \$132,500 | \$110,000 | \$150,000 | I/D | I/D | I/D | I/D |
| VC/PE | 6.9% | \$150,108 | \$162,522 | \$135,000 | \$250,000 | \$50,000 | \$46,007 | \$20,000 | \$19,500 |
| Healthcare - Biotech/Pharma/Med Devices | 7.5% | \$143,500 | \$146,686 | \$108,000 | \$185,000 | \$20,886 | \$20,784 | \$20,000 | \$21,111 |
| Media | 0.6% | I/D | I/D | I/D | I/D | I/D | I/D | I/D | I/D |
| Public Sector / Non-Profit | 4.6% | \$102,500 | \$114,551 | \$59,305 | \$208,000 | I/D | I/D | I/D | I/D |
| Real Estate | 2.9% | \$125,000 | \$121,000 | \$104,000 | \$130,000 | I/D | I/D | I/D | I/D |
| Technology | 24.3% | \$150,000 | \$154,167 | \$73,769 | \$230,000 | \$20,000 | \$20,464 | \$30,000 | \$36,939 |
| Ed Tech | 0.6% | I/D | I/D | I/D | I/D | I/D | I/D | I/D | I/D |
| Equipment/Hardware/Networking | 3.5% | \$139,075 | \$140,988 | \$110,000 | \$177,650 | \$15,298 | \$15,227 | \$15,000 | \$17,553 |
| General | 6.4% | \$162,000 | \$158,890 | \$73,769 | \$230,000 | \$24,000 | \$22,475 | \$30,000 | \$28,250 |
| Internet Services/E-Commerce | 5.2% | \$150,000 | \$158,338 | \$142,800 | \$205,000 | \$25,000 | \$23,370 | \$42,150 | \$61,433 |
| Multimedia Products & Services | 0.6% | I/D | I/D | I/D | I/D | I/D | I/D | I/D | I/D |
| Software | 6.9% | \$160,000 | \$159,684 | \$138,000 | \$201,276 | \$24,750 | \$24,433 | \$40,000 | \$39,286 |
| Telecom | 0.6% | I/D | I/D | I/D | I/D | I/D | I/D | I/D | I/D |
| Other | 0.6% | I/D | I/D | I/D | I/D | I/D | I/D | I/D | I/D |
| Transportation / Logistics | 2.3% | \$150,000 | \$146,767 | I/D | I/D | \$20,955 | \$19,318 | I/D | I/D |
| Other | 4.0% | \$215,000 | \$207,857 | \$180,000 | \$235,000 | \$25,000 | \$25,000 | \$20,000 | \$35,000 |
| Total | 100.0% | \$160,000 | \$159,412 | \$59,305 | \$250,000 | \$25,000 | \$33,575 | \$30,000 | \$34,740 |

Stock Options / Grants

| | % Reporting | Median Value | Mean Value |
|--|--------------------|---------------------|-------------------|
| MBA Graduates with Compensation Packages that Included Stock | 31.6% | \$75,000 | \$153,366 |

| | % of those Reporting | Median Value | Mean Value |
|---------------------------------------|-----------------------------|---------------------|-------------------|
| Public Company | 65.3% | \$72,500 | \$83,961 |
| Private/Startup | 34.7% | \$80,000 | \$284,010 |
| Early (Seed, Series A) | 12.2% | \$177,000 | \$692,333 |
| Late (Series B and above, PE Funding) | 22.4% | \$37,100 | \$61,289 |

Base Salary by Region¹

| Region | % Employed | Base salary | | | | Expected Bonus | | Signing Bonus | |
|-------------------------------|---------------|------------------|------------------|-----------------|------------------|-----------------|-----------------|-----------------|-----------------|
| | | Median | Mean | Low | High | Median | Mean | Median | Mean |
| Africa | 0% | I/D | I/D | I/D | I/D | I/D | I/D | I/D | I/D |
| Asia | 3.5% | \$135,285 | \$136,916 | \$73,640 | \$200,000 | \$31,878 | \$32,832 | \$35,393 | \$32,247 |
| Europe | 0% | I/D | I/D | I/D | I/D | I/D | I/D | I/D | I/D |
| Latin America & the Caribbean | 2.3% | I/D | I/D | I/D | I/D | I/D | I/D | I/D | I/D |
| North America | 93.6% | \$165,000 | \$161,503 | \$90,000 | \$250,000 | \$25,000 | \$33,500 | \$30,000 | \$34,809 |
| Oceania | 0.6% | I/D | I/D | I/D | I/D | I/D | I/D | I/D | I/D |
| Total | 100.0% | \$160,000 | \$159,412 | \$59,305 | \$250,000 | \$25,000 | \$33,575 | \$30,000 | \$34,740 |

¹ I/D refers to instances with less than 1% of students reporting. Salary information was reported by 90% of those accepting employment. Expected Bonus was reported by 76% of those reporting salary. Signing Bonus was reported by 72% of those reporting salary.

