

# Employment Report **2016**



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# Welcome to the NYU Stern Community



Dear Recruiting Partners,

At NYU Stern we attract the very best MBA students who possess both IQ and EQ – a combination of academic excellence and emotional intelligence – which we believe is critical for high-functioning teams and future leadership success. Through coursework and real-world experiential projects that use New York City and global hubs as our extended classroom, we cultivate this potential and instill a mindset anchored in creating value for your firm, as well as society.

Students come to Stern with career interests that are as deep and diverse as the businesses of New York City and beyond. What they share is a commitment to finding the right fit – the industry, function and company culture where they can make a meaningful contribution.

Equally important is our commitment to you. We'll work closely with your team to develop a customized approach to identifying and connecting with the unique Stern talent that best meets your hiring needs.

We would especially like to thank our current employers for your dedication and partnership, and we look forward to getting to know new firms and organizations this coming year. Most important, we are excited to have you meet our incredible students and to experience firsthand what is special about the Stern community.

Warm regards,

Handwritten signature of Roxanne Hori in black ink.

Roxanne Hori  
Associate Dean  
Corporate Relations  
Career Services and Leadership Development

Handwritten signature of Beth Briggs in black ink.

Beth Briggs  
Senior Director  
Office of Career Development  
Full-time MBA Program



# What Makes a Stern Graduate Exceptional?



From day one at Stern, our MBA students are challenged and empowered to use the tools of business to transform 21st century problems into opportunities that create value for companies, organizations and society.

We attract and recruit students who have a passion for Stern and share our values:

- **Academic Excellence:** Our students are some of the best and brightest from 40 countries who are equipped to solve real problems in real-time.
- **Collaborative Community:** The spirit of collaboration is deeply woven into every facet of Stern life, including academics, student club activities, career development initiatives, global study opportunities and leadership development.
- **IQ + EQ:** Our admissions process is designed to identify individuals who possess both intellectual and interpersonal strengths – a winning combination for the next generation of world leaders.
- **Energy of a Global Hub:** Our students are immersed in experiential learning opportunities that allow them to apply their learnings beyond the classroom.



Kelli Greenberg, MBA 2017  
Marketing and Sales Summer Associate at McKinsey & Company

*“I am looking forward to serving as a Career Mentor and ‘paying forward’ the support and guidance that I received as a first-year MBA student. I am also excited to serve as co-president of Stern Women in Business, a popular MBA student club, this year and to empower and prepare women to successfully recruit for careers in highly competitive industries.”*

# Class of 2016 Full-time MBA Employment Data

## Class Profile: Fall 2014 Entering Class



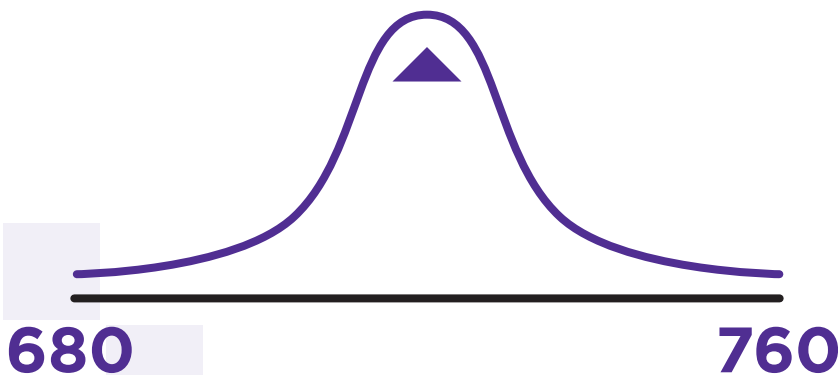
**38%**  
International  
Students &  
Dual Citizens

UNDERGRADUATE GPA  
80% RANGE



**3.18-3.84**

GMAT SCORE  
80% RANGE



WORK EXPERIENCE  
(in number of years)



