OUTCOMES REPORT

Undergraduate Business — Class of 2019
Methodology

NACE STANDARDS
The Cohen Career Center adheres to standards set by the National Association of Colleges and Employers (NACE) first destination survey guidelines. In addition to standard questions, regarding post-graduation plans (e.g., employment data, graduate school data), the survey collects internship data, next destination alignment with personal career goals, and primary university career influencers.

DATA COLLECTION
The online survey is distributed to William & Mary seniors graduating in August, January, or May of the current academic year. The survey is sent initially in February; then, it is sent monthly to non-respondents and re-sent to those who indicate their status as ‘job seeking’ or ‘pursuing graduate school.’ Other primary sources of data retrieval are the National Student Clearinghouse, initiatives with campus partners, and data mining via social media. Data collection closes each December following May graduation. All forms of data collection follow NACE protocols.

KNOWLEDGE RATE
Our knowledge rate is the percent of graduates for which William & Mary Cohen Career Center has reasonable and verifiable information concerning graduates’ post-graduation career outcomes. Information is retrieved directly from students/recent alumni, employers, campus partners, social media, and the National Student Clearinghouse.

The Cohen Career Center’s goal is the highest rate possible; the national average is 65% according to NACE Standards and Protocols for the Collection and Dissemination of Graduating Student Initial Career Outcomes Information for Undergraduates, July 2019.

Outcomes are reported on conferred graduates. Information is shared in aggregate and published annually in the Next Destination Survey Report and the Career Success Report.
Results
Class of 2019 BBA: Major 1 or Major 2
84% Knowledge rate n=175/208
98% (171/175) reported working full-time or attending graduate school

Business Majors First Destination

![Pie chart showing the distribution of first destinations for business majors.]

- 70% FULL TIME JOB
- 25% GRADUATE SCHOOL
- 2% SEEKING
- 2% INTERNSHIP
- <1% SELF-EMPLOYED
- <1% OTHER

*Neither job seeking, attending graduate/professional school, or employed

Salary/Bonus
61% (75/123) reported full-time salary information

Mean salary was $67,280
Median salary was $67,000

The mean bonus was $11,357
The median bonus was $8,750

33% (40/123) reporting salary, reported earning a bonus
### Top Employers

Employers with 2 or more undergraduate hires

<table>
<thead>
<tr>
<th>Employer</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deloitte</td>
<td>10</td>
</tr>
<tr>
<td>KPMG</td>
<td>8</td>
</tr>
<tr>
<td>PwC</td>
<td>6</td>
</tr>
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<td>EY</td>
<td>5</td>
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<td>CGI, Inc.</td>
<td>4</td>
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<td>Grant Thronton LLP</td>
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<td>Booz Allen Hamilton</td>
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<tr>
<td>Raymond James</td>
<td>2</td>
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<tr>
<td>JPMorgan Chase</td>
<td>2</td>
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<tr>
<td>Horizon Media</td>
<td>2</td>
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<tr>
<td>Cornerstone Research</td>
<td>2</td>
</tr>
<tr>
<td>Ankara Consulting</td>
<td>2</td>
</tr>
<tr>
<td>Accenture Federal Services</td>
<td>2</td>
</tr>
</tbody>
</table>
Timing of Job Offer Acceptance

72% (89/123) reported timing of employment acceptance

94% BEFORE GRADUATION
6% WITHIN 3 MONTHS
0% MORE THAN 3 MONTHS

Employment Alignment with Career Goals

98% (82/84) reported employment aligned somewhat well or very well with career goals

50% VERY WELL
48% SOMEWHAT
2% NOT WELL
2% DON'T KNOW
Occupational Titles

Job titles or rank listed more than twice by respondents

- Analyst: 15
- Consultant: 8
- Associate: 8
- Advisory Associate: 5
- Investment Banking Analyst: 4
- Staff: 3
- Management Consultant: 3
- Business Analyst: 3
- Securitization Analyst: 2
- Risk and Financial Advisory Consultant: 2
- Marketing Associate: 2
- Management Consulting Analyst: 2
- Federal Audit Associate: 2
- Business Systems Analyst: 2
Top Internship Sites

Sites hosting 2 or more interns

- William & Mary: 7 interns
- KPMG: 4 interns
- Deloitte: 4 interns
- EY: 3 interns
- Raymond James: 2 interns
- PwC: 2 interns
- PNC Financial Services Group: 2 interns
- JPMorgan Chase: 2 interns
- Grant Thornton LLP: 2 interns

Internship Frequency

62% (109/175) reported completing at least one internship

- 0 internships: 8 students
- 1 internship: 19 students
- 2 internships: 31 students
- 3 internships: 31 students
- 4 or more internships: 20 students
Graduate and Professional Programs

25% (43/175) students reported going to graduate school

- William & Mary: 26
- University of Virginia: 3
- UNC–Chapel Hill: 2
- New York University: 2
- Yale University: 1
- Villanova University: 1
- University of Maryland–College Park: 1
- University of Central Florida: 1
- UC San Diego: 1
- Penn State University: 1
- Northwestern University: 1
- Eastern Virginia Medical School: 1
- Columbia University: 1
- American University: 1

Geographic Distribution

- VIRGINIA: 32
- INTERNATIONAL: 87
- D.C.: 41
- UKOWN: 37
- NEW YORK: 12
Accounting Major 1
Total Respondents: 36

