COMMERCE CAREER SERVICES

2015 Destinations Report

McIntire School of Commerce at the University of Virginia
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 undergraduate 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.
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>47</td>
<td>50</td>
</tr>
<tr>
<td>Male</td>
<td>60</td>
<td>64</td>
<td>61</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

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**Commerce Career Services has been a beacon of guidance throughout my McIntire experience. CCS’ support and assistance in finding the right industry and job were hugely instrumental in helping me land a position with a company that I am thrilled to be a part of next year. In addition to CCS’ walk-in hours and one-on-one meetings, CCS’s workshops and lecture series made me a better candidate and prepared me for life after graduation.**

Annie Helbling, MSC 2015

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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>Finance</td>
<td>19%</td>
<td>65,889</td>
<td>65,000</td>
<td>60,000–70,000</td>
<td>8,500</td>
<td>38,600</td>
<td>81,078</td>
</tr>
<tr>
<td>Analyst-Investment/Corporate Banking</td>
<td>13%</td>
<td>68,333</td>
<td>70,000</td>
<td>65,000–70,000</td>
<td>11,125</td>
<td>70,000</td>
<td>87,417</td>
</tr>
<tr>
<td>Consulting†</td>
<td>13%</td>
<td>66,000</td>
<td>64,250</td>
<td>56,500–75,000</td>
<td>5,250</td>
<td>5,667</td>
<td>74,083</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>
<tr>
<td>Consulting†</td>
<td>21%</td>
<td>65,220</td>
<td>60,000</td>
<td>46,000–109,000</td>
<td>5,833</td>
<td>9,083</td>
<td>74,170</td>
</tr>
<tr>
<td>Marketing/Sales</td>
<td>26%</td>
<td>58,084</td>
<td>52,000</td>
<td>40,003–109,000</td>
<td>5,750</td>
<td>14,500</td>
<td>63,625</td>
</tr>
<tr>
<td>Market Research</td>
<td>21%</td>
<td>60,600</td>
<td>56,000</td>
<td>40,003–109,000</td>
<td>7,500</td>
<td>6,750</td>
<td>63,450</td>
</tr>
<tr>
<td>Management</td>
<td>6%</td>
<td>57,667</td>
<td>55,000</td>
<td>50,000–68,000</td>
<td>6,000</td>
<td>10,000</td>
<td>71,667</td>
</tr>
<tr>
<td>Finance**</td>
<td>9%</td>
<td>65,000</td>
<td>70,000</td>
<td>50,000–70,000</td>
<td>7,125</td>
<td>2,250</td>
<td>72,688</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.

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<table>
<thead>
<tr>
<th>Recruiting Resources</th>
<th>% Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>On-Grounds Recruiting*</td>
<td>49%</td>
</tr>
<tr>
<td>McIntire Alumni Referral*</td>
<td>9%</td>
</tr>
<tr>
<td>Commerce Career Services Sponsored Program, Posting, or Lead*</td>
<td>7%</td>
</tr>
<tr>
<td>McIntire Faculty Referral*</td>
<td>7%</td>
</tr>
<tr>
<td>Direct Correspondence/Contact</td>
<td>18%</td>
</tr>
<tr>
<td>Advertisement/Website</td>
<td>6%</td>
</tr>
<tr>
<td>Job Acceptances from Summer Internships</td>
<td>4%</td>
</tr>
</tbody>
</table>

*72% of Jobs Facilitated through McIntire.
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

### 2014 Analysis by Geographic Region

<table>
<thead>
<tr>
<th>Track/Region</th>
<th>Master of Science in Commerce</th>
</tr>
</thead>
<tbody>
<tr>
<td>Finance</td>
<td>36% 69,059 65,000 56,500–105,000 16,850 7,929 82,526</td>
</tr>
<tr>
<td>Midwest</td>
<td>68,333 70,000 60,000–75,000 70,000 9,500 87,917</td>
</tr>
<tr>
<td>Northeast/ Mid-Atlantic</td>
<td>70,000 70,000 65,000–75,000 70,000 10,625 92,500</td>
</tr>
<tr>
<td>South/Southeast</td>
<td>65,900 64,250 56,500–80,000 6,440 5,438 73,470</td>
</tr>
<tr>
<td>Virginia</td>
<td>61,500 63,000 56,500–65,000 5,000 66,500</td>
</tr>
<tr>
<td>Washington, D.C.</td>
<td>66,500 63,500 61,000–75,000 5,667 2,833 75,000</td>
</tr>
<tr>
<td>West/Southwest</td>
<td>62,173 60,000 40,003–109,000 10,025 6,367 68,698</td>
</tr>
<tr>
<td>Marketing &amp; Management</td>
<td>70,143 68,000 50,000–109,000 7,833 7,500 77,786</td>
</tr>
<tr>
<td>Northeast/ Mid-Atlantic</td>
<td>63,667 66,500 50,000–75,000 7,833 8,333 71,750</td>
</tr>
<tr>
<td>New York, NY</td>
<td>47,000 46,000 45,000–50,000 10,000 4,000 53,000</td>
</tr>
<tr>
<td>South/Southeast</td>
<td>58,941 55,000 40,003–109,000 6,188 5,786 62,780</td>
</tr>
<tr>
<td>Arlington, VA</td>
<td>76,333 65,000 55,000–75,000 10,000 5,000 81,333</td>
</tr>
<tr>
<td>Washington, D.C.</td>
<td>62,040 58,000 45,000–75,000 17,333 6,250 77,440</td>
</tr>
<tr>
<td>California</td>
<td>63,400 58,000 58,000–74,200 11,000 4,000 73,400</td>
</tr>
</tbody>
</table>

In addition to the U.S. acceptances reflected above, 5% of the class indicated job acceptances abroad (China, France, and the United Kingdom).

