A Letter from the Associate Dean

Dear Friend of McIntire,

On behalf of the McIntire School of Commerce, I am happy to share the 2015 Destinations Report, which is once again based on a 100% response rate. This year’s Report highlights the continued success of McIntire’s dynamic, innovative programs and coursework in preparing our graduates to meet the challenges of a complex and rapidly changing world. Our outstanding graduates continue to prove their marketability among a variety of employers and industries.

The past academic year was one of exciting curricular growth and programmatic expansion for the School. As technological advancements continue to dramatically reshape the business landscape, the School has responded by developing cutting-edge new undergraduate coursework in such areas as digital communication and social media strategy, as well as high-value new tracks in the key subjects of business analytics and digital marketing and advertising. Notably, McIntire faculty members also spearheaded the launch of a much-lauded new interdisciplinary minor in the important subject of entrepreneurship.

Aiming to further expand our international offerings to meet the demands of today’s dynamic global business environment, we have also upgraded and intensified our rigorous undergraduate Global Commerce Scholars program; added Southeast Asia and the Middle East/India as travel options for the Global Immersion Experience (GIE) component of our M.S. in Commerce Program; and expanded our undergraduate study-abroad options to include Australia/New Zealand, Japan/Korea, Nicaragua, South Africa and Cuba—bringing our total number of international study destinations to 43.

The roles that you play—as mentors, guest lecturers, interviewers, sponsors, partners, and recruiters—help to ensure that we continue to provide our students with the real-world skills they need for lifetimes of leadership, integrity, and success. We are incredibly grateful for all that you do for McIntire, and we look forward to working with you as you plan for the long-term success of your organization.

Sincerely,

Tom Fitch
Associate Dean for Commerce Career Services & Employer Relations

McIntire’s growing leadership in global business education is a team effort—and the contributions of our corporate partners and friends are absolutely critical.

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2014–2015 Highlights

On-Grounds recruiting activity remained strong, with more than 300 organizations recruiting McIntire students at the University. Highlights of the 2014-2015 recruiting season are listed below:

98% Undergraduate Placement
As of August 19, 98% of the undergraduate Class of 2015 indicated they had accepted a position (93%), were enrolling in graduate school (3%), or were not in the job market (2%).

Average Salary is $69,184
The average annual base salary for the undergraduate Class of 2015 is $69,184; the median annual base salary is $70,000.

...Plus Bonuses
The average signing bonus for the undergraduate Class of 2015 is $9,062 (includes information collected on 53% of those reporting). The average estimated annual bonus is $23,306 (includes information collected on 14% of those reporting).

Graduate School Destinations
A total of 11 B.S. in Commerce students (3% of the class), indicated they have enrolled in graduate degree programs, most of which include accounting, education and law.

Class of 2015: Summer Internships Lead to...
Eighty-one percent (272 students) of the undergraduate Class of 2015 indicated they had an internship during the summer prior to their 4th year at McIntire. Of these students, 59% (160 students) received full-time job offers, and 37% (101 students) accepted full-time employment with the company at which they interned.

Class of 2016: Summer Internships are Strong
As of August 19, 95% (328 students) of the Class of 2016 indicated they had an internship during the summer prior to their fourth year at McIntire. The average internship monthly wage is $4,517; the average internship hourly wage is $23.60.

95% Employment: M.S. in Commerce
As of December 2014, 95% of the M.S. in Commerce Class of 2014 reported being employed or were not seeking employment. The average annual base salary is $64,664; the median annual base salary is $63,500.

94% Employment: M.S. in Accounting
As of August 19, 94% of the Class of 2015 Master of Science in Accounting graduates reported being employed. The average base salary is $56,055; the median annual base salary is $56,000.

99% Employment: M.S. in the Management of Information Technology
At graduation, 99% (69 out of 70) of Master of Science in Management of Information Technology Class of 2015 graduates reported being employed.

Programs and Services

Commerce Career Services (CCS) is dedicated to assisting undergraduate and graduate McIntire students along their chosen career paths through targeted programming and advising. We help them pursue what they are truly passionate about, which may fall outside the realm of typical “business” fields. Whether students pursue employment in accounting, advertising, consulting, entrepreneurship, finance, marketing, nonprofit, or other arenas, CCS is committed to helping students find the careers that best match their skills and aspirations.

Described as “impeccable” by McIntire students, CCS has a solid reputation for partnering with them to provide exposure to internships and employment opportunities with the most prominent employers globally. Many of our students are offered summer internships between their third and fourth years at the McIntire School. This experience, coupled with a McIntire degree, provides our graduates with solid, high-level employment opportunities at many Fortune 500 companies.

“Commerce Career Services—providing superior customer service to our students and employers.”

CCS is also devoted to partnering with companies and connecting them with our students, who have the highest level of professional excellence. Businesses that recruit through our office find determined, top-caliber students and receive exceptional support from our team. We recognize the importance of an effective and successful recruitment strategy and work closely with employers in support of their McIntire recruiting goals.

In addition to recruiting options through the University Career Center, we also provide support with the scheduling of telephone and off-Grounds interviews and offer Skype and videoconference interviewing capabilities.

Whether working with students to help them make the most of their many career options or helping employers build relationships—and their businesses—with top-notch McIntire graduates, CCS is a phenomenal resource for helping students and employers find the perfect fit.

We invite companies to explore the many employer services CCS offers to optimize their presence at the McIntire School. Let us help connect you with our world-class students and alumni.

Recruiting McIntire Students
- On-Grounds interviews and resume collections
- Telephone, Skype, and videoconference interviews
- Job and internship postings
- Advertising company and recruiting activities (via Commerce Career Portal, Facebook, and other social media; e-mail; and/or electronic bulletin boards)
- Student trips
- Commerce Career Day (industry-led panel discussions and career fair)

Employer-in-Residence Program
- Mock interviews
- Resume reviews
- Coffee networking sessions with students
Corporate Relations at McIntire
Enhance Your Corporate Presence at McIntire

McIntire Corporate Partners strengthen their brands and boost their visibility through sponsorships, recruiting, and support of academic programs. In addition to gaining access to our excellent faculty and students, partners also have the opportunity to participate in McIntire Center activities and further develop employees through graduate and executive education.

Beyond the core Corporate Partner benefits, our team works with you to create targeted strategies that will help achieve your goals. Tailored interactions differentiate your company and allow students and faculty to get to know you better.

Corporate Partners enjoy the following core benefits:

**Engage Faculty**
- Connect to students and programs through your faculty liaison
- Create an ongoing dialogue with faculty about current business issues
- Meet with key faculty leaders through annual Corporate Partner events

**Gain Priority**
- Register in advance for interview dates (University-wide)
- Enjoy privileged access to faculty and students through private events
- Receive special recognition and booth placement at Commerce Career Day

**Increase Visibility**
- Participate in customized student organization or classroom activities
- Receive ongoing recognition at McIntire and in School publications
- Host student and alumni events at your firm

To join the Corporate Partners Program, contact Allison Teweles, Assistant Dean for Corporate & Foundation Relations, at 434-924-0752 or ateweles@virginia.edu.

During the last 10 years, McIntire has increased its global reach and been rated as one of the best undergraduate business schools in the country. I am always impressed by the students I meet, and I know that McIntire’s reputation is hard-won and well-deserved.

— Will Powers, Rolls-Royce, N.A.