Average: **4.3** Range: **0-11**

# Class of 2016 Full-time MBA Employment Data

## Class Profile: Fall 2014 Entering Class

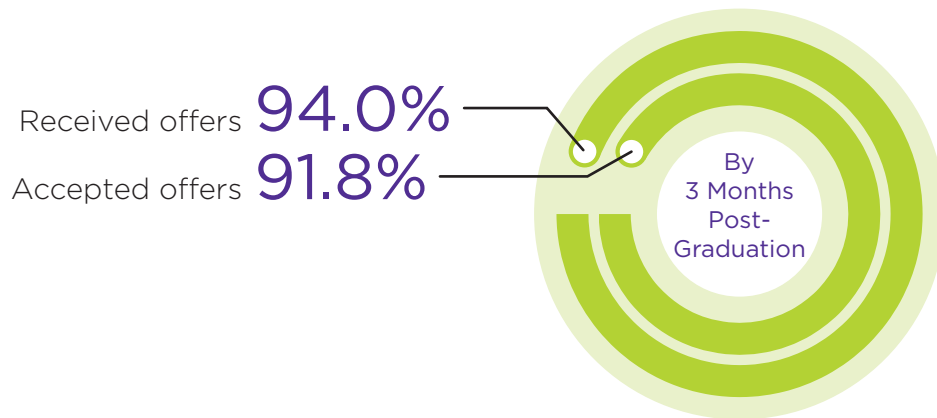
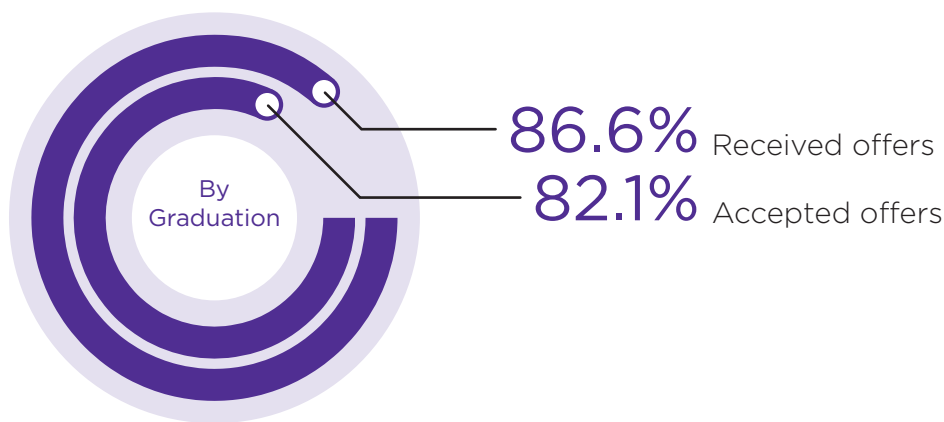
### EMPLOYMENT PROFILE

	US	International	Total
Seeking Employment	262	90	352
Not Seeking Employment	22	12	34
Company Sponsored	3	6	9
Continuing Education	8	1	9
Postponing Job Search	1	0	1
Starting New Business	5	2	7
Not Seeking - Other	5	3	8
No Information Available	7	3	10
Total Graduates	291	105	396

### Did you know?

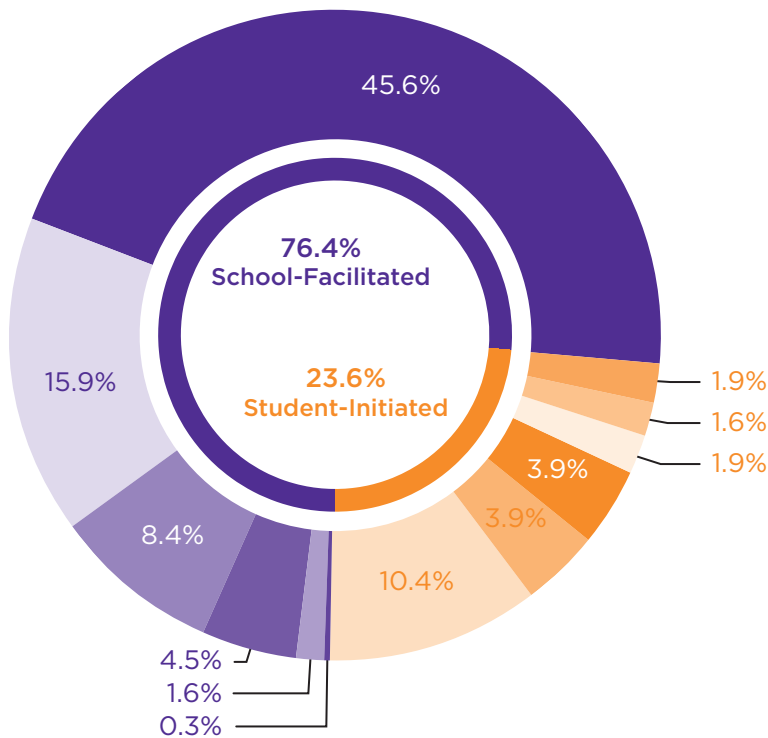
Stern offers 25 areas of academic specialization such as business analytics, entertainment and media, and technology.

