

# 2024 Employment Report



# Class Profile

## 2024 Graduates

### Class of 2024 Job Offers and Acceptances

Three Months After Graduation

Percent of Acceptances	86.4%
Percent of Offers	89.0%

### 2024 Graduates Compensation Summary

Compensation Type	Receiving	Median	High
Base Salary	100.0%	\$ 175,000	\$ 350,000
Signing Bonus	71.3%	\$ 30,000	\$ 151,000
Other Guaranteed Compensation	12.3%	\$ 21,185	\$ 225,000

\*Data reflects students who reported compensation. Guaranteed compensation does not include tuition reimbursement, relocation compensation, carry, or non-guaranteed performance bonuses. These figures do not include students returning to a sponsoring employer, starting their own business, or going to a family business in adherence to the Career Services & Employer Alliance's reporting standards.

### Employment by Geographic Region

United States	79%
Europe	5%
Asia	9%
Central & South America	4%
Africa & Middle East	3%
Other	0.3%

## 2024 Interns

### Class of 2025 Internship Offers and Acceptances

Percent of Acceptances	99%
Percent of Offers	99%

These figures include August and January entering cohorts, whereas internship employment data reports on August entering cohort only.

### Top 3 Reasons Class of 2024 Gave for Accepting an Offer

Advancement Opportunities
Company Reputation
Preferred Industry

### Class Profile

Number of Students Entering in 2022	844
Average Years of Work Experience	5
Percent of Women	44%
Percent of Minorities of U.S. Origin	42%
Percent of Non-U.S. Citizens	51%
Average GMAT Score	729
GMAT Range	700-760

### Class Profile

Number of Students Entering in 2023	900
Average Years of Work Experience	5
Percent of Women	44%
Percent of Minorities of U.S. Origin	43%
Percent of Non-U.S. Citizens	47%
Average GMAT Score	730
GMAT Range	700-760

## 2024 Graduates Compensation by Industry

Industry	Base Salary			Other Guaranteed Compensation*		
	% Offers	High	Median	High	Median	%**
<b>Consulting</b>	<b>30.6%</b>	\$ 370,000	\$ 188,000	\$ 110,000	\$ 30,000	80%
<b>Consumer Products</b>	<b>5.2%</b>					
Beverages/Food	2.4%	\$ 200,000	\$ 127,000	\$ 55,000	\$ 35,000	46%
Other/Diversified Products	2.8%	\$ 180,000	\$ 142,500	\$ 20,000	\$ 18,250	50%
<b>Education/Government/Nonprofit</b>	<b>1.3%</b>	\$ 117,000	\$ 90,000	-	-	-
<b>Financial Services</b>	<b>35.9%</b>					
Consumer Finance & Analytics	3.9%	\$ 190,000	\$ 150,000	\$ 78,000	\$ 30,000	81%
Investment Banking	17.4%	\$ 225,000	\$ 175,000	\$ 140,000	\$ 50,000	89%
Investment Management	6.0%	\$ 225,000	\$ 160,000	\$ 195,000	\$ 50,000	64%
Private Equity	5.2%	\$ 350,000	\$ 165,000	\$ 285,000	\$ 50,000	53%
Venture Capital	1.9%	\$ 165,000	\$ 137,500	-	\$ 5,000	50%
Other Finance	1.6%	\$ 160,000	\$ 120,000	-	-	-
<b>Fintech</b>	<b>2.0%</b>		- \$ 175,000			
<b>Healthcare</b>	<b>3.8%</b>					
Pharma/Biotech/Devices	2.5%	\$ 180,000	\$ 135,000	\$ 50,000	\$ 30,000	73%
Providers & Services	1.3%	\$ 180,000	\$ 140,000	-	\$ 30,000	50%
<b>Manufacturing</b>	<b>2.4%</b>	\$ 240,000	\$ 140,000	-	\$ 10,000	33%
<b>Media, Entertainment &amp; Sports</b>	<b>3.1%</b>	\$ 190,000	\$ 140,000	\$ 30,000	\$ 20,000	54%
<b>Real Estate</b>	<b>2.5%</b>	\$ 210,000	\$ 150,000	\$ 20,000	\$ 15,000	67%
<b>Retail</b>	<b>0%</b>					
<b>Technology</b>	<b>10.0%</b>					
Hardware/Software/Telecom	5.7%	\$ 256,238	\$ 163,000	\$ 60,000	\$ 30,000	64%
Internet Services/E-Commerce	4.4%	\$ 293,000	\$ 157,050	\$ 240,200	\$ 54,000	63%
<b>Other</b>	<b>3.1%</b>	\$ 350,000	\$ 140,000	\$ 110,000	\$ 60,861	33%

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 15, with information collected through September 15.

For the purpose of rankings, the School submits data to ranking organizations and publications in adherence with CSEA standards, which ask that sponsored students returning to their employers not be included. Please visit this site for those numbers: <https://business.columbia.edu/recruiters/employment-report>.