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### Corporate Investors

<table>
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<tr>
<th>$25,000 and above</th>
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</thead>
<tbody>
<tr>
<td>Anheuser-Busch InBev</td>
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<tr>
<td>Alcoa Inc.</td>
</tr>
<tr>
<td>Altria</td>
</tr>
<tr>
<td>Booz Allen Hamilton</td>
</tr>
<tr>
<td>Capital One</td>
</tr>
<tr>
<td>CapTech Consulting</td>
</tr>
<tr>
<td>comScore, Inc.</td>
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<tr>
<td>Deloitte</td>
</tr>
<tr>
<td>EY</td>
</tr>
<tr>
<td>Hilton Worldwide</td>
</tr>
<tr>
<td>Kate Spade &amp; Co.</td>
</tr>
<tr>
<td>Major League Baseball</td>
</tr>
<tr>
<td>Rolls-Royce, N.A.</td>
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<tr>
<td>The Teaching Company</td>
</tr>
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### Corporate Associates

<table>
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<tr>
<th>$15,000 - $24,999</th>
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<tbody>
<tr>
<td>IBM</td>
</tr>
<tr>
<td>KPMG LLP</td>
</tr>
<tr>
<td>McKinsey &amp; Co.</td>
</tr>
<tr>
<td>PricewaterhouseCoopers</td>
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<tr>
<td>Sands Capital</td>
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### Corporate Contributors

<table>
<thead>
<tr>
<th>$7,500 - $14,999</th>
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<tbody>
<tr>
<td>Baker Tilly</td>
</tr>
<tr>
<td>Clark Construction Group</td>
</tr>
<tr>
<td>Hantzmon Wiebel</td>
</tr>
<tr>
<td>Macquarie Group</td>
</tr>
<tr>
<td>Navigant Consulting</td>
</tr>
<tr>
<td>Procter &amp; Gamble</td>
</tr>
</tbody>
</table>

Advance Your Partnership

Corporate partnerships with McIntire come in all shapes and sizes, and we work hard to meet each company’s individual needs. The most effective corporate relationships are true partnerships that develop joint agendas in multiple areas beyond recruiting.

We invite you to expand your company’s reach at McIntire through support of new program development, scholarships, faculty research, talent development, and graduate education.
Undergraduate Student Profile

Thomas Jefferson, founder of the University of Virginia, believed a liberal arts education was key to a successful professional career. In keeping with that belief, students spend the first two years of undergraduate work completing liberal arts and business prerequisite courses. Students, including those from other schools, typically apply for admission to McIntire during their second year.

McIntire students tackle the School’s Integrated Core Experience (ICE), a continuously evolving third-year curriculum that updates and refines the presentation of core business knowledge and skills. The primary goal of the ICE program is to prepare McIntire students for the dynamic, changing realities of today’s business world.

Fourth-year students choose up to two specialized areas of concentration:

- Accounting
- Finance
- Information Technology
- Management
- Marketing

Students concentrate in one or two specialized areas according to their interest and career plans. Students may take elective courses outside other areas of concentration to enrich their career capabilities and satisfy their intellectual interests. Most students complete a second concentration; many complete a second major or minor outside the McIntire School. Third-year students do not declare a concentration until their spring semester.

In addition to the five areas of concentration, six tracks are available for fourth-year students. Students can choose Advertising & Digital Media, Business Analytics, Entrepreneurship, Global Commerce, Real Estate, or Quantitative Finance.

<table>
<thead>
<tr>
<th>Concentration Distribution</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>26%</td>
<td>27%</td>
</tr>
<tr>
<td>Finance</td>
<td>70%</td>
<td>71%</td>
</tr>
<tr>
<td>Management</td>
<td>31%</td>
<td>27%</td>
</tr>
<tr>
<td>Marketing</td>
<td>32%</td>
<td>29%</td>
</tr>
<tr>
<td>Information Technology</td>
<td>24%</td>
<td>30%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Track Distribution</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advertising and Digital Media*</td>
<td>5%</td>
<td></td>
</tr>
<tr>
<td>Business Analytics</td>
<td>21%</td>
<td>27%</td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td>11%</td>
<td>8%</td>
</tr>
<tr>
<td>Global Commerce</td>
<td>18%</td>
<td>21%</td>
</tr>
<tr>
<td>Real Estate</td>
<td>16%</td>
<td>13%</td>
</tr>
<tr>
<td>Quantitative Finance</td>
<td>8%</td>
<td>7%</td>
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</table>

*New track beginning with the Class of 2016.

<table>
<thead>
<tr>
<th>Citizenship</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Citizen or Permanent Resident</td>
<td>85%</td>
<td>84%</td>
</tr>
<tr>
<td>Students with Visas</td>
<td>15%</td>
<td>16%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Ethnicity*</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>African/African-American</td>
<td>5.0%</td>
<td>3.77%</td>
</tr>
<tr>
<td>Alien Temporary**</td>
<td>14.4%</td>
<td>16.24%</td>
</tr>
<tr>
<td>Asian/Asian-American</td>
<td>16.2%</td>
<td>26.67%</td>
</tr>
<tr>
<td>Caucasian</td>
<td>65.9%</td>
<td>66.38%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>5.9%</td>
<td>5.8%</td>
</tr>
<tr>
<td>Native American</td>
<td>0.6%</td>
<td>1.45%</td>
</tr>
<tr>
<td>Native Hawaiian or Pacific Islander</td>
<td>0.3%</td>
<td>0.29%</td>
</tr>
<tr>
<td>Unclassified</td>
<td>2.4%</td>
<td>6.09%</td>
</tr>
</tbody>
</table>

*More than one ethnicity may be reported.  **Alien Temporary hold citizenships from countries other than the United States.

For additional information go to www.commerce.virginia.edu/about/studentprofile/Pages/Undergraduate-Profile.aspx

Commerce Career Services helped me at every stage of the internship search process, from navigating networking sessions and career fairs to preparing for interviews and comparing job offers. Every counselor is approachable, knowledgeable, and insightful. I felt like they wanted me to succeed no matter what I decided to pursue.

—Will McComb, BSC 2016

Group work is something that is central not only to ICE, but all McIntire classes. Learning how to solve problems in a group setting, manage conflict, and combine distinct parts of a project into a cohesive whole are skills that will translate well into any business setting.

—Elyse Eileman, BSC 2016
## 2015 Analysis by Geographic Region

Bachelor of Science in Commerce

<table>
<thead>
<tr>
<th>Region, City and State</th>
<th>% Responses*</th>
<th>Average Base Salary ($)</th>
<th>Median Base Salary ($)</th>
<th>Base Salary Range ($)</th>
<th>% Responses (Average Signing Bonus)**</th>
<th>Average Signing Bonus ($)</th>
<th>% Responses (Average Annual Bonus)***</th>
<th>Average Annual Bonus ($)</th>
<th>Average Total Compensation ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Midwest</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Northeast/Mid-Atlantic</td>
<td>41%</td>
<td>75,443</td>
<td>85,000</td>
<td>35,000–110,000</td>
<td>44%</td>
<td>10,047</td>
<td>38%</td>
<td>34,700</td>
<td>88,714</td>
</tr>
<tr>
<td>New York, NY</td>
<td>35%</td>
<td>77,396</td>
<td>85,000</td>
<td>35,000–110,000</td>
<td>38%</td>
<td>10,477</td>
<td>31%</td>
<td>37,167</td>
<td>91,012</td>
</tr>
<tr>
<td>Boston, MA</td>
<td>3%</td>
<td>67,500</td>
<td>72,500</td>
<td>40,000–75,000</td>
<td>3%</td>
<td>7,000</td>
<td>3%</td>
<td>12,000</td>
<td>75,333</td>
</tr>
<tr>
<td>Maryland</td>
<td>1%</td>
<td>65,333</td>
<td>76,000</td>
<td>40,000–80,000</td>
<td>2%</td>
<td>6,000</td>
<td>3%</td>
<td>60,000</td>
<td>91,333</td>
</tr>
<tr>
<td>New Jersey</td>
<td>1%</td>
<td>55,833</td>
<td>55,000</td>
<td>55,000–57,500</td>
<td>1%</td>
<td>10,000</td>
<td></td>
<td></td>
<td>62,500</td>
</tr>
<tr>
<td>South/Southeast</td>
<td>51%</td>
<td>66,009</td>
<td>65,000</td>
<td>35,000–100,000</td>
<td>49%</td>
<td>7,863</td>
<td>54%</td>
<td>19,881</td>
<td>75,002</td>
</tr>
<tr>
<td>McLean, VA</td>
<td>14%</td>
<td>64,094</td>
<td>61,500</td>
<td>55,000–80,000</td>
<td>12%</td>
<td>7,690</td>
<td>15%</td>
<td>5,667</td>
<td>70,203</td>
</tr>
<tr>
<td>Washington, D.C.</td>
<td>10%</td>
<td>67,150</td>
<td>69,000</td>
<td>35,000–85,000</td>
<td>11%</td>
<td>7,978</td>
<td>8%</td>
<td>19,633</td>
<td>75,588</td>
</tr>
<tr>
<td>Atlanta, GA</td>
<td>5%</td>
<td>65,542</td>
<td>65,000</td>
<td>47,000–80,000</td>
<td>5%</td>
<td>7,167</td>
<td>10%</td>
<td>22,150</td>
<td>78,300</td>
</tr>
<tr>
<td>Charlotte, NC</td>
<td>5%</td>
<td>79,818</td>
<td>85,000</td>
<td>60,000–85,000</td>
<td>6%</td>
<td>10,250</td>
<td>8%</td>
<td>45,000</td>
<td>101,409</td>
</tr>
<tr>
<td>Arlington, VA</td>
<td>3%</td>
<td>72,429</td>
<td>72,500</td>
<td>50,000–90,000</td>
<td>4%</td>
<td>14,167</td>
<td>3%</td>
<td>10,000</td>
<td>86,000</td>
</tr>
<tr>
<td>Charlottesville, VA</td>
<td>3%</td>
<td>45,143</td>
<td>43,000</td>
<td>40,000–52,000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>20,000</td>
</tr>
<tr>
<td>Reston, VA</td>
<td>3%</td>
<td>67,667</td>
<td>65,000</td>
<td>60,000–85,000</td>
<td>3%</td>
<td>4,200</td>
<td>3%</td>
<td>50,000</td>
<td>79,500</td>
</tr>
<tr>
<td>Richmond, VA</td>
<td>3%</td>
<td>61,429</td>
<td>58,000</td>
<td>51,000–85,000</td>
<td>3%</td>
<td>6,000</td>
<td>3%</td>
<td>5,000</td>
<td>66,429</td>
</tr>
<tr>
<td>West/Southwest</td>
<td>7%</td>
<td>55,781</td>
<td>56,500</td>
<td>35,000–85,000</td>
<td>6%</td>
<td>12,700</td>
<td>5%</td>
<td>25,000</td>
<td>66,844</td>
</tr>
<tr>
<td>San Francisco, CA</td>
<td>2%</td>
<td>62,000</td>
<td>65,000</td>
<td>45,000–85,000</td>
<td>3%</td>
<td>4,700</td>
<td>5%</td>
<td>25,000</td>
<td>76,700</td>
</tr>
<tr>
<td>Dallas, TX</td>
<td>1%</td>
<td>59,167</td>
<td>60,000</td>
<td>55,000–62,500</td>
<td>1%</td>
<td>6,250</td>
<td></td>
<td></td>
<td>63,333</td>
</tr>
</tbody>
</table>