### TIMING OF OFFERS



# Class of 2016 Full-time MBA Employment Data

## SOURCES OF ACCEPTED JOB OFFERS



- 45.6% Full-time Offer from Internship (Internship sourced by school-facilitated activity)
- 15.9% Stern On-Campus Scheduled Interviews
- 8.4% Stern Job Postings
- 4.5% Stern Alumni
- 1.6% Stern Supported Activities (Clubs, treks, conferences, etc.)
- 0.3% Stern Career Fairs
- 10.4% Personal Contacts
- 3.9% External Job Posting Boards
- 3.9% Full-Time Offer from Internship (Internship sourced by student-initiated activity)
- 1.9% Pre-Stern Employer
- 1.6% External Career Fairs
- 1.9% LinkedIn

## COMPENSATION OVERVIEW

Total MBA Graduates	Average Base (\$)	Median Base (\$)	Low (\$)	High (\$)
Base Salary	120,924	125,000	45,000	180,000
Signing Bonus	31,717	30,000	2,500	75,000
Other Guaranteed Bonus	30,340	25,000	5,000	100,000

US Citizen/ Permanent Resident	Average Base (\$)	Median Base (\$)	Low (\$)	High (\$)
Base Salary	120,898	125,000	45,000	180,000
Signing Bonus	29,817	25,000	2,500	75,000
Other Guaranteed Bonus	25,355	23,700	5,000	65,000

International	Average Base (\$)	Median Base (\$)	Low (\$)	High (\$)
Base Salary	120,997	125,000	50,000	175,000
Signing Bonus	36,662	40,000	5,000	60,000
Other Guaranteed Bonus	39,858	30,000	10,000	100,000

### Did you know?

Stern MBAs partner with faculty on projects such as urbanization in emerging markets, branding and technological solutions for multinational organizations, independent film distribution and supply chain challenges.

<sup>1</sup> Usable base salary data provided by 91% of graduates who accepted an offer by three months after graduation

<sup>2</sup> NYU Stern does not include amount or percentage of equity or stock options, corporate reimbursement for relocation and/or second year tuition expenses in its annual compensation totals

<sup>3</sup> International salaries are reported in U.S. dollars as calculated by students on basis of prevailing exchange rates

# Class of 2016 Full-time MBA Employment Data

## COMPENSATION OF ACCEPTED OFFERS BY GEOGRAPHICAL REGION

North American Regions	%	Average Base (\$)	Median Base (\$)	Low (\$)	High (\$)
Mid-Atlantic	3.1%	131,333	130,000	103,000	147,000
Midwest	1.7%	123,600	145,000	83,000	145,000
Northeast	84.7%	122,177	125,000	50,000	180,000
South	1.0%	127,667	125,000	110,000	148,000
Southwest	1.7%	114,000	120,000	95,000	125,000
West	7.5%	117,158	117,000	80,000	175,000
Canada	0.3%	†	†	†	†

† Reporting numbers insufficient to provide salary information

World Regions	%	Average Base (\$)	Median Base (\$)	Low (\$)	High (\$)
Asia	4.1%	107,400	117,500	50,000	168,000
Australia and Oceania	0.3%	†	†	†	†
Europe Free Trade Zone	1.3%	88,750	100,000	45,000	110,000
North America	93.6%	122,205	125,000	50,000	180,000
South America	0.6%	†	†	†	†

† Reporting numbers insufficient to provide salary information

### Did you know?

Stern cultivates an entrepreneurial mindset in students through start-up competitions and mentorship offered through the W.R. Berkley Innovation Lab.



