2023 Employment Report
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Post positions online  
business.columbia.edu/recruiters/post-a-job

Columbia Business School students experience unparalleled access to dynamic companies and leaders around the world, joining an entrepreneurial community that fosters innovation and creates everyday impact in the global marketplace.

Students build connections with practitioners and industry leaders and tap into a lifetime network of more than 50,000 alumni spanning over 120 countries who offer mentoring opportunities, internships, and so much more. The School’s Manhattanville campus has enabled us to educate more students, embrace more alumni, elevate faculty research and scholarship, entice new thought leaders and practitioners, expand our connection of theory to practice, and strengthen engagement across the University and New York City.

Columbia Business School does more than prepare students for what’s next – we help define that future. Together, our students and faculty generate and disseminate ideas that impact the world.

At CBS, we have continually retooled how we educate students and have vastly expanded our course offerings to meet the needs of a rapidly changing business landscape. Our curriculum offers a comprehensive range of business courses that delve deeply into fields such as tech fundamentals, applied AI, digital product management, blockchain/crypto, and climate technology. Experiential courses leverage our state-of-the-art campus and co-working spaces, fostering opportunities for students to collaborate in the kinds of cross-functional teams that are essential to modern organizations. Students explore the impact of tech and data on valuation and investing, collaborate with leading executives through our private equity program, and participate in consulting projects that enable them to learn from and apply their business skills to real world situations.

Our faculty are leading the way in cutting-edge research and teaching to develop future leaders who will solve problems impacting the way we will live and work over the next half century and beyond. In the pages that follow, you will see the impressive range of industries and functional areas where our graduates are working and already making an impact. When you hire from Columbia Business School, you are acquiring innovative leaders equipped with the creative and analytical skills needed to create value for your organization. I encourage you to engage these remarkable professionals to help you navigate the future.

Sincerely,

Costis Maglaras  
Dean and David and Lyn Silfen  
Professor of Business  
Columbia Business School
Class of 2023 Graduate Employment

From healthcare to sustainability, private equity to social enterprise and technology, our students are making an impact across sectors and industries. Through on-campus recruiting, skillful networking, and job postings, Columbia MBA graduates found full-time positions in a wide variety of businesses and functions across the globe. As always, our active network of more than 50,000 alumni played a central role.

Top three reasons Class of 2023 gave for accepting an offer were:

- 17.5% advancement opportunities
- 14.3% firm culture and people
- 13.8% company reputation

80 Alumni Clubs around the World

Class of 2023 Compensation Summary*

<table>
<thead>
<tr>
<th>Category</th>
<th>% Receiving</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Salary</td>
<td>100</td>
<td>$175,000</td>
<td>$50,000–$309,000</td>
</tr>
<tr>
<td>Signing Bonus</td>
<td>71.7</td>
<td>$30,000</td>
<td>$5,000–$222,800</td>
</tr>
<tr>
<td>Other Guaranteed Compensation</td>
<td>17.0</td>
<td>$31,000</td>
<td>$2,480–$285,161</td>
</tr>
</tbody>
</table>

Class of 2023 Job Offers and Acceptances

Three months after graduation
- 84% Offers
- 81% Acceptances

As of year end
- 92% Offers
- 91% Acceptances

Source of Opportunity

- 59% School-facilitated
- 41% Graduate-facilitated

- 46% School-Facilitated Internships
- 6% On-Campus Interviews
- 4% COIN Job Postings
- 1% Networking
- 2% Other

*Data reflects students who reported compensation. Guaranteed compensation does not include tuition reimbursement, relocation compensation, early, or non-guaranteed performance bonuses. These figures do not include students returning to a sponsoring employer (125), starting their own business (23), or going to a family business (3) in adherence to the MBA Career Services & Employer Alliances reporting standards.

The Lang Center for Entrepreneurship notes 46 students across all degree programs are pursuing their own ventures on a full-time or part-time basis.

Others have elected to join startups in roles such as product management, strategy, operations, and data analytics. These students look to get in on the ground floor of growing organizations and use their entrepreneurial mindset developed at Columbia Business School to help create and lead the companies of the future. The startups are in various areas, such as sustainable packaging, healthcare access, fashion circularity, edtech, and AI-powered analytics.
To offer a more complete picture of Columbia Business School’s graduating class, the employment report includes sponsored students. This report includes students who cited employment by three months post-graduation or August 17, with information collected through September 17.