International acceptances were also reported in Hong Kong, Kathmandu and Singapore.

The many McIntire graduates we've hired are instrumental in helping our clients successfully communicate their brands in a complex landscape. The students we meet consistently live up to the image first set by Thomas Jefferson—scholars, renaissance men and women, and bon vivants. They make for smart, well-rounded brand strategists and client managers.

—Barbara Sullivan, Sullivan (New York)
### 2015 Analysis by Industry
#### Bachelor of Science in Commerce

<table>
<thead>
<tr>
<th>Industry</th>
<th>% Responses*</th>
<th>Average Base Salary ($)</th>
<th>Median Base Salary ($)</th>
<th>Base Salary Range ($)</th>
<th>% Responses (Average Signing Bonus)**</th>
<th>Average Signing Bonus ($)</th>
<th>% Responses (Average Annual Bonus)***</th>
<th>Average Annual Bonus ($)</th>
<th>Average Total Compensation ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Manufacturing</td>
<td>3%</td>
<td>54,775</td>
<td>52,600</td>
<td>45,000–80,000</td>
<td>4%</td>
<td>4,929</td>
<td>4%</td>
<td>20,300</td>
<td>64,163</td>
</tr>
<tr>
<td>Auto/Aerospace/Other Transportation</td>
<td>1%</td>
<td>50,733</td>
<td>49,000</td>
<td>47,000–56,200</td>
<td>1%</td>
<td>4,000</td>
<td>2%</td>
<td>5,600</td>
<td>55,267</td>
</tr>
<tr>
<td>Consumer Goods (Food, Beverage, Tobacco, Household Products)</td>
<td>1%</td>
<td>65,333</td>
<td>58,000</td>
<td>58,000–80,000</td>
<td>2%</td>
<td>7,333</td>
<td>•</td>
<td>•</td>
<td>•</td>
</tr>
<tr>
<td>Total Service</td>
<td>97%</td>
<td>69,848</td>
<td>72,000</td>
<td>35,000–110,000</td>
<td>96%</td>
<td>9,359</td>
<td>96%</td>
<td>23,918</td>
<td>81,075</td>
</tr>
<tr>
<td>Investment Banking</td>
<td>29%</td>
<td>82,681</td>
<td>85,000</td>
<td>65,000–95,000</td>
<td>37%</td>
<td>11,195</td>
<td>31%</td>
<td>43,214</td>
<td>101,833</td>
</tr>
<tr>
<td>Consulting (not with accounting firms)</td>
<td>18%</td>
<td>70,900</td>
<td>72,500</td>
<td>45,000–90,000</td>
<td>24%</td>
<td>8,466</td>
<td>16%</td>
<td>11,129</td>
<td>80,599</td>
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<tr>
<td>Public Accounting</td>
<td>15%</td>
<td>58,257</td>
<td>57,000</td>
<td>51,000–69,000</td>
<td>9%</td>
<td>3,367</td>
<td>2%</td>
<td>3,000</td>
<td>59,786</td>
</tr>
<tr>
<td>Diversified Financial Services</td>
<td>13%</td>
<td>71,129</td>
<td>70,000</td>
<td>50,000–85,000</td>
<td>14%</td>
<td>9,354</td>
<td>20%</td>
<td>15,222</td>
<td>82,790</td>
</tr>
<tr>
<td>Advertising/Marketing Services/Public Relations</td>
<td>5%</td>
<td>50,038</td>
<td>47,500</td>
<td>35,000–65,000</td>
<td>2%</td>
<td>2,000</td>
<td>2%</td>
<td>3,575</td>
<td>50,775</td>
</tr>
<tr>
<td>Investment Management</td>
<td>5%</td>
<td>64,192</td>
<td>60,000</td>
<td>40,000–90,000</td>
<td>4%</td>
<td>9,000</td>
<td>11%</td>
<td>23,500</td>
<td>78,077</td>
</tr>
<tr>
<td>Real Estate/Construction</td>
<td>3%</td>
<td>65,417</td>
<td>63,750</td>
<td>55,000–85,000</td>
<td>2%</td>
<td>6,250</td>
<td>7%</td>
<td>18,333</td>
<td>78,750</td>
</tr>
<tr>
<td>High Technology/ E-Commerce</td>
<td>2%</td>
<td>53,300</td>
<td>55,000</td>
<td>40,000–70,000</td>
<td>1%</td>
<td>26,500</td>
<td>2%</td>
<td>5,500</td>
<td>65,000</td>
</tr>
<tr>
<td>Media</td>
<td>•</td>
<td>•</td>
<td>•</td>
<td>•</td>
<td>•</td>
<td>•</td>
<td>•</td>
<td>•</td>
<td>•</td>
</tr>
<tr>
<td>Retail</td>
<td>1%</td>
<td>60,167</td>
<td>56,500</td>
<td>44,000–80,000</td>
<td>1%</td>
<td>38,000</td>
<td>•</td>
<td>•</td>
<td>72,833</td>
</tr>
<tr>
<td>Venture Capital</td>
<td>1%</td>
<td>85,000</td>
<td>75,000</td>
<td>70,000–110,000</td>
<td>1%</td>
<td>5,000</td>
<td>2%</td>
<td>20,000</td>
<td>95,000</td>
</tr>
</tbody>
</table>

*Based on those who reported a salary.
**Based on those who reported a signing bonus.
***Based on those who reported an annual bonus.
• None or less than 1% reported.

McIntire is a bridge between the liberal arts undergraduate experience of the first two years on Grounds and the years following graduation. This bridge does not just reflect the well-structured, real-world ICE projects that prepare students for a professional workstream. More importantly, it bridges the interpersonal elements of preparing for life after college: working on a team (classmates or coworkers), earning the respect of superiors (professors or supervisors), and remaining grounded and appreciative.

—Collin Waldoch, BSC 2015
### 2015 Analysis by Business Function
**Bachelor of Science in Commerce**

These salary figures reflect accepted offers. They are based on information collected on students who reported accepting full-time employment by August 2015.