Zuha Qazi, MBA 2017  
Investment Banking Summer Associate at Morgan Stanley

*“While I enjoyed my job in the Economic and Valuation Services practice of an accounting firm and loved my team, I realized I wanted to advise my clients at a higher level. After researching, I figured out that investment banking offered me the different things I was looking for in a career – client service, transformational transactions and a greater emphasis on finance. Applying to Stern was a natural choice. Stern has a long history of excellence in Finance and has great relationships with investment banking firms.”*



# Class of 2016 Full-time MBA Employment Data

## COMPENSATION OF ACCEPTED OFFERS BY INDUSTRY

Industry	%	Average Base (\$)	Median Base(\$)	Low (\$)	High (\$)	Average Signing Bonus (\$)	Average of Other Guaranteed Bonus (\$)
Consulting	28.5%	134,267	140,000	50,000	170,000	26,904	25,433
Consumer Packaged Goods	8.7%	102,308	103,000	90,000	115,000	20,188	15,000
Financial Services	35.3%	123,094	125,000	73,000	168,000	41,707	38,202
Asset Management	2.5%	126,000	125,000	110,000	140,000	31,750	55,000
Diversified Financial Services	2.8%	104,444	100,000	100,000	115,000	31,071	26,125
Hedge Fund	0.9%	125,667	125,000	102,000	150,000	42,500	41,500
Investment Banking	28.2%	125,407	125,000	100,000	150,000	43,910	39,000
Other*	0.9%	105,333	75,000	73,000	168,000	18,750	27,000
Healthcare	1.5%	110,000	110,000	95,000	130,000	22,500	8,000
Media/Entertainment	4.3%	97,909	95,000	80,000	120,000	7,500	10,125
Non-Profit	1.5%	87,500	87,500	75,000	100,000	5,000	†
Real Estate	1.5%	100,000	100,000	85,000	115,000	15,000	25,000
Retail	3.4%	85,200	85,000	45,000	120,000	15,000	17,000
Technology/Telecommunications	9.6%	113,464	117,000	60,000	175,000	33,835	38,824
Other	5.6%	127,923	110,000	60,000	180,000	8,333	30,000
Energy	0.3%	†	†	†	†	†	†
Entrepreneurial/Start-Up	0.6%	†	†	†	†	†	†
Government	0.6%	†	†	†	†	†	†
Hospitality	0.9%	†	†	†	†	†	†
Law	2.5%	172,000	180,000	160,000	180,000	10,000	†
Transportation & Logistics Services	0.6%	†	†	†	†	†	†

\* Financial Services Other includes: Insurance and Venture Capital/Private Equity  
† Reporting numbers insufficient to provide salary information

# Class of 2016 Full-time MBA Employment Data

## COMPENSATION OF ACCEPTED OFFERS BY FUNCTION

Function	%	Average Base (\$)	Median Base (\$)	Low (\$)	High (\$)	Average Signing Bonus (\$)	Average of Other Guaranteed Bonus (\$)
Consulting	33.8%	128,948	140,000	45,000	170,000	27,393	25,495
Business Development	2.0%	98,000	107,500	60,000	125,000	28,750	40,462
Internal Strategy	3.0%	117,638	110,000	83,745	150,000	30,625	11,000
Management	24.3%	137,863	140,000	50,000	170,000	26,764	25,821
Technology	2.0%	120,833	135,000	80,000	135,000	28,750	20,000
Other <sup>1</sup>	2.6%	89,625	97,500	45,000	117,000	37,500	15,667
Finance	40.0%	121,504	125,000	73,000	175,000	40,263	40,730
General/Corporate	7.2%	106,286	105,000	80,000	175,000	28,067	38,036
Investment Banking	22.0%	127,031	125,000	100,000	150,000	45,736	45,250
Investment Management	2.6%	116,600	125,000	73,000	150,000	27,500	44,000
Private Banking/Client Services	2.3%	125,000	125,000	125,000	125,000	34,500	23,750
Private Equity	1.0%	124,333	130,000	75,000	168,000	7,500	†
Research - Equity Buy Side	1.0%	131,667	130,000	125,000	140,000	37,333	55,000
Research - Equity Sell Side	1.0%	116,667	125,000	100,000	125,000	52,500	†
Sales & Trading	1.0%	116,667	125,000	100,000	125,000	49,167	†
Other <sup>2</sup>	2.0%	114,167	105,000	100,000	150,000	39,375	32,500
Management	3.9%	107,750	113,500	75,000	125,000	26,370	22,333
General	3.0%	109,667	117,000	80,000	125,000	20,313	22,333
Other <sup>3</sup>	1.0%	102,000	106,000	75,000	125,000	50,600	†
Information Technology/Data Analytics	1.6%	106,000	95,000	60,000	155,000	5,000	19,833
Marketing/Sales	15.1%	102,952	103,000	50,000	138,000	23,297	23,050
Brand Management	7.9%	99,045	103,000	50,000	105,000	19,875	12,500
Digital	3.0%	97,750	96,000	75,000	120,000	36,250	24,250
Product Management	2.6%	117,143	117,000	100,000	138,000	30,083	40,000
Other <sup>4</sup>	1.6%	108,600	110,000	90,000	125,000	23,750	22,400
Operations/Logistics	1.6%	111,000	110,000	95,000	125,000	27,500	13,375
Other	3.9%	135,000	137,500	85,000	180,000	12,500	25,000
Law	2.3%	170,000	170,000	160,000	180,000	10,000	†
Real Estate	1.6%	100,000	100,000	85,000	115,000	15,000	25,000