For the purpose of rankings, the School submits data to ranking organizations and publications in adherence with MBA CSEA standards, which ask that sponsored students returning to their employers not be included.

* Includes sign-on, year-end and other guaranteed compensation besides base salary but does not include tuition reimbursement, relocation compensation, carry or unguaranteed performance bonuses.

** Reflects percentage of students reporting other guaranteed compensation within specified industry/function.

### 2023 Graduates

#### Base Salary Compensation by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Base Salary</th>
<th>Other Guaranteed Compensation*</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>%</td>
<td>Range</td>
</tr>
<tr>
<td>Consulting</td>
<td>36.3%</td>
<td>60,000 - 275,000</td>
</tr>
<tr>
<td>Consumer Products</td>
<td>3.2%</td>
<td>-</td>
</tr>
<tr>
<td>Beverages / Food</td>
<td>0.5%</td>
<td>-</td>
</tr>
<tr>
<td>Other / Diversified Products</td>
<td>2.7%</td>
<td>60,000 - 250,000</td>
</tr>
<tr>
<td>Education/Government/Nonprofit</td>
<td>1.6%</td>
<td>88,081 - 175,836</td>
</tr>
</tbody>
</table>

#### Financial Services

<table>
<thead>
<tr>
<th>Financial Services</th>
<th>%</th>
<th>Range</th>
<th>Median</th>
<th>Range</th>
<th>Median</th>
<th>%**</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consumer Finance &amp; Analytics</td>
<td>1.7%</td>
<td>125,000 - 150,000</td>
<td>140,000</td>
<td>20,000 - 77,500</td>
<td>30,000</td>
<td>87.5%</td>
</tr>
<tr>
<td>Investment Banking</td>
<td>16.4%</td>
<td>30,000 - 225,000</td>
<td>175,000</td>
<td>20,000 - 140,000</td>
<td>50,000</td>
<td>86.2%</td>
</tr>
<tr>
<td>Investment Management</td>
<td>7.5%</td>
<td>125,000 - 350,000</td>
<td>165,000</td>
<td>20,000 - 225,000</td>
<td>65,000</td>
<td>62.2%</td>
</tr>
<tr>
<td>Private Equity</td>
<td>5.6%</td>
<td>81,000 - 288,000</td>
<td>175,000</td>
<td>2,480 - 215,000</td>
<td>71,000</td>
<td>51.6%</td>
</tr>
<tr>
<td>Venture Capital</td>
<td>2.6%</td>
<td>60,000 - 180,000</td>
<td>165,000</td>
<td>30,000 - 100,000</td>
<td>80,000</td>
<td>38.5%</td>
</tr>
<tr>
<td>Other Finance</td>
<td>1.7%</td>
<td>100,000 - 150,000</td>
<td>130,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

#### Other Finance

<table>
<thead>
<tr>
<th>Other Finance</th>
<th>%</th>
<th>Range</th>
<th>Median</th>
<th>Range</th>
<th>Median</th>
<th>%**</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fintech</td>
<td>0.8%</td>
<td>50,000 - 186,000</td>
<td>170,000</td>
<td>15,500 - 70,000</td>
<td>42,750</td>
<td>40.0%</td>
</tr>
</tbody>
</table>

#### Healthcare

<table>
<thead>
<tr>
<th>Healthcare</th>
<th>%</th>
<th>Range</th>
<th>Median</th>
<th>Range</th>
<th>Median</th>
<th>%**</th>
</tr>
</thead>
</table>

#### Pharma / Biotech / Devices

<table>
<thead>
<tr>
<th>Pharma / Biotech / Devices</th>
<th>%</th>
<th>Range</th>
<th>Median</th>
<th>Range</th>
<th>Median</th>
<th>%**</th>
</tr>
</thead>
</table>

#### Providers & Services

<table>
<thead>
<tr>
<th>Providers &amp; Services</th>
<th>%</th>
<th>Range</th>
<th>Median</th>
<th>Range</th>
<th>Median</th>
<th>%**</th>
</tr>
</thead>
</table>

