Penn State Smeal College of Business

2019-2020 Undergraduate Outcomes Report

Full-Time | Internship | Co-op
Overall Outcomes Statistics: All Business Majors*

91% of students were placed within three months of graduation. +3% from 2018-2019

95.3% of students with an internship were paid.

Student Outcomes at Graduation by Population

<table>
<thead>
<tr>
<th>Population</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Employment</td>
<td>80.5%</td>
</tr>
<tr>
<td>Post-Graduation Internship</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Military</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Further Education/Fellowship</td>
<td>9.5%</td>
</tr>
<tr>
<td>Still Seeking</td>
<td>8.9%</td>
</tr>
<tr>
<td>Students Reporting Internships/Co-ops</td>
<td>90.6%</td>
</tr>
</tbody>
</table>

*Data was collected through an optional student survey distributed prior to Summer 2019, Fall 2019, and Spring 2020 commencements. We received 472 of 1,684 graduating student responses prior to graduation. Within three months of the graduating semester, 487 new records and 32 updates were added for a total knowledge rate of 56.9%. Knowledge rate is significantly down from the 18/19 year due to the lack of ability to survey on campus during Spring 2020 as a result of the COVID-19 pandemic.

**Based on 346 responses.
Full-Time Employment Statistics

Students accepted full-time positions in 27 states and international locations (based on 610 known outcomes).

Student Placement by Geographic Location

- PA: 30%
- NY: 22%
- NJ: 10.5%
- VA, MA: 5%
- TX, MD: 3%
- CA, IL NC: 2%
- DC, GA: 1.5%
- CO, DE, WA, OH: 1%
- Other States: Less than 1% each
- All Other States: 0%
- International: 1.5%

Salary by Geographic Location*

- West: $75,800
- Northeast: $68,476
- Midwest: $67,692
- Southwest: $62,571
- South: $61,567
- Mid-Atlantic: $60,136

*Based on 346 known outcomes.
## Placement by Major Overview

<table>
<thead>
<tr>
<th>Major</th>
<th>Placement Rate*</th>
<th>Average Salary</th>
<th>Average Signing Bonus</th>
<th>% Receiving Signing Bonus</th>
<th>Average Relocation Bonus</th>
<th>% Receiving Relocation Bonus</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>96.5%</td>
<td>$59,459</td>
<td>$3,667</td>
<td>25%</td>
<td>$5,000</td>
<td>2%</td>
</tr>
<tr>
<td>Actuarial Science</td>
<td>90%</td>
<td>$72,200</td>
<td>$6,063</td>
<td>90%</td>
<td>$1,250</td>
<td>20%</td>
</tr>
<tr>
<td>CIENT</td>
<td>79%</td>
<td>$69,750</td>
<td>$6,300</td>
<td>56%</td>
<td>$7,000</td>
<td>22%</td>
</tr>
<tr>
<td>Finance</td>
<td>95%</td>
<td>$67,825</td>
<td>$6,592</td>
<td>62%</td>
<td>$6,945</td>
<td>18%</td>
</tr>
<tr>
<td>Management</td>
<td>92.5%</td>
<td>$61,609</td>
<td>$5,778</td>
<td>82%</td>
<td>$6,760</td>
<td>45%</td>
</tr>
<tr>
<td>Management Information Systems</td>
<td>80%</td>
<td>$67,563</td>
<td>$5,500</td>
<td>78%</td>
<td>$3,875</td>
<td>56%</td>
</tr>
<tr>
<td>Marketing</td>
<td>82%</td>
<td>$56,358</td>
<td>$4,450</td>
<td>53%</td>
<td>$4,541</td>
<td>47%</td>
</tr>
<tr>
<td>Risk Management: Enterprise</td>
<td>91.5%</td>
<td>$64,188</td>
<td>$4,538</td>
<td>81%</td>
<td>$2,500</td>
<td>6%</td>
</tr>
<tr>
<td>Risk Management: Real Estate</td>
<td>92%</td>
<td>**</td>
<td>**</td>
<td>**</td>
<td>**</td>
<td>**</td>
</tr>
<tr>
<td>Supply Chain and Information Systems</td>
<td>95%</td>
<td>$65,490</td>
<td>$6,240</td>
<td>56%</td>
<td>$4,843</td>
<td>43%</td>
</tr>
</tbody>
</table>

*% placed includes: Full-time job offers, further education/fellowship, entrepreneurship, post-graduate internship, and military.