**Based on those who reported a salary.**

**Based on those who reported a signing bonus.**

**Based on those who reported an annual bonus.**

<table>
<thead>
<tr>
<th>Business Function</th>
<th>% Responses*</th>
<th>Average Base Salary ($)</th>
<th>Median Base Salary ($)</th>
<th>Base Salary Range ($)</th>
<th>% Responses (Average Signing Bonus)**</th>
<th>Average Signing Bonus ($)</th>
<th>% Responses (Average Annual Bonus)***</th>
<th>Average Annual Bonus ($)</th>
<th>Average Total Compensation ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>9%</td>
<td>57,022</td>
<td>56,500</td>
<td>51,000–63,000</td>
<td>3%</td>
<td>3,750</td>
<td></td>
<td></td>
<td>58,000</td>
</tr>
<tr>
<td></td>
<td>Auditing</td>
<td>7%</td>
<td>56,111</td>
<td>56,250</td>
<td>2%</td>
<td>2,375</td>
<td></td>
<td></td>
<td>56,639</td>
</tr>
<tr>
<td></td>
<td>Audit/Tax</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Other</td>
<td>1%</td>
<td>61,667</td>
<td>61,000</td>
<td>1%</td>
<td>3,000</td>
<td></td>
<td></td>
<td>62,667</td>
</tr>
<tr>
<td>Consulting</td>
<td>26%</td>
<td>69,827</td>
<td>72,000</td>
<td>50,000–90,000</td>
<td>33%</td>
<td>7,829</td>
<td>4%</td>
<td>7,992</td>
<td>78,557</td>
</tr>
<tr>
<td></td>
<td>Management</td>
<td>9%</td>
<td>72,345</td>
<td>74,500</td>
<td>12%</td>
<td>8,818</td>
<td>1%</td>
<td>17,450</td>
<td>82,750</td>
</tr>
<tr>
<td></td>
<td>Strategic</td>
<td>4%</td>
<td>72,273</td>
<td>75,000</td>
<td>5%</td>
<td>6,889</td>
<td>1%</td>
<td>7,750</td>
<td>80,727</td>
</tr>
<tr>
<td></td>
<td>Technology/Information Systems</td>
<td>4%</td>
<td>65,278</td>
<td>67,000</td>
<td>4%</td>
<td>6,375</td>
<td></td>
<td></td>
<td>71,278</td>
</tr>
<tr>
<td></td>
<td>Business</td>
<td>3%</td>
<td>74,563</td>
<td>74,000</td>
<td>4%</td>
<td>10,950</td>
<td>1%</td>
<td>4,500</td>
<td>86,638</td>
</tr>
<tr>
<td></td>
<td>Financial</td>
<td>3%</td>
<td>66,500</td>
<td>66,000</td>
<td>4%</td>
<td>5,250</td>
<td></td>
<td></td>
<td>72,375</td>
</tr>
<tr>
<td></td>
<td>Other Consulting</td>
<td>2%</td>
<td>60,125</td>
<td>60,250</td>
<td>1%</td>
<td>5,833</td>
<td>1%</td>
<td>6,500</td>
<td>67,750</td>
</tr>
<tr>
<td>Finance</td>
<td>47%</td>
<td>76,958</td>
<td>85,000</td>
<td>40,000–110,000</td>
<td>53%</td>
<td>9,968</td>
<td>8%</td>
<td>32,143</td>
<td>92,932</td>
</tr>
<tr>
<td></td>
<td>Analyst-Investment/Corporate Banking</td>
<td>28%</td>
<td>81,550</td>
<td>85,000</td>
<td>37%</td>
<td>10,946</td>
<td>5%</td>
<td>41,139</td>
<td>102,293</td>
</tr>
<tr>
<td></td>
<td>Investment Management/Research/Trust</td>
<td>7%</td>
<td>70,250</td>
<td>70,000</td>
<td>7%</td>
<td>9,792</td>
<td>1%</td>
<td>11,875</td>
<td>79,417</td>
</tr>
<tr>
<td></td>
<td>Sales/Trading</td>
<td>3%</td>
<td>77,857</td>
<td>85,000</td>
<td>2%</td>
<td>7,500</td>
<td></td>
<td></td>
<td>81,071</td>
</tr>
<tr>
<td></td>
<td>Corporate Finance/Treasury (within Corp.)</td>
<td>2%</td>
<td>65,240</td>
<td>63,000</td>
<td>3%</td>
<td>6,000</td>
<td></td>
<td></td>
<td>71,840</td>
</tr>
<tr>
<td></td>
<td>Financial Planning</td>
<td>2%</td>
<td>66,250</td>
<td>62,500</td>
<td>2%</td>
<td>5,833</td>
<td></td>
<td></td>
<td>70,625</td>
</tr>
<tr>
<td></td>
<td>Real Estate Finance/Development</td>
<td>2%</td>
<td>61,833</td>
<td>63,000</td>
<td>1%</td>
<td>5,000</td>
<td>1%</td>
<td>10,000</td>
<td>66,833</td>
</tr>
<tr>
<td></td>
<td>Venture Capital</td>
<td>2%</td>
<td>73,750</td>
<td>72,500</td>
<td>2%</td>
<td>4,333</td>
<td>1%</td>
<td>40,000</td>
<td>97,000</td>
</tr>
<tr>
<td>Information Technology</td>
<td>2%</td>
<td>57,250</td>
<td>54,500</td>
<td>45,000–75,000</td>
<td>2%</td>
<td>10,000</td>
<td></td>
<td></td>
<td>66,500</td>
</tr>
<tr>
<td></td>
<td>Business/Systems Analyst</td>
<td>2%</td>
<td>57,250</td>
<td>54,500</td>
<td>2%</td>
<td>10,000</td>
<td></td>
<td></td>
<td>66,500</td>
</tr>
<tr>
<td>Marketing/Sales</td>
<td>11%</td>
<td>49,370</td>
<td>47,000</td>
<td>35,000–80,000</td>
<td>7%</td>
<td>6,875</td>
<td>1%</td>
<td>14,725</td>
<td>54,062</td>
</tr>
<tr>
<td></td>
<td>Advertising/Public Relations</td>
<td>3%</td>
<td>39,250</td>
<td>37,500</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>39,250</td>
</tr>
<tr>
<td></td>
<td>Market Research</td>
<td>2%</td>
<td>58,125</td>
<td>60,000</td>
<td>2%</td>
<td>2,333</td>
<td></td>
<td></td>
<td>59,875</td>
</tr>
<tr>
<td></td>
<td>Product/Brand Management</td>
<td>2%</td>
<td>61,583</td>
<td>58,000</td>
<td>3%</td>
<td>11,667</td>
<td></td>
<td></td>
<td>73,250</td>
</tr>
<tr>
<td></td>
<td>Sales/Sales Management</td>
<td>2%</td>
<td>42,500</td>
<td>45,000</td>
<td>1%</td>
<td>2,250</td>
<td></td>
<td></td>
<td>52,375</td>
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<td></td>
<td>Services Marketing</td>
<td>2%</td>
<td>50,750</td>
<td>51,000</td>
<td>1%</td>
<td>1,000</td>
<td>1%</td>
<td>4,588</td>
<td>53,294</td>
</tr>
<tr>
<td>Operations</td>
<td>2%</td>
<td>66,083</td>
<td>60,750</td>
<td>45,000–100,000</td>
<td>1%</td>
<td>48,000</td>
<td></td>
<td></td>
<td>77,417</td>
</tr>
<tr>
<td></td>
<td>Production/Operations Management</td>
<td>2%</td>
<td>70,300</td>
<td>65,000</td>
<td>1%</td>
<td>48,000</td>
<td></td>
<td></td>
<td>83,900</td>
</tr>
<tr>
<td>Other</td>
<td>3%</td>
<td>62,500</td>
<td>61,000</td>
<td>43,000–85,000</td>
<td>2%</td>
<td>9,750</td>
<td></td>
<td></td>
<td>68,000</td>
</tr>
</tbody>
</table>

*None or less than 1% reported.
2015 Salary Profile
Bachelor of Science in Commerce

2014–2015 Business Function Comparison
Bachelor of Science in Commerce

<table>
<thead>
<tr>
<th>Business Function</th>
<th>% Responses</th>
<th>Average Base Salary ($)</th>
<th>% Responses</th>
<th>Average Base Salary ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>9%</td>
<td>57,022</td>
<td>11%</td>
<td>55,339</td>
</tr>
<tr>
<td>Consulting</td>
<td>26%</td>
<td>69,827</td>
<td>23%</td>
<td>67,052</td>
</tr>
<tr>
<td>Finance</td>
<td>47%</td>
<td>76,958</td>
<td>48%</td>
<td>66,725</td>
</tr>
<tr>
<td>Information Technology</td>
<td>2%</td>
<td>57,250</td>
<td>3%</td>
<td>72,563</td>
</tr>
<tr>
<td>Marketing/Sales</td>
<td>11%</td>
<td>49,370</td>
<td>10%</td>
<td>56,347</td>
</tr>
<tr>
<td>Operations</td>
<td>2%</td>
<td>66,083</td>
<td>4%</td>
<td>56,056</td>
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<tr>
<td>Other</td>
<td>3%</td>
<td>62,500</td>
<td>4%</td>
<td>56,056</td>
</tr>
</tbody>
</table>

None or less than 1% reported.