#### Manufacturing

<table>
<thead>
<tr>
<th>Manufacturing</th>
<th>%</th>
<th>Range</th>
<th>Median</th>
<th>Range</th>
<th>Median</th>
<th>%**</th>
</tr>
</thead>
</table>

#### Media, Entertainment & Sports

<table>
<thead>
<tr>
<th>Media, Entertainment &amp; Sports</th>
<th>%</th>
<th>Range</th>
<th>Median</th>
<th>Range</th>
<th>Median</th>
<th>%**</th>
</tr>
</thead>
</table>

#### Real Estate

<table>
<thead>
<tr>
<th>Real Estate</th>
<th>%</th>
<th>Range</th>
<th>Median</th>
<th>Range</th>
<th>Median</th>
<th>%**</th>
</tr>
</thead>
</table>

#### Retail

<table>
<thead>
<tr>
<th>Retail</th>
<th>%</th>
<th>Range</th>
<th>Median</th>
<th>Range</th>
<th>Median</th>
<th>%**</th>
</tr>
</thead>
</table>

#### Technology

<table>
<thead>
<tr>
<th>Technology</th>
<th>%</th>
<th>Range</th>
<th>Median</th>
<th>Range</th>
<th>Median</th>
<th>%**</th>
</tr>
</thead>
</table>

#### Other

<table>
<thead>
<tr>
<th>Other</th>
<th>%</th>
<th>Range</th>
<th>Median</th>
<th>Range</th>
<th>Median</th>
<th>%**</th>
</tr>
</thead>
</table>

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**The Healthcare and Pharmaceutical Management Program at CBS has fantastic events that include the development of AI in the healthcare industry, health equity, women’s health, and more. I have been able to gain perspectives on the current trends of the healthcare industry and develop my own stance on what I believe the future of the industry holds.**

Palak Bajaj ’24
MBA Intern – Marketing Rotational Program
Pfizer
Internship Employment

For our 629 August-entry students in the class of 2024, the summer provided an opportunity to explore a new function or industry. Internships are also valuable to companies in assessing a student's fit for full-time employment after graduation. Many of our 219 January-entry students sought in-semester internships during their summer term.

91% of interns reported their job satisfaction as a 4 or 5 on a scale of 1–5.

"The strength of the Columbia Business School faculty was a key driver behind my decision to come to the school. Almost every course I have taken has allowed me to connect with incredible guest speakers from some of the leading firms globally who give up their time to speak to CBS students. This has ensured a fantastic balance between fundamental theoretical principles and current real-world applications, as these speakers bring the issues they face daily to CBS classrooms. The incredible international student community at CBS has also forced me to take a broader worldview. To be a leader in the world of business today, you must have a global view, as the challenges we face can only be solved with global solutions, and CBS has done an amazing job in preparing me to face these challenges."

Matthew Goyder '24
Investment Intern, Renewables Power & Transition Team
Brookfield Asset Management

Source of Opportunity

63% School-facilitated
26% Corporate Events
15% On-Campus Interviews
11% COIN Job Postings
10% Networking
1% Other