**Not enough data to report.
### Top Hiring Companies (Full-Time)*

<table>
<thead>
<tr>
<th>Company</th>
<th>10+ Hires</th>
</tr>
</thead>
<tbody>
<tr>
<td>KPMG</td>
<td>Grant Thornton International, PNC Financial Services, Amazon, JPMorgan</td>
</tr>
<tr>
<td></td>
<td>Chase &amp; Co., PepsiCo</td>
</tr>
<tr>
<td>PwC</td>
<td>ALDI, Bank of America Corp, IBM, Johnson &amp; Johnson, Lockheed Martin, RSM</td>
</tr>
<tr>
<td></td>
<td>International, SEI, The Boeing Company, TJX Companies, Walmart</td>
</tr>
<tr>
<td>Deloitte.</td>
<td>Accenture, BDO, Burlington, Capital One, Citi, Dick's Sporting Goods,</td>
</tr>
<tr>
<td></td>
<td>Goldman Sachs, Mars Incorporated, Morgan Stanley, Prudential Financial,</td>
</tr>
<tr>
<td></td>
<td>Reckitt Benckiser, Ross Stores, TTI Inc., Textron, Vanguard</td>
</tr>
<tr>
<td>EY</td>
<td>A. Duie Pyle, Inc., Aetna, Altria, Altus Group, American Eagle Outfitters,</td>
</tr>
<tr>
<td></td>
<td>Apple, Arthrex, BAE Systems, BlackRock, BNY Mellon, Cigna, CohnReznick,</td>
</tr>
<tr>
<td></td>
<td>Danone, Dell, Dorman Products, ExxonMobil, First National Bank, Fiserv,</td>
</tr>
<tr>
<td></td>
<td>Guggenheim Partners, Harris Blitzer Sports &amp; Entertainment, The Hershey</td>
</tr>
<tr>
<td></td>
<td>Company, Highmark, Honeywell, Ingersoll Rand, Insight Global, Intel,</td>
</tr>
<tr>
<td></td>
<td>Jefferies, Keyence Corporation, Kimberly-Clark, Kohl's, Liberty Mutual</td>
</tr>
<tr>
<td></td>
<td>Insurance, L'Oreal, M&amp;T Bank, Manhattan Associates, Nestle, NewDay USA,</td>
</tr>
<tr>
<td></td>
<td>Northrop Grumman, Peloton Group, Procter &amp; Gamble, Regions Bank, Revenue</td>
</tr>
<tr>
<td></td>
<td>Solutions Inc., Siemens, TD Securities, TE Connectivity, Technomics, The</td>
</tr>
<tr>
<td></td>
<td>Estee Lauder Companies, Trane Technology, UBS, US Steel, Univision</td>
</tr>
<tr>
<td></td>
<td>Communications, URBN, UPS, UPMC, Vertex Inc., WL Gore &amp; Associates, Wells</td>
</tr>
<tr>
<td></td>
<td>Fargo, Willis Towers Watson</td>
</tr>
</tbody>
</table>

*Based on 772 known outcomes.
# Top Hiring Companies (Internship/Co-Op)*

<table>
<thead>
<tr>
<th>Company</th>
<th>Number of Hires</th>
<th>Range of Hires</th>
<th>Companies</th>
</tr>
</thead>
<tbody>
<tr>
<td>PwC</td>
<td>26</td>
<td>7-9 Hires</td>
<td>EY, Grant Thornton, Northwestern Mutual, PepsiCo, Prudential Financial</td>
</tr>
<tr>
<td>Johnson &amp; Johnson</td>
<td>23</td>
<td>4-6 Hires</td>
<td>Altria, Church &amp; Dwight, Goldman Sachs, Ingersoll Rand, JPMorgan Chase &amp; Co., Kohl's, Mars Incorporated, Morgan Stanley, Penske, TJX Companies, Walmart</td>
</tr>
</tbody>
</table>

*Based on 472 known outcomes.
Placement by Major: Accounting

Overall Student Outcomes* (Knowledge Rate: 140/266, 52.6%)