### McIntire Recruiting Organizations

- Accenture
- ALDI, Inc.
- Amazon
- Analytic Partners, Inc.
- Appian
- Applied Predictive Technologies (APT)
- Bain & Company
- Baker Tilly
- Bank of America
- Bluestone Capital Partners
- Branch Banking and Trust Company
- The Breckenridge Group
- Brown Advisory
- The Buckingham Research Group
- Cambridge Associates
- Capital One
- CapTech Ventures, Inc.
- Cary Street Partners
- CBRE Group
- CCMP Capital
- CEB
- Cresa consulting Group
- Chilton Investment Company, Inc.
- Clarabridge
- Clark Realty Company
- comScore
- Credit Suisse
- Deloitte
- Duff & Phelps
- dunhamby USA
- Eastdil Secured
- Edgeview Partners
- Ewing Bemiss & Co.
- EY
- Fannie Mae
- First Arnapolis Consulting, Inc.
- Fidus Securities, LLC
- Freddie Mac
- FTI Consulting
- Gerson Lehrman Group
- getchee
- Global Hunter Securities, LLC
- Government Executive Media Group
- Gray Matters Capital Foundation
- Group One Trading
- Hamilton Lane
- Harris Williams & Co.
- Huawei Technologies Co. Ltd.
- IBM Global Services
- Jefferies LLC
- JP Morgan Securities
- Kaiser Associates
- The Kenrich Group
- KippisDeSanto & Co.
- KPMG LLP
- Kurt Salmon
- Lazard
- Level Equity Management
- MAC Partnership
- MarketBridge
- MBI, Inc.
- MediaStorm, LLC
- Merkle | RKIG
- Milestone Advisors, LLC
- Morgan Stanley
- Navigant Consulting
- N.E.W. Customer Service Companies, LLC
- Nike
- Nodal Exchange
- Nomura
- Ogilvy & Mather
- Oliver Wyman
- Oppenheimer & Co.
- Oracle Corporation
- The PFM Group
- PricewaterhouseCoopers
- Procter & Gamble
- Rolls-Royce
- Sagent Advisors
- Stephens Inc.
- Stout Riusi Ross, Inc.
- SunTrust Banks, Inc./SunTrust Robinson Humphrey
- Target
- VRA Partners, LLC
- The Walt Disney Company
- Wells Fargo
- Wilkinson O’Grady & Co., Inc.
- WorldStrides
2014-2015 McIntire Recruiting Organizations

Capitol One
Capital Performance Group
Capital Sports Ventures
CapTechConsulting
Carahsoft Technology Corp.
The Carlyle Group
CarMax
Carrot Creative
Carya Street Partners
CBRE
CEB
Centerbridge Partners
Centerview Partners LLC
CemNet Business Systems
CGI
Champion Asset Management, Inc.
Charles River Apparel
ChemTreat
Cherry, Belkaart & Holland, L.L.P.
Chez Consulting LLC
Chik-Fi-A
CGI
Cigna Corporation
CMFBank
Citigroup Inc.
City National Bank
Clark Construction Group
Clark Realty Capital LLC
The Claro Group
Clean Energy Fuels
Cobham plc
CohlerFeinzeck
Coleman Research
colgatePalmolive 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
Credit Suisse
CrewCuts
Croft & Bender
CST Group
CSX Corporation
CVS
DayBlink 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 Co.
DISH Network LLC.
Dixon Hughes Goodman
Dollar Tree Inc.
Dominion
Drobný Capital
Droga5
Duff & Phelps
DuPont Innovation Center
E3 Federal Solutions, LLC
Eastill Secured, LLC
Edens & Avant, Inc.
Edgar Lomas Co.
Elm Talent Group LLC
Emanate PR
Enterprise Rent-a-Car
Epic
Ethics Metrics
Exercor Partners
Expensify, Inc.
Experience
FY
F-35 Joint Strike Fighter Program
Fairfax Radiological Consultants
Fanne Mac
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 Arnapolis Consulting
Flow Traders
Fluence
Formation Capital
Fouger-Patt Development
Freddie Mac
FTI Consulting, Inc.
Fundacion Consejo España Estados Unidos
GAIL
General Electric
Genworth Financial
Gilt Groupe, Inc.
GLC Advisors & Co.
GLG
GlideSlope LLC
Global Brand Group
Goldman Sachs
Google Inc.
GreatBridge Consulting, Inc.
Greenhill & Co., Inc.
GreenTech Capital Advisors
Grey Group
Guggenheim Partners, LLC
Hajoca
Hamilton Lane
Hanover Research Council
Hantzman Wiebel
Harris Williams & Co.
Haulwire
HBO
HDH Advisors LLC
HedgeSP
Height Analytics LLC
Heineken USA
Heritage Wealth Advisors LLC
Hilton Worldwide
Hodes Weill & Associates
Holiday Inn Express Fowlerville, LP
Horizon Media
Houlihan Lokey
HRSE
IBM
ICF International
Incentive Technology Group (ITG)
inCode
Informatica Corporation
Insight Global Inc.
integratetI
IntraX
Invesco
Investus LLC
ISC China
Jagdamba Industries

Bolded organizations represent McIntire Corporate Partners.
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
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.