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

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

## 2024 Graduates Compensation by Function

Function	Base Salary			Other Guaranteed Compensation*		
	% Offers	High	Median	High	Median	%**
<b>Consulting</b>	<b>39.2%</b>					
Consulting	32.3%	\$ 225,000	\$ 190,000	\$ 110,000	\$ 30,000	87%
Internal Consulting/Strategic Planning	6.9%	\$ 200,000	\$ 155,000	\$ 60,000	\$ 20,000	41%
<b>Finance</b>	<b>36.9%</b>					
Corporate Finance	2.5%	\$ 165,000	\$ 134,500	\$ 55,000	\$ 33,300	100%
Investment Banking	20.6%	\$ 225,000	\$ 175,000	\$ 140,000	\$ 50,000	94%
Investment Management	5.1%	\$ 225,000	\$ 158,550	\$ 175,000	\$ 53,750	60%
Private Equity	5.3%	\$ 350,000	\$ 170,000	\$ 225,000	\$ 34,178	60%
Venture Capital	1.0%	–	\$ 142,500	–	–	–
Other	2.3%	\$ 175,000	\$ 160,000	\$ 135,000	\$ 50,000	56%
<b>Management</b>	<b>6.9%</b>					
General Management/ Leadership Development Program	4.3%	\$ 240,000	\$ 140,000	\$ 50,000	\$ 30,000	71%
Operations/Production	2.5%	\$ 230,000	\$ 155,000	\$ 60,000	\$ 18,750	60%
<b>Marketing</b>	<b>12.5%</b>					
Brand/Product Management	3.1%	\$ 293,000	\$ 170,000	\$ 110,200	\$ 40,000	64%
Business Development	4.1%	\$ 185,000	\$ 120,000	\$ 110,000	\$ 20,000	56%
Product Marketing	4.8%	\$ 195,000	\$ 135,000	\$ 151,000	\$ 30,000	68%
Other	0.5%	–	–	–	–	–
<b>Real Estate</b>	<b>2.0%</b>					
Asset Management/Investments	1.8%	\$ 200,000	\$ 152,500	\$ 75,000	\$ 15,000	71%
Development	0.3%	–	–	–	–	–
<b>Other Functions</b>	<b>2.5%</b>					
Law	1.0%	–	\$ 225,000	–	–	–
Other	1.5%	\$ 180,000	\$ 153,500	–	\$ 30,000	50%

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 15, with information collected through September 15.

For the purpose of rankings, the School submits data to ranking organizations and publications in adherence with CSEA standards, which ask that sponsored students returning to their employers not be included. Please visit this site for those numbers: <https://business.columbia.edu/recruiters/employment-report>.

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

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

## 2024 Graduates Compensation by Geographic Region

	% Offers	Base Salary		Other Guaranteed Compensation*	
		High	Median	High	Median
<b>United States</b>	79%	\$ 370,000	\$ 175,000	\$ 285,000	\$ 30,000
<b>Asia</b>	9%	\$ 350,000	\$ 115,069	\$ 225,000	\$ 34,178
<b>Europe</b>	5%	\$ 200,000	\$ 98,296	\$ 50,000	\$ 21,723
<b>Central &amp; South America</b>	4%	\$ 180,000	\$ 94,078	\$ 65,000	\$ 32,500
<b>Africa &amp; Middle East</b>	3%	\$ 180,000	\$ 135,000	\$ 100,000	\$ 50,000

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 15, with information collected through September 15.

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

**“I came to CBS looking to pivot into social enterprise. The rigorous core curriculum and elective courses in ethical leadership, organizational change, and nonprofit management gave me a strong foundation to pair with my professional experience in the arts. Unparalleled access to leaders navigating the most difficult questions in ethical leadership instilled in me a commitment to investigate these questions. Through internships and experiential courses, I was afforded the flexibility to try my hand at impact investing, early-stage VC, nonprofit consulting, and even serve as a chief of staff.”**



**Maggie Monahan '24**  
 Consultant  
 Wellspring Consulting

**“CBS is at the forefront of equipping future technology leaders. I chose the MBAxMS program because of the ways this institution leverages AI in education, designs courses on the impact of GenAI in business, and establishes partnerships to enable in-system tools available to students and staff. Thanks to the amazing faculty and high-profile speakers, I have seen exponential growth in my analytical skills and the ways in which I tackle academic and professional problems.**