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Offers</td>
<td>75%</td>
</tr>
<tr>
<td>MAcc Students Specifically - Full-Time Offers</td>
<td>98%</td>
</tr>
<tr>
<td>Further Education/Fellowship</td>
<td>19%</td>
</tr>
<tr>
<td>Post-Graduation Internship</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Still Seeking</td>
<td>3.5%</td>
</tr>
<tr>
<td>% with 1+ internship</td>
<td>90%</td>
</tr>
<tr>
<td>Of those with an internship, % with 2+</td>
<td>45%</td>
</tr>
</tbody>
</table>

Top Hiring Companies: Full-Time
- BDO
- CohnReznick
- Deloitte
- ExxonMobil
- EY
- Grant Thornton International
- KPMG
- PwC
- RSM International

Top Hiring Companies: Internships
- AstraZeneca
- Deloitte
- EY
- Grant Thornton
- KPMG
- Penske
- The Pennsylvania State University
- PwC

Average Salary
- Full-Time: $59,469 yearly
- Intern: $22.92 hourly
- 100% of junior year internships were paid

Signing Bonuses
- Average Signing Bonus: $3,667
- Percentage of students receiving a bonus: 25%

Relocation Bonuses
- Average Relocation Bonus: $5,000
- Percentage of students receiving a bonus: 2%

*Integrated MAcc students are also included (Knowledge Rate: 54/99 with a 98% Employment Rate).
Placement by Major: Actuarial Science

Overall Student Outcomes (Knowledge Rate: 21/31, 68%)

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Offers</td>
<td>71%</td>
</tr>
<tr>
<td>Further Education/Fellowship</td>
<td>19%</td>
</tr>
<tr>
<td>Still Seeking</td>
<td>2%</td>
</tr>
<tr>
<td>% with 1+ internship</td>
<td>92%</td>
</tr>
<tr>
<td>Of those with an internship, % with 2+</td>
<td>67%</td>
</tr>
</tbody>
</table>

Top Hiring Companies: Full-Time
- Aetna
- Cigna
- Deloitte
- EY
- Highmark
- KPMG
- Mercer
- Millman
- Prudential Financial
- Segal
- Willis Towers Watson

Top Hiring Companies: Internships
- Aetna
- AMT Consulting
- AXA-XL
- Cigna
- Deloitte
- Duff & Phelps
- Highmark
- Huggins Actuarial Services
- Mercer
- NGA
- Prudential Financial
- Wells Fargo
- Willis Towers Watson

Average Salary
- Full-Time: $72,200 yearly*
- Intern: $24.64 hourly
- 100% of junior year internships were paid

Signing Bonuses
- Average Signing Bonus: $6,063*
- Percentage of students receiving a bonus: 90%

Relocation Bonuses
- Average Relocation Bonus: $1,250*
- Percentage of students receiving a bonus: 20%

*Based on 10 known outcomes.
**Placement by Major: Corporate Innovation and Entrepreneurship**

### Overall Student Outcomes (Knowledge Rate: 24/41, 58.5%)

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Offers</td>
<td>66.5%</td>
</tr>
<tr>
<td>Further Education/Fellowship</td>
<td>12.5%</td>
</tr>
<tr>
<td>Still Seeking</td>
<td>21%</td>
</tr>
<tr>
<td>% with 1+ internship</td>
<td>86%</td>
</tr>
<tr>
<td>Of those with an internship, % with 2+</td>
<td>58%</td>
</tr>
</tbody>
</table>

### Top Hiring Companies: Full-Time
- ALDI
- Deloitte
- Oracle

### Top Hiring Companies: Internships
- AlphaSights
- Anheuser Busch
- General Motors
- Johnson & Johnson
- Penn State Football
- RippleMatch
- TJX Companies
- Toyota

### Average Salary
- Full-Time: $69,750 yearly*
- Intern: $21.28 hourly
- 88% of junior year internships were paid

### Signing Bonuses
- Average Signing Bonus: $6,300*
- Percentage of students receiving a bonus: 56%

### Relocation Bonuses
- Average Relocation Bonus: $7,000*
- Percentage of students receiving a bonus: 22%

*Based on 10 known outcomes.
Placement by Major: Finance

### Overall Student Outcomes (Knowledge Rate: 276/468, 59%)

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Offers</td>
<td>84%</td>
</tr>
<tr>
<td>Further Education/Fellowship</td>
<td>10%</td>
</tr>
<tr>
<td>Post-Graduation Internship</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Still Seeking</td>
<td>5%</td>
</tr>
<tr>
<td>% with 1+ internship</td>
<td>95%</td>
</tr>
<tr>
<td>Of those with an internship, % with 2+</td>
<td>67%</td>
</tr>
</tbody>
</table>