Base Salary by Domestic Region¹

| United States Region | % Employed | Base salary | | | | Expected Bonus | | Signing Bonus | |
|------------------------------|--------------|------------------|------------------|-----------------|------------------|-----------------|-----------------|-----------------|-----------------|
| | | Median | Mean | Low | High | Median | Mean | Median | Mean |
| Mid-Atlantic | 1.2% | I/D | I/D | I/D | I/D | I/D | I/D | I/D | I/D |
| Midwest | 2.9% | \$135,000 | \$134,400 | \$120,000 | \$150,000 | \$41,250 | \$48,250 | \$10,000 | \$19,167 |
| Northeast | 9.2% | \$171,000 | \$172,643 | \$135,000 | \$220,000 | \$40,000 | \$42,306 | \$30,000 | \$38,286 |
| South | 1.2% | I/D | I/D | I/D | I/D | I/D | I/D | I/D | I/D |
| Southwest | 1.2% | I/D | I/D | I/D | I/D | I/D | I/D | I/D | I/D |
| West* | 78.0% | \$165,000 | \$161,684 | \$90,000 | \$250,000 | \$22,669 | \$31,115 | \$30,000 | \$34,895 |
| East Bay - CA | 12.1% | \$135,000 | \$143,639 | \$108,000 | \$190,000 | \$12,500 | \$14,269 | \$30,000 | \$34,452 |
| Greater Los Angeles - CA | 6.9% | \$175,000 | \$165,182 | \$120,000 | \$215,000 | \$17,500 | \$21,833 | \$20,000 | \$31,250 |
| San Francisco/North Bay - CA | 38.2% | \$175,000 | \$167,636 | \$90,000 | \$250,000 | \$30,000 | \$34,824 | \$30,000 | \$34,706 |
| Seattle - WA | 5.8% | \$165,000 | \$162,856 | \$125,000 | \$205,000 | \$25,000 | \$25,520 | \$54,300 | \$65,220 |
| South Bay - CA | 11.0% | \$150,500 | \$159,614 | \$120,000 | \$230,000 | \$20,500 | \$41,065 | \$35,000 | \$37,500 |
| Other | 4.0% | \$135,000 | \$146,333 | \$110,000 | \$208,000 | \$16,700 | \$15,475 | \$23,250 | \$22,500 |
| Total | 93.6% | \$165,000 | \$161,503 | \$90,000 | \$250,000 | \$25,000 | \$33,500 | \$30,000 | \$34,809 |

¹ I/D refers to instances with less than 1% of students reporting. Salary information was reported by 90% of those accepting employment. Expected Bonus was reported by 76% of those reporting salary. Signing Bonus was reported by 72% of those reporting salary.

Employers Hiring Members of the MBA Class of 2024

| | | | |
|---------------------------|--------------------------------|-------------------------------|----------------------------------|
| 38 Degrees North (38DN) | Collide Capital | Intersect Power | Raymond James |
| Abbott Laboratories | Constellation Brands, Inc. | J.P. Morgan Chase & Co | Related Companies |
| Acumen Fund | Copec S.A. | JERA Americas | Rely |
| Adobe Systems Inc. | Cruise Automation | Kaiser Permanente | Rimba |
| Agnetic | Crusoe | Keker, Van Nest & Peters LLC | Rondo energy |
| Aledade | Deloitte Consulting LLP | Krafton America | Rural Community Assistance Corp. |
| Amazon.com, Inc. | Diana Health | Lending Club | S2G Ventures |
| Analysis Group Inc. | DoorDash | LinkedIn | Seneca Environmental |
| Andes | EdVisorly | MasterCard Advisors | ServiceNow |
| Angle Health | Electronic Arts Inc. | Mattel, Inc. | SHepppard Mullin |
| Apple, Inc. | Elemental Excelerator | McKinsey & Company | Statsig |
| Arable Labs Inc | ENGIE | Microsoft Corporation | Teladoc Health |
| ATI Advisory | Evercore Partners | Millennium | Tempus AI, Inc. |
| Aurora | Evergreen Services Group | Mitsui Fudosan America | Teton Capital Partners |
| Avantus | EY-Parthenon | Moelis & Company | The Clorox Company |
| Bailard, Inc. | Fiddler AI | Morgan Stanley | The Exploratorium |
| Bain & Company | First Stop Health | Nestle | The Nature Conservancy (TNC) |
| Bank of America | Fundacao Lemann | NextEra Energy Inc. | TikTok, Inc |