<sup>1</sup> Consulting Other includes: Brand Management/Retail and Strategic Planning

<sup>2</sup> Finance/Accounting Other includes: Research - Fixed Income Sell Side, Risk Management, Structured/Project Finance and Venture Capital

<sup>3</sup> Management Other includes: Merchandising/Project Management

<sup>4</sup> Marketing/Sales Other includes: General and Sales

† Reporting numbers insufficient to provide salary information



Andrew Gouge, MBA 2016  
Management Consulting at Bain & Co.

*"I came to NYU Stern to develop the skills that would allow me to confidently address a broader array of business issues. The class electives at Stern bolstered my business and management skills, specifically in the area of strategy. Involvement in the Stern Consulting Corps, an experiential learning program that places students into short consulting positions with New York City-based organizations, provided the opportunity for me to work with a client to address its corporate communication strategy while receiving close guidance from Stern professors and industry partners."*

# Class of 2017 Internship MBA Employment Data

## Class Profile: Fall 2015 Entering Class

**34%**  Female Students

**26%**  Minority Students

**9%**  Underrepresented Minority Students



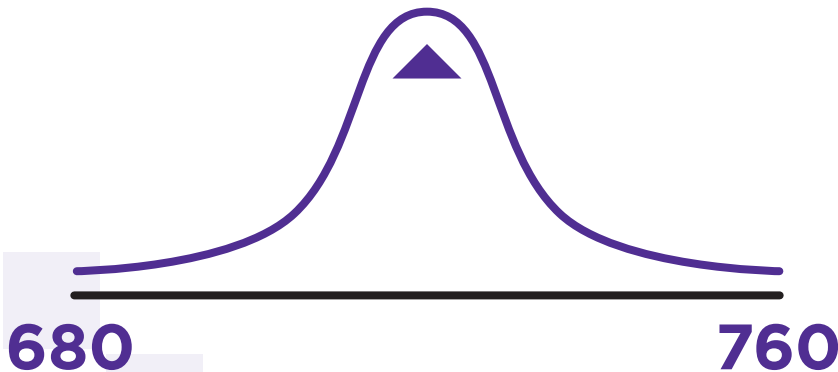
**37%**  
International Students & Dual Citizens

UNDERGRADUATE GPA  
80% RANGE



**3.18-3.81**

GMAT SCORE  
80% RANGE



WORK EXPERIENCE  
(in number of years)



