



The Career Management Center at Thunderbird School of Global Management provides these Employment Highlights about the graduating MBA class of 2011, including students who graduated between July 1, 2010 and June 30, 2011. The following tables and graphs are intended to provide insight into where Thunderbirds go to work and the source of their offers. *(This report conforms to the MBA Career Services Council Standards for Reporting MBA Employment Statistics.)*

The MBA Graduating Class

	Permanent Work Authorization	Non-permanent Work Authorization	Total MBA Graduates
Seeking Employment	146	86	232
Not Seeking Employment	11	15	26
No Information Available	22	23	45
Total Graduates	179	124	303

Timing of Job Offers and Acceptances

	Total Seeking Employment	First Offer by Three Months after Graduation	Offer Accepted by Three Months after Graduation
Permanent Work Authorization	146	63%	58%
Non-Permanent Work Authorization	86	50%	41%
Total Graduates Seeking Employment	232	58%	52%

Primary Source of Full-Time Job Acceptances, based on total students who reported a source:

63% of job acceptances were reported as being school-facilitated

38% of job acceptances reported as self-facilitated

Top sources of all students who reported their source of acceptance:

1. Scheduled Interviews on and off campus 15.3%
2. Career Fairs/National Career Conferences 13.9%
3. School's job postings 13.9%
4. Internet 9.7%
5. Family, friends outside of school 6.9%



2011 EMPLOYMENT HIGHLIGHTS

Base Salary*

	Mean	Median	Low	High
Total	\$84,654	\$86,000	\$24,000	\$144,000

Signing Bonus

	Mean	Median	Low	High
Total	\$16,094	\$15,000	\$2,000	\$37,500

Compensation by Professional Functions

Function	Graduates Accepting New Employment	Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
Consulting	16.7%	\$92,733	\$95,000	\$55,000	\$120,000
Finance/Accounting	18.3%	\$86,807	\$87,500	\$40,000	\$144,000
General Management	10.8%	\$85,347	\$90,000	\$36,000	\$120,000
Human Resources	4.2%	\$70,000	\$70,000	\$60,000	\$80,000
Information Technology*	1.7%	-	-	-	-
Marketing/Sales	30.0%	\$83,296	\$90,000	\$24,000	\$112,500
Operations/Logistics	11.7%	\$77,357	\$83,000	\$28,000	\$115,000
Other	6.7%	\$72,672	\$75,000	\$40,000	\$89,033

Compensation by Industries

Function	Graduates Accepting New Employment	Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
Consulting	14.2%	\$91,667	\$92,500	\$55,000	\$120,000
Consumer Products	13.3%	\$85,108	\$86,000	\$70,000	\$103,000
Financial Services	20.8%	\$97,813	\$95,000	\$70,000	\$144,000
Government	3.3%	\$84,500	\$89,033	\$62,467	\$102,000
Manufacturing	8.3%	\$56,780	\$54,340	\$24,000	\$98,000
Media/Entertainment*	2.5%	-	-	-	-
Non-Profit*	4.2%	-	-	-	-
Petroleum/Energy*	3.3%	-	-	-	-
Pharmaceutical/Biotechnology/ Healthcare Products	6.7%	\$97,160	\$95,300	\$90,000	\$112,500
Real Estate*	0.8%	-	-	-	-
Technology	10.0%	\$82,818	\$80,000	\$28,000	\$115,000
Other	12.5%	\$70,000	\$73,500	\$36,000	\$95,000

*In reporting the mean, median, high and low salaries for tables segmenting professional function, industry, geographic region or level of experience, there must be a minimum of 3 data points, or the number of data points must be equal to or greater than 1% of full-time graduates who accepted employment (whichever is greater).