| | | | |
|--------------------------------|------------------------|------------------------------------|------------------------|
| Berkeley SkyDeck | GALLO | Nibbi Brothers General Contractors | Tollbit |
| Biden for President | General Mills | Nike, Inc. | Touchdown Ventures |
| Bimotal Inc. | Gibson Dunn & Crutcher | NOMÁDO | TTV Capital |
| BlackRock, Inc. | Goldman Sachs | NVIDIA Corporation | Uber Technologies Inc |
| BoostDraft | Google | Oak Street Health | UnitedHealth Group |
| Boston Consulting Group | Gratitude Railroad | Oath Inc. | Verizon Wireless |
| Brookwood Partners | Groundforce Capital | PassKey, Inc. | Visa Inc. |
| C3 AI | Guidehouse | Paul Weiss | Voyager Ventures |
| Canvas Ventures | Harris Associates | Pfizer Inc. | Walmart |
| Cedars-Sinai | HOPO Therapeutics | Premier Nutrition | Wayfound |
| Cisco Systems, Inc. | Ingram Micro | PwC Strategy& | Wells Fargo |
| Coactive AI | IBM | QuintoAndar | Western Digital |
| | | | Westpac |

BOLD = Employers hiring 3+ Berkeley Haas MBA students for full-time positions

Internships - Base Salary by Function²

| Function | % Employed | Monthly Base Salary - Median | Monthly Base Salary - Mean |
|------------------------|---------------|------------------------------|----------------------------|
| Consulting | 18.7% | \$10,000 | \$9,517 |
| Finance/Accounting | 21.1% | \$9,533 | \$8,767 |
| General Management | 22.5% | \$7,540 | \$7,154 |
| Human Resources | 0.5% | I/D | I/D |
| Information Technology | 15.3% | \$9,187 | \$8,798 |
| Marketing/Sales | 11.5% | \$8,833 | \$8,361 |
| Operations/Logistics | 2.9% | \$8,667 | \$8,757 |
| Other | 5.3% | \$5,200 | \$5,993 |
| Real Estate | 0.5% | I/D | I/D |
| Rotational Program | 1.9% | \$9,007 | \$9,030 |
| Total | 100.0% | \$8,667 | \$8,372 |

² Collection of internship data is not governed by MBA CSEA Standards. We have opted to share this data in a format that closely mirrors the Standards, for ease of interpretation by the reader.

Internships - Base Salary by Industry²

| Industry | % Employed | Monthly Base Salary - Median | Monthly Base Salary - Mean |
|---|---------------|------------------------------|----------------------------|
| Consulting | 13.9% | \$14,582 | \$11,322 |
| Consumer Products | 3.8% | \$8,667 | \$8,880 |
| Energy / Utilities | 7.7% | \$6,067 | \$6,088 |
| Entertainment | 0.5% | I/D | I/D |
| Financial | 19.6% | \$9,187 | \$8,794 |
| Government | 1.0% | I/D | I/D |
| Healthcare - Biotech/Pharma/Medical Devices | 9.6% | \$9,517 | \$7,989 |
| Manufacturing | 0.5% | I/D | I/D |
| Natural Resources | 1.0% | I/D | I/D |
| Other | 1.4% | I/D | I/D |
| Public Sector / Non-Profit | 4.3% | \$3,467 | \$3,259 |
| Real Estate | 1.4% | \$7,083 | \$6,926 |
| Technology | 34.4% | \$8,667 | \$8,427 |
| Transportation / Logistics | 1.0% | I/D | I/D |
| Total | 100.0% | \$8,667 | \$8,372 |