Average: **4.5** Range: **0-13**

# Class of 2017 Internship MBA Employment Data

## Class Profile: Fall 2015 Entering Class

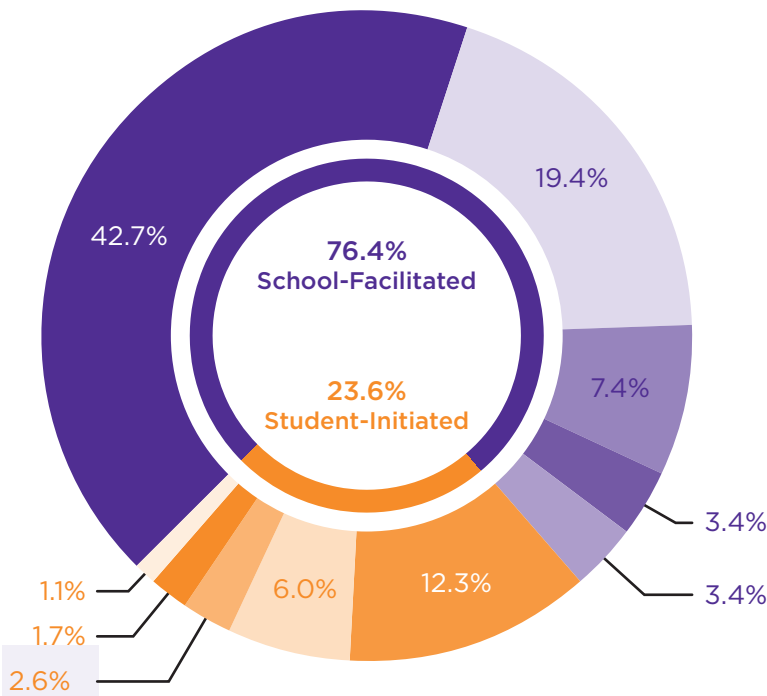
### Did you know?

Stern launched a new FinTech MBA specialization in 2016, the first among top business schools.

### EMPLOYMENT PROFILE

	Total
Total MBAs	405
Seeking Summer Internship	370
Not Seeking Summer Internship	34
No Information	1

### SOURCES OF ACCEPTED OFFERS



### Did you know?

Stern MBAs address business challenges with local and global organizations ranging from MasterCard, to the NYPD, to the government of Mexico City and the World Wildlife Fund.

- 42.7% Stern On-Campus Scheduled Interviews
- 19.4% Stern Job Postings
- 7.4% Stern Supported Activities (Clubs, treks, conferences, etc.)
- 3.4% Stern Alumni
- 3.4% Stern Career Fairs
- 12.3% Personal Contacts
- 6.0% External Job Posting Boards
- 2.6% External Career Fairs
- 1.7% LinkedIn
- 1.1% Pre-Stern Employer

# Class of 2017 Internship Employment Data

## COMPENSATION OVERVIEW

Total MBA Graduates	Average (\$)	Median (\$)	Low (\$)	High (\$)
Weekly Base Salary	1,886	2,000	100	4,250

US Citizen/ Permanent Resident with Permanent U.S. Work Authorization	Average (\$)	Median (\$)	Low (\$)	High (\$)
Weekly Base Salary	1,890	1,925	100	4,250

International without Permanent U.S. Work Authorization	Average (\$)	Median (\$)	Low (\$)	High (\$)
Weekly Base Salary	1,874	2,000	100	3,125

<sup>1</sup> Usable base salary data provided by 86% of graduates who accepted an internship offer

<sup>2</sup> International salaries are reported in U.S. dollars as calculated by students on basis of prevailing exchange rates

## COMPENSATION OF ACCEPTED OFFERS BY GEOGRAPHICAL REGION

U.S. Region	%	Average Weekly Base (\$)	Median Weekly Base (\$)	Low (\$)	High (\$)
Mid-Atlantic	1.9%	1,830	1,731	1,000	2,825
Midwest	0.3%	†	†	†	†
Northeast	83.2%	1,929	2,000	360	3,846
South	1.2%	1,906	1,800	1,625	2,400
Southwest	1.9%	1,795	1,700	450	3,000
West	11.2%	1,827	1,846	375	4,250
Canada	0.3%	†	†	†	†

† Reporting numbers insufficient to provide salary information

World Region	%	Average Weekly Base (\$)	Median Weekly Base (\$)	Low (\$)	High (\$)
Asia	3.2%	1,210	1,500	100	2,500
Central America and the Caribbean	0.6%	†	†	†	†
Europe - Free Trade Zone	1.7%	2,316	2,275	2,212	2,500
Middle East & North Africa (MENA)	0.9%	2,000	2,000	1,500	2,500
North America	92.8%	1,914	2,000	360	4,250
South America	0.9%	1,203	1,000	1,000	1,610