2013–2015 Post–Graduation Profile Comparison
Bachelor of Science in Commerce

<table>
<thead>
<tr>
<th>Plans</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accepted Full-Time Employment</td>
<td>93%*</td>
<td>87%*</td>
<td>86%*</td>
</tr>
<tr>
<td>Attending/Seeking Graduate School</td>
<td>3%</td>
<td>7%</td>
<td>7%</td>
</tr>
<tr>
<td>Seeking Employment</td>
<td>2%</td>
<td>4%</td>
<td>2%</td>
</tr>
<tr>
<td>Not in the Job Market</td>
<td>2%</td>
<td>2%</td>
<td>5%</td>
</tr>
</tbody>
</table>

*Includes a small percentage of fourth-year internship acceptances.

2015 Career Choice Profile
Bachelor of Science in Commerce

2015 Graduate School Placement
Bachelor of Science in Commerce

<table>
<thead>
<tr>
<th>Type of Graduate Program</th>
<th>% Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>46%</td>
</tr>
<tr>
<td>Other (includes Bioscience Enterprise, Data Science, International Business, and Quantitative Finance)</td>
<td>36%</td>
</tr>
<tr>
<td>Education</td>
<td>9%</td>
</tr>
<tr>
<td>Law</td>
<td>9%</td>
</tr>
</tbody>
</table>

Navigating the job market as an undergraduate student seemed a daunting task. However, Commerce Career Services provided me with the necessary resources and skills to discover the best career path for my unique situation. The McIntire staff and faculty provided me with tireless professional guidance, while my fellow students at McIntire gave me unconditional support. It’s been a great two years.

—Justin Schultz, BSC 2015
## 2016 Internship Analysis by Industry
Bachelor of Science in Commerce

<table>
<thead>
<tr>
<th>Industry</th>
<th>% Responses*</th>
<th>Average Hourly Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manufacturing</td>
<td>6%</td>
<td>$21</td>
</tr>
<tr>
<td>Consumer Goods (Food, Beverage, Tobacco, Household Products)</td>
<td>2%</td>
<td>$21</td>
</tr>
<tr>
<td>High Technology (Electronics, Computers, Telecommunications)</td>
<td>2%</td>
<td>$21</td>
</tr>
<tr>
<td>Service</td>
<td>94%</td>
<td>$24</td>
</tr>
<tr>
<td>Consulting (not with accounting firms)</td>
<td>20%</td>
<td>$24</td>
</tr>
<tr>
<td>Investment Banking</td>
<td>20%</td>
<td>$31</td>
</tr>
<tr>
<td>Public Accounting</td>
<td>17%</td>
<td>$26</td>
</tr>
<tr>
<td>Diversified Financial Services</td>
<td>11%</td>
<td>$26</td>
</tr>
<tr>
<td>Advertising/Marketing Services/Public Relations</td>
<td>7%</td>
<td>$15</td>
</tr>
<tr>
<td>Investment Management</td>
<td>4%</td>
<td>$26</td>
</tr>
<tr>
<td>Hospitality/Lodging</td>
<td>3%</td>
<td>$17</td>
</tr>
<tr>
<td>Retail</td>
<td>3%</td>
<td>$15</td>
</tr>
<tr>
<td>Commercial Banking</td>
<td>2%</td>
<td>$17</td>
</tr>
<tr>
<td>Entertainment/Leisure</td>
<td>2%</td>
<td>$13</td>
</tr>
<tr>
<td>High Technology/E-Commerce</td>
<td>2%</td>
<td>$22</td>
</tr>
<tr>
<td>Real Estate/Construction</td>
<td>2%</td>
<td>$9</td>
</tr>
<tr>
<td>Widely Diversified Services</td>
<td>2%</td>
<td>$19</td>
</tr>
</tbody>
</table>

Only select data are noted from information collected.
*Based on those who reported an internship.

## 2016 Internship Analysis by Region
Bachelor of Science in Commerce

<table>
<thead>
<tr>
<th>Region, City and State</th>
<th>% Responses*</th>
<th>Average Hourly Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Midwest</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Midwest/Atlantic</td>
<td></td>
<td></td>
</tr>
<tr>
<td>New York, NY</td>
<td>34%</td>
<td>$29</td>
</tr>
<tr>
<td>Baltimore, MD</td>
<td>1%</td>
<td>$20</td>
</tr>
<tr>
<td>Bethesda, MD</td>
<td>1%</td>
<td>$19</td>
</tr>
<tr>
<td>Boston, MA</td>
<td>1%</td>
<td>$17</td>
</tr>
<tr>
<td>Philadelphia, PA</td>
<td>1%</td>
<td>$14</td>
</tr>
<tr>
<td><strong>Southeast</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Southeast/Southeast</td>
<td>51%</td>
<td>$21</td>
</tr>
<tr>
<td>McLean, VA</td>
<td>13%</td>
<td>$26</td>
</tr>
<tr>
<td>Washington, D.C.</td>
<td>8%</td>
<td>$23</td>
</tr>
<tr>
<td>Richmond, VA</td>
<td>5%</td>
<td>$23</td>
</tr>
<tr>
<td>Charlottesville, VA</td>
<td>4%</td>
<td>$14</td>
</tr>
<tr>
<td>Arlington, VA</td>
<td>3%</td>
<td>$28</td>
</tr>
<tr>
<td>Charlotte, NC</td>
<td>3%</td>
<td>$23</td>
</tr>
<tr>
<td>Herndon, VA</td>
<td>3%</td>
<td>$14</td>
</tr>
<tr>
<td>Atlanta, GA</td>
<td>2%</td>
<td>$18</td>
</tr>
<tr>
<td>Tysons Corner, VA</td>
<td>2%</td>
<td>$24</td>
</tr>
<tr>
<td>Alexandria, VA</td>
<td>1%</td>
<td>$15</td>
</tr>
<tr>
<td>Dulles, VA</td>
<td>1%</td>
<td>$16</td>
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<tr>
<td>Florida</td>
<td>1%</td>
<td>$18</td>
</tr>
<tr>
<td>Reston, VA</td>
<td>1%</td>
<td>$16</td>
</tr>
<tr>
<td><strong>West/Southwest</strong></td>
<td>8%</td>
<td>$21</td>
</tr>
<tr>
<td>San Francisco, CA</td>
<td>3%</td>
<td>$25</td>
</tr>
<tr>
<td>Oregon</td>
<td>1%</td>
<td>$19</td>
</tr>
<tr>
<td>Texas</td>
<td>1%</td>
<td>$21</td>
</tr>
</tbody>
</table>

Only select data are noted from information collected.
*Based on those who reported an internship.
◆None or less than 1% reported.

As an international student who faced many recruiting challenges, I have received significant support from Commerce Career Services. I have communicated with many of the CCS staff members, and they all provided me with tremendous help and kindness. The CCS staff really cares about McIntire students, and they always try to offer us the best opportunities. I cannot overstate how crucial Commerce Career Services is to every student in McIntire.

—Rui Gong, BSC 2016
McIntire Remains #2 Among Nation’s Top Business Programs in Bloomberg
Businessweek Rankings

The McIntire School of Commerce at the University of Virginia ranked second among the nation’s best undergraduate business programs, according to the 2014 Bloomberg Businessweek rankings, making the School the only program to have consistently ranked either first or second in the nine years that Businessweek ranked undergraduate programs. The magazine did not publish rankings for 2015.

In the 2014 rankings, Notre Dame's Mendoza College of Business placed first, and Cornell University’s Charles H. Dyson School of Applied Economics and Management placed third. McIntire earned A+ grades for teaching quality, facilities and services, and job placement, and remained the top-rated program among public institutions. In addition, the School tied with the Wharton School of Business for the highest median starting salary of $70,000.