Compensation by World Regions

Region	Graduates Accepting New Employment	Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
Africa	0.0%	-	-	-	-
Asia	8.3%	\$64,333	\$72,000	\$24,000	\$98,000
Oceania	0.0%	-	-	-	-
Europe*	2.5%	-	-	-	-
Latin America/Caribbean	5.0%	\$95,250	\$87,500	\$62,000	\$144,000
North America	84.2%	\$85,821	\$90,000	\$28,000	\$120,000

Compensation by North American Geographic Regions

Region	Graduates Accepting New Employment	Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
Northeast	17.5%	\$98,781	\$98,000	\$60,000	\$120,000
Mid-Atlantic	6.7%	\$89,686	\$90,000	\$62,467	\$102,000
Midwest	13.3%	\$78,968	\$75,000	\$43,680	\$105,000
South	10.0%	\$83,163	\$80,000	\$73,500	\$100,000
Southwest	19.2%	\$78,429	\$84,000	\$28,000	\$120,000
West	16.7%	\$83,250	\$85,000	\$55,000	\$115,000
US Poss. & Territories	0.0%	-	-	-	-
Canada	0.0%	-	-	-	-
Mexico	0.8%	-	-	-	-

Compensation by Professional Experience

Years of Professional Experience	Graduates Accepting New Employment	Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
One year or less	14.2%	\$81,476	\$89,033	\$40,000	\$106,000
More than one year, up to three years	25.0%	\$77,507	\$75,000	\$43,680	\$120,000
More than three years, up to five years	32.5%	\$86,939	\$88,000	\$62,000	\$115,000
More than five years	28.3%	\$89,096	\$90,000	\$24,000	\$144,000



Companies who hired Thunderbirds from the Class of 2011

3M - Minnesota Mining and Manufacturing	FTI Consulting	Nicira
A.T. Kearney	GEMS Sensors (Danaher Corp)	ON Semiconductor
ACCION	Genentech	Orion Pacific Traders
ACDI-VOCA	General Electric	Philip Morris Japan K.K.
Adobe Systems	Genpact	Plastipak Packaging
American Express	Getz Pharma Research	PNY Technologies
Amway	Global Sources	Procter & Gamble
Ascent Soutions	Global Touchpoints Inc	QT Technologies/Downstream Capital
AutoZone	Gold Treasure Exchange Ltd	REL Consulting
Axiom International	Goldman Sachs & Company	Republic Financial Corporation
AZ Charter Schools Association	Green Ideas	RiverStar Software
Bacardi	Grupo Security	RJ Reynolds
Bank of America Merrill Lynch	HCL Axon	RMSS
Banner Health	Henkel	Royal Bank of Scotland
Booz Allen Hamilton	Hertz	Sanders Sports Marketing
Cardiac Science	Hilti Corporation	SAP America
Cathay United Holding	Humana	SevenHills Hospital
Cave Creek Capital	IBM Business Consultants	Siam Cement
Central Asia Development Group	ICG Commerce	SKM Chile
Cisco Systems	Illinois Tool Works	Social Rep
Citibank	Infosys Consulting	Sonoco
Citigroup	Intel Corporation	Sony Electronics
City of Phoenix,	Inter-American Development Bank	SunPower
Office of Strategic Planning and Budgeting	ISI Group	Synexxus, Inc.
Coastal Projects Pvt Ltd	Janssen Supply Group	TD Bank
Colliers International	JDB Capital	Telepacific
CONACYT	JetBlue Airways	The Coca-Cola Company
Continental Grain Company	Johnson & Johnson	The Summit Group
Cook Medical Inc.	Johnson Electric Group	Tokyo Marine
Credit Suisse	Kimberly-Clark	Travelers
Cummins, Inc.	KPMG Consulting	Trax Technologies
DaimlerChrysler	Leads Medical	Triplt
Definitive Insights	Liberty Mutual Group	U.S. General Services Administration
Deloitte	Lincoln Center of Albania	United States Department of Energy
Diageo	Linkage Inc.	Visiting Nurse Service of New York
DinarStandard	Loft9 Consulting	Waste Management
Domino's Pizza	L'Oreal	Wells Fargo Securities
Eduvantis LLC	Macy's	Western Union
Eli Lilly	Mckesson Corp.	
Epic Systems	Metaltrade Pacific Far East Ltd	
Equation Consulting	Midea	
Ernst & Young	NeoGroup	
Essar Inc.	Neptune Orient Lines Ltd	
ExxonMobil	Nestle Purina Pet Care	
FDIC	Nexant, Inc.	

Note: Companies in bold hired multiple students.