† Reporting numbers insufficient to provide salary information



Munashe Makava,  
MBA 2017  
Investment Banking  
Summer Associate  
at Goldman Sachs

*“After spending my entire life in Zimbabwe, I took a giant leap by coming to live in New York and attend Stern, with the hope of transitioning to a career on Wall Street. Naturally, I needed significant guidance navigating recruiting, especially considering the cultural differences in conduct and communication style. Stern paired me with an international second-year student for one-on-one coaching and resume review. I also received additional guidance through the Graduate Finance Association MBA club and the Office of Career Development’s workshops, some of which were specifically for international students.”*



# Class of 2017 Internship MBA Employment Data

## Did you know?

Stern MBAs have opportunities to analyze leading companies and cover topics including film, TV, theater, music, sports, telecomm, new media, publishing and more!

### COMPENSATION OF ACCEPTED OFFERS BY INDUSTRY

Industry	%	Average Base (\$)	Median Base (\$)	Low (\$)	High (\$)
Consulting	19.5%	2,274	2,500	200	3,000
Consumer Packaged Goods	11.4%	1,541	1,700	100	2,960
Energy	1.6%	1,230	1,500	120	1,800
Financial Services	32.7%	2,231	2,400	450	3,846
Asset Management	3.0%	1,556	1,750	450	2,400
Commercial Banking	0.8%	1,642	1,731	800	2,395
Diversified Financial Services	1.9%	2,263	1,923	1,885	3,846
Hedge Fund	1.4%	1,930	1,923	1,500	2,403
Insurance	0.8%	†	†	†	†
Investment Banking	21.9%	2,408	2,404	1,200	3,125
Venture Capital/Private Equity	3.0%	1,320	1,000	600	2,500
Healthcare	2.2%	1,421	1,700	360	1,842
Media/Entertainment	7.3%	970	1,000	375	2,025
Non-Profit	1.6%	1,000	1,000	1,000	1,000
Real Estate	3.5%	1,293	1,000	600	2,000
Retail	3.0%	994	1,000	600	1,800
Technology	10.8%	1,872	1,846	720	4,250
Other	6.5%	1,319	1,000	400	3,100
Entrepreneurial/Start-Up	3.5%	861	900	400	1,500
Law	1.4%	3,080	3,070	3,070	3,100
Government	0.5%	†	†	†	†
Hospitality	0.5%	†	†	†	†
Manufacturing	0.3%	†	†	†	†
Other	0.3%	†	†	†	†

\* Other includes: Aerospace/Transportation, Energy/Power, Manufacturing and Other  
 † Reporting numbers insufficient to provide salary information

# Class of 2017 Internship Employment Data

## COMPENSATION OF ACCEPTED OFFERS BY FUNCTION

Industry	%	Average Base (\$)	Median Base (\$)	Low (\$)	High (\$)
Consulting	30.2%	1,957	2,227	100	3,000
Brand Management/Retail	1.7%	1,096	775	600	2,400
Business Development	4.6%	1,108	1,060	400	1,925
Human Resources	0.6%	†	†	†	†
Internal Strategy	5.4%	1,673	1,817	100	2,595
Management	15.1%	2,454	2,595	720	3,000
Strategic Planning	1.7%	1,400	1,500	875	1,925
Technology	1.1%	1,841	2,082	200	3,000
Finance/Accounting	37.3%	2,101	2,400	120	3,125
General/Corporate	7.7%	1,701	1,830	120	2,080
Investment Banking	20.5%	2,397	2,404	1,200	3,125
Investment Management	2.3%	1,453	1,500	450	2,300
Private Banking/Client Services	1.1%	2,234	2,400	1,731	2,404
Private Equity	2.3%	1,485	1,500	600	2,500
Venture Capital	1.4%	†	†	†	†
Other <sup>1</sup>	2.0%	1,810	1,923	1,100	2,395
General Management	3.7%	1,318	1,000	360	2,400
Project Management	2.3%	1,084	1,000	360	1,875
Other <sup>2</sup>	1.4%	1,729	1,958	600	2,400
Information Technology/ Data Analytics	1.4%	1,735	1,846	1,400	1,846
Marketing/Sales	18.8%	1,544	1,700	400	3,846
Brand Management	5.4%	1,586	1,731	500	2,960
Digital	3.4%	1,263	1,225	400	2,000
General	4.6%	1,584	1,690	400	3,846
Product Management	3.1%	1,789	2,000	600	2,160
Other <sup>3</sup>	2.3%	1,361	1,700	400	2,025
Operations/Logistics	3.1%	1,709	1,500	400	4,250
Other	5.4%	1,698	1,650	375	3,100
Law	2.0%	2,404	3,070	375	3,100
Real Estate	3.4%	1,384	1,000	600	2,403