“Our emphasis on strategic and functional integration, action-oriented learning through corporate projects, teamwork, communication, and cutting-edge specialty tracks enables the School to attract superlative students and to produce high-impact graduates.”

–Carl Zeithaml, Dean, McIntire School of Commerce
2014 Analysis by Graduate Program
Master of Science in Commerce

The Master of Science in Commerce Program (with tracks in Financial Services and Marketing & Management) is a one-year, 40-credit-hour program designed to help recent liberal arts, science, and engineering graduates transform their intellectual and academic skill sets into focused business expertise. The program features an integrated core curriculum, specialty tracks, and a month-long Global Immersion Experience in Europe, East Asia, Southeast Asia, or Latin America. Of the Class of 2014, 65% chose the Marketing & Management Track; 35% chose the Financial Services Track. Of the Class of 2015, 55% chose the Marketing & Management Track; 45% chose the Financial Services Track. Final placement statistics for the Master of Science in Commerce Class of 2015 will be available online after December 2015.

<table>
<thead>
<tr>
<th>Gender</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>46</td>
<td>43%</td>
<td>47</td>
</tr>
<tr>
<td>Male</td>
<td>60</td>
<td>57%</td>
<td>64</td>
</tr>
<tr>
<td>Total</td>
<td>106</td>
<td>111</td>
<td>111</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Citizenship</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Citizen, Dual Citizen, or Permanent Resident</td>
<td>81%</td>
<td>84%</td>
<td>75%</td>
</tr>
<tr>
<td>Students with Visas</td>
<td>19%</td>
<td>16%</td>
<td>25%</td>
</tr>
</tbody>
</table>

2014 Career Choice Profile
Master of Science in Commerce

2014 Analysis by Business Function
Master of Science in Commerce

<table>
<thead>
<tr>
<th>Track/ Business Function</th>
<th>% Responses*</th>
<th>Average Base Salary ($)</th>
<th>Median Base Salary ($)</th>
<th>Base Salary Range ($)</th>
<th>Average Signing Bonus ($)</th>
<th>Average Annual Bonus ($)</th>
<th>Average Total Compensation ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Finance</td>
<td>36%</td>
<td>69,059</td>
<td>65,000</td>
<td>56,500–105,000</td>
<td>7,929</td>
<td>16,850</td>
<td>82,526</td>
</tr>
<tr>
<td>Marketing &amp; Management</td>
<td>64%</td>
<td>62,173</td>
<td>60,000</td>
<td>40,003–109,000</td>
<td>6,367</td>
<td>10,025</td>
<td>68,698</td>
</tr>
</tbody>
</table>

*Based on those who reported a salary.
**Includes Analyst-Investment/Corporate Banking, Corporate Finance/Treasury (within corp.), and Sales/Trading acceptances.
†Includes Business, Financial, Management, Strategic and Technology Consulting acceptances.
I have been amazed at the outstanding support provided by Commerce Career Services. The CCS staff offered many workshops on a variety of topics ranging from resume writing to networking, and continuously made themselves available for individual interview preparation and guidance. Thanks to their attentive assistance, I developed the confidence needed to navigate the recruiting process. I know that the skills I have acquired from CCS will serve me for years to come!

—Kathryn Gach, MSC 2015
2015 Analysis by Graduate Program
Master of Science in Accounting Program

The McIntire School’s Master of Science in Accounting Program is recognized for developing graduates with a comprehensive understanding of accounting as well as core competencies needed for success as a business professional. Our 30-credit-hour curriculum offers students the choice between a Financial Reporting & Assurance track and a Tax Consulting track. Both tracks have been carefully designed to help students acquire not only the necessary specialized technical knowledge, but also a better understanding of the broad context within which professional decisions are made. Of the Class of 2015, 67% chose the Financial Reporting & Assurance track, 24% chose the Tax Consulting track, and 9% were enrolled in the one-semester option. (One-semester students completed the requirements for the M.S. in Accounting Program during the fall semester by earning credits for specified graduate courses as McIntire undergraduates before beginning the graduate program.) Of the Class of 2016, 77% chose the Financial Reporting & Assurance track, 18% chose the Tax Consulting track, and 5% are enrolled in the one-semester option.

<table>
<thead>
<tr>
<th>Gender</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>39</td>
<td>33</td>
</tr>
<tr>
<td>Male</td>
<td>27</td>
<td>27</td>
</tr>
<tr>
<td>Total</td>
<td>66</td>
<td>60</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Citizenship</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Citizen or Permanent Resident</td>
<td>77%</td>
<td>83%</td>
</tr>
<tr>
<td>Students with Visas</td>
<td>23%</td>
<td>17%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Graduate Program/Track</th>
<th>% Responses*</th>
<th>Average Base Salary ($)</th>
<th>Median Base Salary ($)</th>
<th>Base Salary Range ($)</th>
<th>Average Signing Bonus ($)</th>
<th>Average Annual Bonus ($)</th>
<th>Average Total Compensation ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>M.S. in Accounting</td>
<td>100%</td>
<td>56,055</td>
<td>56,000</td>
<td>35,000–85,000</td>
<td>4,667</td>
<td>15,000</td>
<td>58,727</td>
</tr>
<tr>
<td>Financial Reporting &amp; Assurance</td>
<td>67%</td>
<td>55,878</td>
<td>56,000</td>
<td>35,000–85,000</td>
<td>4,625</td>
<td>15,000</td>
<td>59,716</td>
</tr>
<tr>
<td>Tax Consulting</td>
<td>24%</td>
<td>56,346</td>
<td>55,000</td>
<td>50,000–69,000</td>
<td>5,000</td>
<td></td>
<td>56,731</td>
</tr>
<tr>
<td>One-Semester</td>
<td>9%</td>
<td>56,600</td>
<td>57,000</td>
<td>51,000–61,000</td>
<td></td>
<td></td>
<td>56,600</td>
</tr>
</tbody>
</table>

*Based on those who reported a salary.

At UVA, we consistently find a talented and motivated group of students whose diversity and values mirror those of our firm. McIntire graduates are critical thinkers, great communicators and outstanding team members, and we are thrilled to partner with UVA to provide career opportunities to future Wells Fargo leaders.

— James Ruggles, Wells Fargo

2015 Analysis by Graduate Program
Master of Science in the Management of Information Technology

The Master of Science in the Management of Information Technology is one of the leading graduate business programs for experienced professionals who want to better understand how to strategically leverage IT in order to deliver greater business value. The 12-month program is offered in two locations, including a section that meets in Charlottesville, Va., one weekend (Thursday-Friday-Saturday) each month and a section that meets in Arlington, Va., every other Saturday. For details on the schedule, please contact the Graduate Admissions Office.

The M.S. in MIT attracts a wide range of business and technology professionals. Students possess an average of 13 years of professional work experience (ranging from 2 to 25+) in business, technology, or a combination of the two. Employers interested in resume referrals or job postings targeting non-sponsored students in the program should contact Commerce Career Services for assistance.

<table>
<thead>
<tr>
<th>Gender</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>20%</td>
<td>25%</td>
</tr>
<tr>
<td>Male</td>
<td>80%</td>
<td>75%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Class Size</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>MSMIT 2015</td>
<td>72 (NoVa-49, Cville-23)</td>
<td>60 (NoVa-37, Cville-23)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Citizenship</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Citizen or Permanent Resident</td>
<td>95%</td>
<td>97%</td>
</tr>
<tr>
<td>Students with Visas</td>
<td>5%</td>
<td>3%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>2015*</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>African-American</td>
<td>7%</td>
<td>7%</td>
</tr>
<tr>
<td>Asian-American</td>
<td>20%</td>
<td>23%</td>
</tr>
<tr>
<td>Caucasian</td>
<td>69%</td>
<td>63%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>8%</td>
<td>0%</td>
</tr>
<tr>
<td>North American</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Unclassified</td>
<td>5%</td>
<td>7%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employment</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sponsored by Employers (Full or in Part)</td>
<td>50%</td>
<td>50%</td>
</tr>
<tr>
<td>Employed at Graduation</td>
<td>99%</td>
<td>TBD</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Work Experience</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>2-4 Years</td>
<td>15%</td>
<td>12%</td>
</tr>
<tr>
<td>5-9 Years</td>
<td>23%</td>
<td>29%</td>
</tr>
<tr>
<td>10-14 Years</td>
<td>17%</td>
<td>26%</td>
</tr>
<tr>
<td>15-19 Years</td>
<td>26%</td>
<td>15%</td>
</tr>
<tr>
<td>20+ Years</td>
<td>19%</td>
<td>18%</td>
</tr>
</tbody>
</table>

*Based on those who reported a salary.