97% (35/36)
Employed full-time or attending graduate school

- 13/36 (36%) working full time
- 22/36 (61%) attending graduate school
- 1/36 (3%) still seeking jobs

$62,750
Average starting salary

$7,000
Average bonus

TOP EMPLOYERS
(Employers with 2 or more hires, student-reported)

- PwC
- Deloitte
- EY
- KPMG

23
INTERNATIONAL

2
NEW YORK

8
MID-ATLANTIC

3
NORTHEAST

5
VIRGINIA

3
D.C.

1
WEST

1
SOUTHWEST

8
MID-ATLANTIC
Business Analytics Major 1

Total Respondents: 35

97% (34/35)
Employed full-time or attending graduate school

25/35 (71%)
working full time

9/35 (26%)
attending graduate school

1/35 (3%)
internship

$71,654
Average starting salary

$7,250
Average bonus

TOP EMPLOYERS
(Employers with 2 or more hires, student-reported)

VIRGINIA
12

D.C.
9

NEW YORK
1

UNKNOWN
4

TOP 3 BY GEOGRAPHY:

MID-WEST

NORTH EAST

MID- ATLANTIC

SOUTHEAST
Finance Major 1

Total Respondents: 56

98% (55/56)

Employed full-time or attending graduate school

46/56 (82%)
working full time

9/56 (16%)
attending graduate school

1/56 (2%)
Internship

$72,044
Average starting salary

$14,437
Average bonus

TOP EMPLOYERS
(Employers with 2 or more hires, student-reported)

CGI
RAYMOND JAMES
EY
Grant Thornton
KPMG
Booz Allen Hamilton
Deloitte
JPMorgan Chase

14
VIRGINIA

1
INTERNATIONAL

13
D.C.

3
UNKNOWN

28
MID-ATLANTIC

3
MID-WEST

11
NORTHEAST

1
SOUTHWEST

7
SOUTHEAST

4
NEW YORK

SOUTHEAST

SOUTHWEST

MID-WEST

MID-ATLANTIC

NORTHEAST

WEST

D.C.

UNKNOWN

VIRGINIA

INTERNATIONAL

NEW YORK
Marketing Major 1
Total Respondents: 43

91% (39/43) Employed full-time or attending graduate school

$48,291 Average starting salary

$11,583 Average bonus

36/43 (84%) working full time
3/43 (7%) attending graduate school
1/43 (2%) still seeking jobs
1/43 (2%) part-time
2/43 (5%) accepted a summer internship

TOP EMPLOYERS
(Employers with 2 or more hires, student-reported)

- SOUTHEAST
- MID-WEST
- MID-ATLANTIC
- NORTH EAST
- VIRGINIA (8)
- INTERNATIONAL (1)
- D.C. (9)
- UNKNOWN (5)
- NEW YORK (4)
Business Major 2
Total Respondents: 7

86% (6/7)
Employed full-time or attending graduate school

- 4/7 (57%) working full time
- 2/7 (29%) attending graduate school
- 1/7 (14%) seeking

$62,750
Average starting salary

$10,000
Average bonus

TOP EMPLOYERS
All students that reported entering the field of Business Major 2 did so with a unique employer.

2 VIRGINIA
1 UNKNOWN
2 MID-ATLANTIC
2 D.C.
2 SOUTHEAST
Employers

75 Unique Employers
13 Top Employers

9 Story Media Group
Abrigo
Accenture
Accenture Federal Services
Allianz
American Express
American Institutes for Research
Ankura Consulting
Apex Systems
Area Stage at the Mead Center for American Theater
Ayco Goldman Sachs
Bain & Company
BANDAI NAMCO Entertainment
American Inc
Bank of America
Battle Monument Partners
Blackstone
Booz Allen Hamilton
Boyd Caton Group
Cambridge Associates
Cedar Hill Management
Censeo Consulting Group Inc.
CGI
CGI Inc.
Clearsight Advisors
Compass Wealth Strategies
Cornerstone Research
CVP (Customer Value Partners)
Deloitte
Deloitte Discovery Inc
Edelman
Educe Group
Epic Systems
EY
Fannie Mae
Fit Small Business
GEICO
GMMB
Goldman Sachs
Grant Thornton LLP
Greater Than One
Gresham Partners
Guidehouse
Harris Williams
Horizon Media
Huntington Bank
IBM iX
Imagination Stage
Insight Sourcing Group
Johnson Lambert
JPMorgan Chase
JPMorgan Chase & Company
KPMG
Lana Jewelry
Love Thy Neighborhood
m/SIX
Map My Customers
MarketBridge
Marketsmith, Inc
McCann
MicroStrategy
Morgan Stanley
NVR Inc. / Ryan Homes
PBS Distribution
Pfizer
PNC Financial Services
PNC Financial Services
PwC
R2integrated
Raymond James
Sea Dragon Education
Seale & Associates
Siebert Williams Shank
Signal Vine
Skyword
Stout Risius Ross
The Carlyle Group
The John F Kennedy Center for the Performing Arts
United Nations World Food Programme
USA TODAY
USDA Animal and Plant Health Inspection Services (APHIS)
VidMob
Virtu Financial
Walmart E-commerce at Jet.com
Washington Redskins
William & Mary Football
Yes & Agency
Zoom Video Communications