**Seon Augusto de Souza Ferreira '25**  
 Senior Product Manager Intern, Technical  
 Amazon

## 2024 Interns

### Compensation by Industry

Industry	Monthly		
	% Offers	High	Median
<b>Consulting</b>	<b>17.3%</b>	\$ 32,500	\$ 15,667
<b>Consumer Products</b>	<b>5.7%</b>		
Beverages/Food	2.8%	\$ 16,000	\$ 8,880
Other/Diversified Products	2.9%	\$ 8,500	\$ 6,800
<b>Education/Government/ Nonprofit</b>	<b>1.3%</b>	–	\$ 2,251
<b>Financial Services</b>	<b>43.8%</b>		
Consumer Finance & Analytics	1.5%	\$ 11,200	\$ 10,667
Investment Banking	20.7%	\$ 33,000	\$ 14,583
Investment Management	10.7%	\$ 27,000	\$ 12,500
Private Equity	5.8%	\$ 25,000	\$ 11,000
Venture Capital	4.7%	\$ 10,000	\$ 5,664
Other Finance	0.3%	–	–
<b>Fintech</b>	<b>1.9%</b>	\$ 10,400	\$ 7,750
<b>Healthcare</b>	<b>4.2%</b>		
Pharma/Biotech/Devices	2.6%	\$ 12,000	\$ 8,900
Providers & Services	1.6%	\$ 16,250	\$ 8,462
<b>Media, Entertainment &amp; Sports</b>	<b>2.9%</b>	\$ 18,000	\$ 5,900
<b>Real Estate</b>	<b>3.7%</b>	\$ 22,500	\$ 8,000
<b>Retail</b>	<b>1.1%</b>	–	\$ 8,100
<b>Technology</b>	<b>14.3%</b>		
Hardware/Software/Telecom	7.5%	\$ 14,427	\$ 9,500
Internet Services/E-Commerce	<b>6.8%</b>	\$ 15,249	\$ 10,115
<b>Other</b>	<b>3.7%</b>	\$ 9,280	\$ 4,800

### Compensation by Function

Function	Monthly		
	% Offers	High	Median
<b>Consulting</b>	<b>26.2%</b>		
Consulting	18.8%	\$ 32,500	\$ 15,750
Internal Consulting / Strategic Planning	7.5%	\$ 15,833	\$ 8,800
<b>Finance</b>	<b>42.8%</b>		
Corporate Finance	3.1%	\$ 14,400	\$ 10,000
Investment Banking	20.7%	\$ 33,000	\$ 14,583
Investment Management	7.2%	\$ 27,000	\$ 12,000
Private Equity	6.5%	\$ 25,000	\$ 11,000
Venture Capital	2.4%	\$ 10,000	\$ 6,000
Other	2.9%	\$ 18,750	\$ 12,500
<b>Management</b>	<b>6.7%</b>		
General Management / Leadership Development Program	2.9%	\$ 27,884	\$ 10,000
Operations / Production	3.8%	\$ 13,000	\$ 8,440
<b>Marketing</b>	<b>18.8%</b>		
Brand / Product Management	11.1%	\$ 18,000	\$ 9,060
Business Development	5.5%	\$ 10,133	\$ 4,650
Product Marketing	1.7%	\$ 10,133	\$ 4,650
Other	0.5%	–	–
<b>Real Estate</b>	<b>4.3%</b>		
Asset Management / Investments	3.4%	\$ 22,500	\$ 9,000
Development	1.0%	–	\$ 7,200
<b>Other Functions</b>	<b>1.2%</b>		
Other	1.2%	\$ 10,000	\$ 8,480

# Top Employers

## Class of 2024 Graduates

Company	New Hires	Total Hires*
McKinsey & Company	50	62
Boston Consulting Group, Inc.	29	36
Amazon	14	14
PricewaterhouseCoopers International Limited	12	15
Bain & Company	12	21
JPMorgan Chase & Co.	11	11
Deloitte	10	13
Citigroup Inc.	10	10
Bank of America	10	10
Evercore Inc.	9	9
Lazard Inc.	8	8
Visa Inc.	8	8
Morgan Stanley	8	8
American Express	6	6
Barclays	6	6
Ernst & Young Global Limited	6	6
Goldman Sachs & Co. LLC	6	6
TikTok	5	5
Jefferies Financial Group Inc.	5	5
Moelis & Company	5	5
Google	5	5
Kearney	5	9
UBS Group AG	4	4
PJT Partners	4	4
Oliver Wyman	4	6
Capital One	4	4
Pfizer Inc.	4	4

\* Includes graduates returning to former or sponsoring employer.

## Class of 2025 Interns

Company	New Hires
Boston Consulting Group, Inc.	36
Amazon	31
McKinsey & Company	17
Goldman Sachs & Co. LLC	14
JPMorgan Chase & Co.	14
Bank of America	13
Morgan Stanley	11
PricewaterhouseCoopers International Limited	10
Citigroup Inc.	10
Bain & Company	9
Deloitte	9
Moelis & Company	8
Evercore Inc.	8
Apple	7
Lazard Inc.	6
UBS Group AG	6
PepsiCo, Inc.	5
PJT Partners	5
Perella Weinberg Partners L.P.	5
Alvarez & Marsal	5
Guggenheim Partners, LLC	5
Barclays	5
Ernst & Young Global Limited	5
BlackRock, Inc.	4
Adobe Inc.	4
Nike, Inc.	4
American Express	4
Pfizer Inc.	4
IBM	4

## Career Management Center

Columbia Business School  
David Geffen Hall  
645 West 130th St.  
New York, NY 10027

212-854-5471  
[cmc@gsb.columbia.edu](mailto:cmc@gsb.columbia.edu)