37% Student-facilitated
19% Job Postings
14% Networking
4% Other

2023 Interns Salary by Industry

| Industry                        | Monthly Salary
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>%</td>
</tr>
<tr>
<td>---------------------------------</td>
<td>------</td>
</tr>
<tr>
<td>Consulting</td>
<td>18.3%</td>
</tr>
<tr>
<td>Consumer Products</td>
<td>5.7%</td>
</tr>
<tr>
<td>Beverages / Food</td>
<td>2.9%</td>
</tr>
<tr>
<td>Other/Other Products</td>
<td>2.8%</td>
</tr>
<tr>
<td>Education / Gov't / Nonprofit</td>
<td>1.6%</td>
</tr>
<tr>
<td>Financial Services</td>
<td>45.6%</td>
</tr>
<tr>
<td>Consumer Finance &amp; Analytics</td>
<td>4.2%</td>
</tr>
<tr>
<td>Investment Banking</td>
<td>22.2%</td>
</tr>
<tr>
<td>Investment Management</td>
<td>9.7%</td>
</tr>
<tr>
<td>Private Equity</td>
<td>5.6%</td>
</tr>
<tr>
<td>Venture Capital</td>
<td>5.7%</td>
</tr>
<tr>
<td>Other Finance</td>
<td>0.2%</td>
</tr>
<tr>
<td>Fintech</td>
<td>1.4%</td>
</tr>
<tr>
<td>Healthcare</td>
<td>3.3%</td>
</tr>
<tr>
<td>Pharma / Biotech / Devices</td>
<td>2.4%</td>
</tr>
<tr>
<td>Providers / Services</td>
<td>0.9%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>0.7%</td>
</tr>
<tr>
<td>Media, Entertainment &amp; Sports</td>
<td>3.3%</td>
</tr>
<tr>
<td>Real Estate</td>
<td>1.7%</td>
</tr>
<tr>
<td>Retail</td>
<td>1.2%</td>
</tr>
<tr>
<td>Technology</td>
<td>14.8%</td>
</tr>
<tr>
<td>Hardware / Software / Telecom</td>
<td>3.8%</td>
</tr>
<tr>
<td>Internet Services / E-Commerce</td>
<td>10.6%</td>
</tr>
<tr>
<td>Other Tech</td>
<td>0.4%</td>
</tr>
<tr>
<td>Other</td>
<td>2.6%</td>
</tr>
</tbody>
</table>

2023 Interns Salary by Function

| Function                        | Monthly Salary
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>%</td>
</tr>
<tr>
<td>---------------------------------</td>
<td>------</td>
</tr>
<tr>
<td>Consulting</td>
<td>30.5%</td>
</tr>
<tr>
<td>Consulting</td>
<td>18.8%</td>
</tr>
<tr>
<td>Internal Consulting / Strategic Planning</td>
<td>11.7%</td>
</tr>
<tr>
<td>Finance</td>
<td>47.5%</td>
</tr>
<tr>
<td>Finance</td>
<td>8.3%</td>
</tr>
<tr>
<td>Investment Banking</td>
<td>20.6%</td>
</tr>
<tr>
<td>Investment Management</td>
<td>7.4%</td>
</tr>
<tr>
<td>Private Equity</td>
<td>4.9%</td>
</tr>
<tr>
<td>Venture Capital</td>
<td>5.8%</td>
</tr>
<tr>
<td>Other</td>
<td>0.5%</td>
</tr>
<tr>
<td>Management</td>
<td>5.1%</td>
</tr>
<tr>
<td>Management</td>
<td>1.4%</td>
</tr>
<tr>
<td>Operations / Production</td>
<td>3.7%</td>
</tr>
<tr>
<td>Marketing</td>
<td>14.5%</td>
</tr>
<tr>
<td>Marketing</td>
<td>8.4%</td>
</tr>
<tr>
<td>Business Development</td>
<td>4.0%</td>
</tr>
<tr>
<td>Product Marketing</td>
<td>1.2%</td>
</tr>
<tr>
<td>Other</td>
<td>0.9%</td>
</tr>
<tr>
<td>Real Estate</td>
<td>1.0%</td>
</tr>
<tr>
<td>Real Estate</td>
<td>0.5%</td>
</tr>
<tr>
<td>Development</td>
<td>0.5%</td>
</tr>
<tr>
<td>Other Functions</td>
<td>1.4%</td>
</tr>
<tr>
<td>Law</td>
<td>0.9%</td>
</tr>
<tr>
<td>Other</td>
<td>0.5%</td>
</tr>
</tbody>
</table>