At UVA, we consistently find a talented and motivated group of students whose diversity and values mirror those of our firm. McIntire graduates are critical thinkers, great communicators and outstanding team members, and we are thrilled to partner with UVA to provide career opportunities to future Wells Fargo leaders.

— James Ruggles, Wells Fargo

We all arrive here with potential but McIntire helps us make that potential a reality. The knowledge and professionalism obtained will allow us to succeed in our careers. This, I think, is the beauty and power of McIntire.

— Moussi Issa, MSA 2015
### 2014-2016 Organization Choice Profile

<table>
<thead>
<tr>
<th>Recruiting Organizations with Most Acceptances*</th>
<th>Full-time</th>
<th>Internships</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2015 B.S. in Commerce</td>
<td>2015 M.S. in Accounting</td>
</tr>
<tr>
<td>PricewaterhouseCoopers</td>
<td>69</td>
<td>●</td>
</tr>
<tr>
<td>EY</td>
<td>48</td>
<td>●</td>
</tr>
<tr>
<td>JPMorgan Chase &amp; Co.</td>
<td>27</td>
<td>●</td>
</tr>
<tr>
<td>Deloitte</td>
<td>22</td>
<td>●</td>
</tr>
<tr>
<td>Bank of America, N.A.</td>
<td>15</td>
<td>●</td>
</tr>
<tr>
<td>Wells Fargo</td>
<td>14</td>
<td>●</td>
</tr>
<tr>
<td>Capital One</td>
<td>13</td>
<td>●</td>
</tr>
<tr>
<td>comScore</td>
<td>13</td>
<td>●</td>
</tr>
<tr>
<td>Credit Suisse</td>
<td>13</td>
<td>●</td>
</tr>
<tr>
<td>Accenture</td>
<td>12</td>
<td>●</td>
</tr>
<tr>
<td>Jefferies LLC</td>
<td>11</td>
<td>●</td>
</tr>
<tr>
<td>KPMG LLP</td>
<td>11</td>
<td>●</td>
</tr>
<tr>
<td>Bain &amp; Company</td>
<td>10</td>
<td>●</td>
</tr>
<tr>
<td>Barclays</td>
<td>10</td>
<td>●</td>
</tr>
<tr>
<td>Goldman Sachs</td>
<td>10</td>
<td>●</td>
</tr>
<tr>
<td>Morgan Stanley</td>
<td>10</td>
<td>●</td>
</tr>
<tr>
<td>Merkle</td>
<td>RKK</td>
<td>10</td>
</tr>
<tr>
<td>Citigroup Inc.</td>
<td>9</td>
<td>●</td>
</tr>
<tr>
<td>Houlihan Lokey</td>
<td>9</td>
<td>●</td>
</tr>
<tr>
<td>McKinsey &amp; Co.</td>
<td>8</td>
<td>●</td>
</tr>
<tr>
<td>Altria</td>
<td>7</td>
<td>●</td>
</tr>
<tr>
<td>Guggenheim Partners, LLC</td>
<td>7</td>
<td>●</td>
</tr>
<tr>
<td>Rothschild</td>
<td>7</td>
<td>●</td>
</tr>
<tr>
<td>SunTrust Banks, Inc./SunTrust Robinson Humphrey</td>
<td>7</td>
<td>●</td>
</tr>
<tr>
<td>Lazard</td>
<td>6</td>
<td>●</td>
</tr>
<tr>
<td>Navigant Consulting</td>
<td>6</td>
<td>●</td>
</tr>
<tr>
<td>Applied Predictive Technologies (APT)</td>
<td>5</td>
<td>●</td>
</tr>
<tr>
<td>BDO</td>
<td>5</td>
<td>●</td>
</tr>
<tr>
<td>BlackRock, Inc.</td>
<td>5</td>
<td>●</td>
</tr>
<tr>
<td>The Boston Consulting Group</td>
<td>5</td>
<td>●</td>
</tr>
<tr>
<td>FTI Consulting, Inc.</td>
<td>5</td>
<td>●</td>
</tr>
<tr>
<td>IBM</td>
<td>5</td>
<td>●</td>
</tr>
<tr>
<td>Oliver Wyman</td>
<td>5</td>
<td>●</td>
</tr>
<tr>
<td>Oracle Corporation</td>
<td>5</td>
<td>●</td>
</tr>
<tr>
<td>Amazon.com, Inc.</td>
<td>4</td>
<td>●</td>
</tr>
<tr>
<td>Deutsche Bank</td>
<td>4</td>
<td>●</td>
</tr>
<tr>
<td>Evercore Partners</td>
<td>4</td>
<td>●</td>
</tr>
</tbody>
</table>

These data are based on student responses. Bolded organizations represent McIntire Corporate Partners. *Organizations with two or more total reported acceptances are listed. †Includes a small percentage of post-graduate internship acceptances.
2014-2015 McIntire Recruiting Organizations