<sup>1</sup> Other Finance/Accounting includes: Research - Equity Buy Side, Research - Fixed Income Sell Side, Sales & Trading, and Structured/ Project Finance

<sup>2</sup> Other General Management includes: General Management and Merchandising

<sup>3</sup> Other Marketing/Sales includes: Market Research and Sales

† Reporting numbers insufficient to provide salary information

### Did you know?

Stern MBAs can take courses such as Luxury Marketing, Brand Strategy, Innovation & Design, The Fashion Industry: Creativity and Business, and Doing Business in Italy: Luxury Retail and Branding.

# Major Employers

## TOP EMPLOYERS FULL-TIME (MBA CLASS OF 2016)

Company	# of Accepted Offers
Deloitte Consulting	22
Citi	14
Amazon	13
Bank of America Merrill Lynch	13
Goldman, Sachs & Co.	12
Credit Suisse	12
McKinsey & Company, Inc.	11
The Boston Consulting Group (BCG)	10
PricewaterhouseCoopers	9
JPMorgan	9
Morgan Stanley	8
Google	7
Strategy& (Formerly Booz & Company)	6
Accenture	6
Bain & Co., Inc.	5
Johnson & Johnson	5
American Express	5
Guggenheim Securities	5
IBM	4
PepsiCo	4
Barclays Capital Group	4
Estee Lauder Companies, Inc.	3
L'Oreal	3
UBS	3
Colgate-Palmolive	3
Pfizer, Inc.	3

## TOP EMPLOYERS SUMMER INTERNS (MBA CLASS OF 2017)

Company	# of Accepted Offers
Deloitte Consulting	13
Credit Suisse	11
Citi	10
Amazon	10
Google	9
JPMorgan	8
McKinsey & Company, Inc.	8
Goldman, Sachs & Co.	8
Morgan Stanley	6
Bank of America Merrill Lynch	6
PricewaterhouseCoopers	5
Colgate-Palmolive	5
A.T. Kearney, Inc.	5
American Express	4
IBM	4
Barclays Capital Group	4
Ernst & Young LLP	4
The Boston Consulting Group (BCG)	4
NBCUniversal	3
PVH Corp.	3
Johnson & Johnson	3
Viacom Media Networks	3
Verizon	3
L'Oreal	3
PepsiCo	3
Rothschild Inc.	3
Prudential	3
MasterCard	3
Bain & Co., Inc.	3
Bayer	3
Mars, Incorporated	3
UBS	3

# Partner with NYU Stern 2016-2017



Anne Gregory, MBA 2017  
Marketing Intern at Colgate-Palmolive

*“Stern’s Graduate Marketing Association MBA club was a fantastic resource, with the mentoring sessions and annual conference serving as cornerstones of my preparation process. After months of career events, coffee chats and mock interviews, I was offered an internship with the Colgate-Palmolive marketing team here in New York City. It was an amazing experience and I am thrilled at the prospect of pursuing a career in brand management post-Stern.”*

## NYU STERN SCHOOL OF BUSINESS

The Careers Team at NYU’s Stern School of Business is dedicated to partnering with you and your organization to provide seamless access to all levels of our MBA talent. Whether you are recruiting for summer internships, full-time positions or experienced-hire opportunities, we can match our talent to your needs. By partnering with Stern, you will gain access to more than 2,500 full-time, part-time and executive MBA students, as well as alumni. We work with a diverse set of organizations and our customized approach ensures you will have numerous opportunities to promote your brand and connect with the best-suited Stern talent for your company’s culture and business needs.

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