* A dash (–) indicates less than 50% with salary information.
Brookside Equity Partners
Brown Advisory
Brown University
Building and Land Technology
Campbell Soup Company
Canal
Capitec
Cape Cod Baseball League
Capitol One
Carle
Caris
Casey
Cassino
Cathay Innovation
Causeway Capital Management
Caveat Emptor Capital Management
CBS Sports
CDH Investments
Celonis
CenterCourt Ventures
Central Japan Railway Company
Change All Souls Housing Corporation
Children's Hospital of Philadelphia
China Electronic Corporation
CICC
ci
Clean Core Thorium Energy
Cleanview Healthcare Partners
Coast Capital Partners
Codibly Inc.
Cofinity
Cohere
Columbia Investment Management
Comcast
Conduit Health
Congruent Ventures
Context VC
CorMed Corp.
Correlation Ventures
Crathers, The
Creative Arts Agency
Credit Suisse
CVS Health
CW Industrial Partners
Daily Harvest
Danae
Davis Advisors
DBG Properties LLC
DC Advisory
DePalma
Detroit Capital
Deutsche Bank
Developing World Markets
Diageo
DG Capital Management
Digiad
Digital Currency Group
Digital Ventures
DIB Bank
Dolby Laboratories
DOMO VC
Downing Capital Group
Downstream
Draper Associates
dub
DuPont
East Wind Advisors
Echo Capital
Edwards Lifesciences
Electronic Arts
El Lilly
Ellingon Management
Endeavor
Endeavour
Energia Capital
Energie
Enthusial
Envisage
Envisioni
Equis Partners
EOQ Biome
Estee Lauder Companies
Evolve
Excellence
EY-Parthenon
Fidelity International
Fidelity Investments
Finansa Securities Limited
First Point Dental
Five Arrows Managers (USA) LLC
Five Point Growth Partners
Folsom, CA
Fluidcode
Fujifilm
Future
Galo
Ganesh
GardenTech
General Mills
GENUI
GiantLeap
Gogo
Goodman
GoodLight Capital
Google
GP Investments
Graham Family Group
Grande Capital Group
Greenhill & Co.
Graphcore
Griffin Capital
Grup PRB
Guggenheim Partners
Gumshoe Capital Management LLC
Gunderson Dettmer Stough, Villanueva Franklin & Naglich LLP
Hamlin Capital Management, LLC
Harley Street Medical
Health Enterprise Partners
Healthcare Royalty Partners
Healthwise
Helena
Helena-3 Ventures
Highland Electric
Hines Real Estate
Hillcroft, Ltd.
Honest NY Realty
Hospital for Special Surgery
Honest NY Realty
Hines Real Estate
Highland Electric
Hines Real Estate
Hillcroft, Ltd.
Honest NY Realty
Hospital for Special Surgery
Hotmart
HubSpot
Hudson Sustainable Group
IBM
IFM Investors
Imaginext Financial
Impact Community Capital
Incode Tech
In-Depth Partners
Integral Ad Science
Intellia Therapeutics
Intuit
Invesco
In2
Invesco Group, The
Jabil
Johnson & Johnson
JPMorgan Chase & Co.
JPM Investment Management
Kamey
Kaesle, Bruyette & Woods, Inc.
KGI Group HK
Kisse Capital
KKR
Koch Equity Development
Korea Investment & Securities
KPMG
Kuwait Life Sciences
L.E.C. Consulting
Lazard
LeapWaves
Lepantec de Nauatla & Co.
Lesta Investments
Level Leaders
Lex Fenexia Litigation Funding
LexisNexis
Lionel
Linear International
LinkedIn
Lionel Tree LLC
London Capital Management
London
Loro Plana
Louis Vuitton
LS Power LLC
Lupin
M&T Bank
MIS
Major Food Group
Marin Mobility
Maribor
Mars Capital Group
Mastercard
Matrix Consulting
McKinsey & Company
Mechritek
Mesa
MGF Partners
MFS Investment Management
Microsoft
MidCap Financial
Milbank LLP
Miller
Mitchell's Family of Stores
Mitsubishi Estate Co., Ltd.
Molbiol & Company
Molex Trading Limited
Monarch
Mondalez International
MongoDB
Morgan Stanley
Mohan
Mubadala Capital
Mubadala Investment Company
MUFJ Bank
National Basketball Association
NBCLS Universal
Neustadt
Nestle Health Science
Nevboener Bauer
New America
New Mexico
Newtob
Nexxip Capital
Nike
Nimonic Capital LP
Nomic AI
Nomura
Nomura Research Institute
North Colony
NorthShield Capital
Nordic
NotCo
OC&C Strategy Consultants
Olivier Wyman
OMERS infrastructure Europe
Onao Fashions Pvt Ltd