11th Hour Service
12 West Capital Management LP
20th Century Fox
4M ST
A Bar A Ranch
AAB Ltd.
Abercrombie & Fitch
Accenture
AES Corporation
Airbus Americas
Albemarle County Public Schools
Alcoa Inc.
Alcove
Ali
Allianz Global Assistance
Alscripts
AlphaLights
AlphaSix Corporation
Alton Lane
Altria
Amazon.com, Inc.
American Accessories International
American Airlines
American Express
American Red Cross
Analysis Group
Analytic Partners, Inc.
Appian
Applied Predictive Technologies (APT)
AppNexus
Arlingon Capital
Arlington County Virginia Government
Armstrong World Industries Inc.
AvalonBay Communities
Avnet Inc.
AXA Advisors
Balboon Capital Management
BAE Systems
Bain & Company
Baker Tilly
Ballato Law Firm PC
Bank of America, N.A.
Bank of China
Barclays
Bates White
BB&T
BBDO
BDI
Beacon Capital Partners
Becker Professional Education
Berkley Research Group
The Berry Company
Bessemer Trust
Birthright Israel Excel
Bisnow
BlackArch Partners
BlackRock, Inc.
The Blackstone Group LP
Blue Ridge ESOP Associates
BMO Capital Markets
Board of Governors of the Federal Reserve System
Booz Allen Hamilton
The Boston Consulting Group
The Brattle Group
Brean Capital, LLC
Brentwood Capital Advisors
Brown Advisory
Brown Brothers Harriman & Co.
C&N Company
C'ville Central
Cambridge Associates
Capital Automotive LLC
Capital Group
Capital One
Capital Performance Group
Capital Sports Ventures
CapTech Consulting
Carahsoft Technology Corp.
The Carlyle Group
CarMax
Carrot Creative
Cary Street Partners
CBRE
CEB
Centerbridge Partners
Centerview Partners LLC
Centric Business Systems
CGL
Champion Asset Management, Inc.
Charles River Appraisals
ChemTreat
Cherry, Bekaert & Holland, L.L.P.
Chesapeake Consulting LLC
Chik-Fi-A
CIA
CGA
Cigna Corporation
CM & IB Bank
Citigroup Inc.
City National Bank
Clark Construction Group
Clark Realty Capital LLC
The Claro Group
Clean Energy Fuels
Cobham plc
CohnReznick
Coleman Research
Colgate Palmolive Company
Collaborative Solutions
Comerica Bank
Commercial Mission
comscore, Inc.
Constellation Energy
Consumer Financial Protection Bureau
Core2 Group, Inc.
Corner Alliance
Cornerstone Commercial Real Estate Services Corporation
Cornerstone Research
Corporate Traffic Inc.
Cousins Properties
CreateMyFee
Cred Suisse
CrewCuts
Croft & Bender
CST Group
CSX Corporation
Cvent
Day & Blink Consulting
DC Energy
DC Web Makers
Dean and Company
Deloitte
Delta Air Lines
Design Benefits Inc.
Deutsche Bank
Devils Backbone Brewing Company
Dick's Sporting Goods Inc.
DISH Network LLC.
Dixon Hughes Goodman
Dollar Tree Inc.
Dominion
Drooby Capital
Droga5
Duff & Phelps
DuPont Innovation Center
E3 Federal Solutions, LLC
Eastdil Secured, LLC
Edens & Avant, Inc.
Edgar Lomax Co.
Elm Talent Group LLC
Emanate PR
Enterprise Rent-a-Car
Epic
Ethics Metrics
Experian Partners
Expensify, Inc.
Experience
FY
F-35 Joint Strike Fighter Program
Fairfax Radiological Consultants
Finne Group
Federal Bureau of Investigation
Federal Farm Credit Banks Funding Corporation
Federal Management Partners
Federal Maritime Commission
Federal Reserve Bank of Richmond
Fidelity Investments
Fidus Partners
Fifth Third Securities
First American Consulting
Flow Traders
Fluenza
Formation Capital
Fouger-Pratt Development
FredMac
FTI Consulting, Inc.
Fundacion Consejo Espana Estados Unidos
GCG
General Electric
Genworth Financial
Gift Groups, Inc.
GLC Advisors & Co.
GLG
GlobeSlope, LLC
Global Brand Group
Goldman Sachs
Google Inc.
Great Bridge Consulting, Inc.
GreenBridge Partners, LLC
Hajoca
Hamilton Lane
Hanover Research Council
Hantzmann Wiebel
Harris Williams & Co.
Haulwire
HBO
HDH Advisors LLC
HedgeSPR
Height Analytics LLC
Heineken USA
Heritage Wealth Advisors LLC
Hilton Worldwide
Hodes Weill & Associates
Holiday Inn/Plais, WP
Horizon Media
Houlihan Lokey
Hughes, Ld
IBM
ICF International
Incentive Technology Group (ITG)
inCode
Informatica Corporation
Insight Global Inc.
integratF
IntraX
Invesco
ISIC China
Jagdamba Industries
Jameson
JLL LLC
Jeffries LLC
JPMorgan Chase & Co.
Keiser Associates
Karns Medical
Kate Spade & Co.
Kenneth, Binette & Woods, Inc.
Keiter
Kenninc Group LLC
Kenneke
Kinetix Technology
KippsDeSanto & Co.
Klockner Pentaplast
Korn Ferry Futurestep
KPMG LLP
Kurt Salmon
Lakota Technical Solutions
Lazard
Lexis
Lenov
Level Equity
Lhoist North America
Liberty Mutual Insurance Company
Liberty Tax Service
Lilly Pullitzer
Lofy
Logjapps LLC
M&T Bank
Macquarie Group
Major League Baseball
Manchester Capital Management
Manchester Marketing Ensemble
MarketBridge
Marketing Mojo
Marriott International
The Martin Agency
Maven, Inc.
MAXMUS, Inc.
MBI, Inc.
McColl Partners
McGeadney LLP
McKinsey & Co.
McPhillis, Roberts & Deans, PLC
MEC Global
Media Storm, LLC
Mercedes-Benz
Mercer
Merkle | RKG
MetLife
Millsen & Co.
Mizuho Bank
MRK Capital Management, LLC
Modine Manufacturing Company
Morgan & Company
Morgan Stanley
Morton Beyer & Agnew
MSGroup
MUFU Group
MUFU Union Bank
National Fish and Wildlife Foundation
National Football League
National Wildlife Federation
Natural Retreats
Navegant Consulting
Navy Federal Credit Union
Neighborhood Properties
Neptune Investment Management
Nestle Purina PetCare Company
Network of International Christian Schools
New City Capital
New York Life
Newbury Partners, LLC
NextGen Angels
Nike, Inc.
Bolded organizations represent McIntire Corporate Partners.
30

2014-2015 McIntire Recruiting Organizations

B Bolded organizations represent McIntire Corporate Partners.

NSource
Nodal Exchange
Nomura
Norfolk Southern
Northwood Investors
Osgiv & Mather
Oliver Wyman
Omnitek Consulting
Opower
Oppenheimer & Co. Inc.
Optimy Advisors
Oracle
OrderAhead
Orderly
Outcome Capital
Over the Horizons Strategies, LLC
P-Schoenfeld Asset Management LP
Pace Harmon
Packback LLC
Pagnato-Karp Group
Palantir Technologies
Pantheon Ventures
Paramount Sleep
Park Properties Management Co.
Pat Taylor and Associates Inc.
Peace Corps
Penn Schoen and Berland Associates
Pepco
Perella Weinberg Partners
Perrigo
Pernis Prunier
PFM
Picco Vela
Piedmont Fund Services
Piper Jaffray
Point72 Asset Management
PowerPlan
Precision Economics
Proctor & Gamble
Project Overlord System
Prophet
Pros. Inc.
Prudential
Public Company Accounting Oversight Board
Publicis
R/GA
Raymond James Financial, Inc.
RBC Capital Markets, LLC
Red Bull
Red Ventures
RentHop
Reynolds & Reynolds Company
Reynolds American
RiskSpan Inc.
Robinson, Farmer, Cox Associates
Rockbridge Sports Group
Roland Berger
Rolls-Royce, N.A.
Rothschild
RP Financial, LC
RP3 Agency
Ryan
Sagent Advisors
Sand Capital
Sands Capital
Securities & Exchange Commission
SEI Investments
Shaw Kwai & Partners
Shot Tower Capital
Signal Hill
Silvercrest Asset Management Group
Snapchat, Inc
SNL Financial
Splash Media
Splash & Partners
Sponsors for Educational Opportunity
SRA International, Inc.
SRI International
Standard & Poors - IM&ME
Stanley Black & Decker
Starwood Capital Group
Stem Value Management
Stefel
Stout Rissius Ross, Inc.
Strategic Investment Management, LLC
Stripes Group
Sullivan
SunTrust Banks, Inc./SunTrust Robinson Humphrey
T Rowe Price
Tate & Tyron
TD Bank
Teach for America
The Teaching Company
Technomic Industries
Thomas Jefferson Health District
Thuzio
TM Capital Corp.
Tony Burch
TPN
Trammel Crow Company
Tribal Worldwide
TruHeidt Integrated Security, LLC
Tucker, Midis & Owen
Tyrola LLC
Uninet
Under Armour
United States Army
Universal McCann
University of Pittsburgh Medical Center
University of Virginia Investment Management Company
UVA Athletics
The UVA Foundation
VaynerMedia
VCIU Brandcenter
VDOT
Ventera Corporation
Veris
Verizon
Videology, Inc.
Virginia Beach City Public Schools
Virginia Information Technology Agency
Virginia State Corporation Commission
Virginia 529 College Savings Plan
VISA
Vonage Marketing LLC
VRH Partners, LLC
Wall, Einhorn & Chernitzer, P.C.
The Walt Disney Company
Washington Real Estate Investment Trust
Watkins Meegan LLC
Wells Fargo
Whereistart
Wework
The Wolf Group, PC
Women Business Leaders
World Bridge Foundation
WorldStrides
Xtract Research
Yount Hyde & Barbour PC
ZAIS Group
Z-Ben Advisors
Zumdl Mid-Atlantic
ZS Associates
Zubie

Over the past two years, I feel that I have significantly grown because of the people I met at McIntire. My peers and professors have taught me more than they could ever realize: lessons that expand far beyond that of the typical bounds of the classroom. I met people who challenged me, who taught me new perspectives, and who inspired me to become greater than what I am. In addition, I formed relationships with people who always extended a helping hand. In addition to my friends, mentors, and professors, Commerce Career Services helped me significantly by guiding me through the recruiting process. With the guidance of CCS, I was able to navigate this hectic process with confidence and support, and for that I am truly grateful. Overall, my experience at McIntire has helped me grow and learn, and this was only accomplished through the individuals that have supported me at every step of the way. Thanks to everyone at McIntire, and cheers to the road ahead!

—Stacey Hahn, BSC 2015
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Commerce Career Services has done an incredible job offering advice and connections with alumni, providing specialized guidance based on my career interests. I am extremely grateful for their support and know I would not have had the same opportunities without them.

—Garrett Allen, BSC 2016
The Commerce Career Services team is an integral part of the McIntire School of Commerce and endeavors to provide exemplary service to all constituents. Building and enhancing relationships with students and employers remain our #1 priority while providing innovative resources and programs to meet the evolving and dynamic career needs of students with broad and diverse backgrounds and interests.