### Top Hiring Companies: Full-Time

- Bank of America Corp
- Capital One
- Citi
- Deloitte
- EY
- Goldman Sachs
- Grant Thornton International
- Johnson & Johnson
- JPMorgan Chase & Co.
- KPMG
- Morgan Stanley
- PNC Financial Services
- PwC
- RSM International
- SEI

### Average Salary
- Full-Time: $67,825 yearly
- Intern: $24.60 hourly
- 100% of junior year internships were paid

### Signing Bonuses
- Average Signing Bonus: $6,592
- Percentage of students receiving a bonus: 62%

### Relocation Bonuses
- Average Relocation Bonus: $6,945
- Percentage of students receiving a bonus: 18%
Placement by Major: Management

**Overall Student Outcomes**
(Knowledge Rate: 40/81, 49%)

<table>
<thead>
<tr>
<th></th>
<th>percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Offers</td>
<td>72.5%</td>
</tr>
<tr>
<td>Further Education/Fellowship</td>
<td>15%</td>
</tr>
<tr>
<td>Military</td>
<td>2.5%</td>
</tr>
<tr>
<td>Public Service</td>
<td>2.5%</td>
</tr>
<tr>
<td>Still Seeking</td>
<td>7.5%</td>
</tr>
<tr>
<td>% with 1+ internship</td>
<td>65%</td>
</tr>
<tr>
<td>Of those with an internship, % with 2+</td>
<td>46%</td>
</tr>
</tbody>
</table>

**Top Hiring Companies: Full-Time**
- Amazon
- Apple
- B Braun Medical
- Kohl's
- Oracle
- Red Bull
- Travelers Insurance Co

**Top Hiring Companies: Internships**
- Aetna
- Intel
- The Pennsylvania State University
- PNC Financial Services
- UPMC

**Average Salary**
- Full-Time: $61,609 yearly
- Intern: $16.11 hourly
- 100% of junior year internships were paid

**Signing Bonuses**
- Average Signing Bonus: $5,778
- Percentage of students receiving a bonus: 82%

**Relocation Bonuses**
- Average Relocation Bonus: $6,760
- Percentage of students receiving a bonus: 45%
**Overall Student Outcomes** (Knowledge Rate: 39/75, 52%)

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Offers</td>
<td>72%</td>
</tr>
<tr>
<td>Further Education/Fellowship</td>
<td>8%</td>
</tr>
<tr>
<td>Still Seeking</td>
<td>20%</td>
</tr>
<tr>
<td>% with 1+ internship</td>
<td>75%</td>
</tr>
<tr>
<td>Of those with an internship, % with 2+</td>
<td>66%</td>
</tr>
</tbody>
</table>

### Top Hiring Companies: Full-Time
- Amazon
- EY
- PwC
- Revenue Solutions

### Top Hiring Companies: Internships
- EY
- Johnson & Johnson
- JPMorgan Chase & Co.
- Pentagon
- PepsiCo
- PwC

### Average Salary
- Full-Time: $67,563 yearly
- Intern: $23.81 hourly
- 100% of junior year internships were paid

### Signing Bonuses
- Average Signing Bonus: $5,500
- Percentage of students receiving a bonus: 78%

### Relocation Bonuses
- Average Relocation Bonus: $3,875
- Percentage of students receiving a bonus: 56%
Placement by Major: Marketing

### Overall Student Outcomes
(Knowledge Rate: 165/272, 61%)

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Offers</td>
<td>77%</td>
</tr>
<tr>
<td>Further Education/Fellowship</td>
<td>3.5%</td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Public Service</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Still Seeking</td>
<td>18%</td>
</tr>
<tr>
<td>% with 1+ internship</td>
<td>76%</td>
</tr>
<tr>
<td>Of those with an internship, % with 2+</td>
<td>66%</td>
</tr>
</tbody>
</table>