OFP Capital
Orbix Investment Management
Orchard Global
OurCrowd
Oxen
Oxen Creek Asset Management
Palma Partners
Palm Home Improvement
Paramount
Partners Group
PartnerStable Capital
Passkey Inc.
Patina Investments
Pattern
Paul Hastings LLP
Paul, Weiss, Rifkind, Wharton & Garrison LLP
PayPal
Payrock
Peloton
PepsiCo
Pfizer
Phalanx Impact Partners
Ficus Capital
PMCO
Pin Drop Rum
PJT Partners
Plague
Plutus Capital
PnP
PNC
Pragmatic
Primecut
Protect Biotech
PT Multi Sumbera Jaya
Pura Vida Investments LLC
PwC Strategy&
PVc Strategy&Middle East
Pzena Investment Management
Qualtrics
RBS
Raine Group
Ralph Lauren
Rambuttri Rung Ruang
Reagan Capital
Regeneron
Renturn
Rents A Inversiones Baker Spa
Restaurant Brands International
Retail Clothing
Rheinmunt
Rihe
Robinhood
Robothald & Co
Rexanda Development Board
RVR
Saavy
Retail
Sakafce
Samsung Global Strategy Group
San Francisco
Sanford C. Bernstein & Co.
Saratoga Research and Investment Management
Savanna Investment
Management LLC
SchoolWise Partners LLC
Schoeders
Scien Capital
Seacrest
SecondFront Systems
Sensa Palade
ServiceNow
ServiceNow
Serviced Industrial S.P.A.
SharkMira
Sharpe Sense
Shelter Rock Capital Group
Shira
ShideSh
Sidley Austin
Simens AG
Sinclair Pharma Limited
South America
South Street Partners
Skadden, Arora, Smith, Meagher & Flom LLP
SMG
Smy
Sony Entertainment
Sony Music Entertainment
South Summit Capital
Sparrow
Spartaco
Spr-out
Squadra
Squadra Ventures
Stanford Center on Philanthropy and Civil Society
Stanley
Stay/F
StonePoint Capital
Stonecrest Management
Strata Clean Energy
Subway
Sullivan & Cromwell
Sumitomo Mitsui Banking Corporation
Sun Capital Partners
Sunny
SureFire Equities
Swift Anchor
TampaBayVentures
Tanger Outlets
TAP Advisors
Tata Consultancy Services
Tesla
ThirdPoint
Thirty Madison
THRRY
Tiffany and Co.
TikTok
TLCom
Tokyo Stock Exchange, Inc.
Touch
Touchdown Ventures
TR Ventures
Trammell Crow Company
Trinity Life Sciences
Triland
True Beauty Ventures
TS Consultant
Turing
Twenty Below
UBS
Unigine
Unilever
United Kingdom
United States of America
United States of America
United States of America
United States of America
United States of America
Unister
Univision
Urban Outfitters
Usaa
Visa
Waffle Insurance
Walgreens
Warburg Pincus
Warner Brothers Discovery
Waterman Interests
Wellington
Wellness Classroom
The Wells Fargo
Welttoller
White Oak Pastures
Wolfram Quant
Xiaohuangtu
Xianca
Yale Ventures
Zanzhi Partners
Zillow
Zity
Zale Capital
Top Employers of 2023

**Graduates**

<table>
<thead>
<tr>
<th>Company</th>
<th>New Hires</th>
<th>Sponsored</th>
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**Interns**

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<tr>
<th>Company</th>
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<td>Boston Consulting Group</td>
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<td>American Express</td>
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“The rigorous academic coursework not only equipped me with cutting-edge knowledge but also accelerated my credibility in the ever-evolving landscape of modern business. Active participation in a broad range of clubs granted me direct exposure to influential entrepreneurs and industry leaders, opening doors to unique opportunities and forging valuable connections. Finally, the Career Management Center has emerged as one of my most ardent advocates, offering unwavering support during significant moments as I navigated the path toward achieving my professional objectives.”

Jeff McClellan ’24
MBA Intern – HR Leadership Development Program
Amazon Web Services
Visit the Career Management Center
business.columbia.edu/recruiters

Post positions online
business.columbia.edu/recruiters/post-a-job