### Top Hiring Companies: Full-Time

- Amazon
- Burlington
- The Hershey Company
- Mars Incorporated
- Oracle
- PepsiCo
- PNC Financial Services
- Reckitt Benckiser
- Ross Stores
- TJX Companies
- Trane Technologies
- TTI
- Vanguard

### Average Salary

- **Full-Time:** $56,358 yearly
- **Intern:** $16.94 hourly
- 100% of junior year internships were paid

### Signing Bonuses

- Average Signing Bonus: $4,450
- Percentage of students receiving a bonus: 53%

### Relocation Bonuses

- Average Relocation Bonus: $4,541
- Percentage of students receiving a bonus: 47%
Placement by Major: Risk Management

**Risk Management - Enterprise**

<table>
<thead>
<tr>
<th>Overall Student Outcomes (Knowledge Rate: 35/62, 56%)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Full-Time Offers</strong></td>
</tr>
<tr>
<td><strong>Further Education/Fellowship</strong></td>
</tr>
<tr>
<td><strong>Still Seeking</strong></td>
</tr>
<tr>
<td><strong>% with one internship</strong></td>
</tr>
<tr>
<td><strong>Of those with an internship, % with 2+</strong></td>
</tr>
</tbody>
</table>

**Top Hiring Companies: Full-Time**
- Deloitte
- EY
- PNC Financial Services
- PwC

**Top Hiring Companies: Internships**
- Altria
- ATI Metals
- The Boeing Company
- First National Bank
- Grant Thornton International
- Lockheed Martin
- Marsh & McClennan
- PNC Financial Services
- PwC
- Railworks

**Average Salary**
- Full-Time: $64,188 yearly
- Intern: $24.14 hourly
- 100% of junior year internships were paid

**Signing Bonuses**
- Average Signing Bonus: $4,530
- Percentage of students receiving a bonus: 81%

**Relocation Bonuses**
- Average Relocation Bonus: $2,500
- Percentage of students receiving a bonus: 6%

**Risk Management - Real Estate**

<table>
<thead>
<tr>
<th>Overall Student Outcomes (Knowledge Rate: 13/22, 59%)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Full-Time Offers</strong></td>
</tr>
<tr>
<td><strong>Still Seeking</strong></td>
</tr>
</tbody>
</table>

**Top Hiring Companies: Full-Time**
- AEW
- Altus Group
- Burlington
- EY
- KEYENCE Corp.
- New Day Financial

**Top Hiring Companies: Internships**
- Not enough information to report.

**Average Salary**
- Not enough information to report.

**Signing Bonuses**
- Not enough information to report.

**Relocation Bonuses**
- Not enough information to report.
Overall Student Outcomes (Knowledge Rate: 199/315, 63%)

<table>
<thead>
<tr>
<th>Full-Time Offers</th>
<th>89%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Further Education/Fellowship</td>
<td>5%</td>
</tr>
<tr>
<td>Military</td>
<td>1%</td>
</tr>
<tr>
<td>Still Seeking</td>
<td>5%</td>
</tr>
<tr>
<td>% with 1+ internship</td>
<td>99%</td>
</tr>
<tr>
<td>Of those with an internship, % with 2+</td>
<td>64%</td>
</tr>
</tbody>
</table>

Top Hiring Companies: Full-Time
- ALDI
- Amazon
- The Boeing Company
- Burlington
- Deloitte
- Dick's Sporting Goods
- Grant Thornton International
- IBM
- KPMG
- Lockheed Martin
- Procter & Gamble
- Ross Stores
- Textron
- Walmart

Top Hiring Companies: Internships
- Amazon
- The Boeing Company
- Campbell Soup Company
- Church & Dwight
- Clemens Food Group
- Dell
- DHL
- The Estee Lauder Companies
- Hasbro
- The Hershey Company
- Ingersoll Rand
- Johnson & Johnson
- Penske
- PepsiCo
- Prudential Financial
- PwC
- SAP
- Target
- Textron
- TJX Companies
- Universal Health Services
- UPS
- Walmart

Average Salary
- Full-Time: $65,490 yearly
- Intern: $28.58 hourly
- 97% of junior year internships were paid

Signing Bonuses
- Average Signing Bonus: $6,240
- Percentage of students receiving a bonus: 56%

Relocation Bonuses
- Average Relocation Bonus: $4,843
- Percentage of students receiving a bonus: 43%
Thank You to Our Corporate Partners!