



KELLEY SCHOOL OF BUSINESS

2024-25
Full-Time +Flex MBA
Employment Report



“Initially, networking didn’t feel natural for me. However, after discussing my concerns with my career coach, she introduced me to two amazing Kelley alumni who not only mentored me and provided me with valuable networking tips, but also guided me through the interview process for companies I was interested in.”

Thai Gun, MBA’23, Operations Manager
Pathways, Amazon



Introduction

The 2024–25 Employment Report for the Kelley School of Business Full-Time +Flex MBA Program features employment outcomes for the graduating Class of 2024 and internship data for the Class of 2025. Our strong numbers, including 93% of graduates receiving job offers within 90 days, illustrate the resilience of our students and the benefits of attending a smaller, nationally ranked MBA program with a highly personalized approach to career development.

As you read the report, you’ll see our graduates received offers from a variety of companies and industries across the US. This includes 29.5% of graduates receiving offers from companies in the Northeast/Mid-Atlantic regions and 15.6% from companies in the West and Southwest. The mean starting compensation (salary and signing bonus) was more than \$167,000.

The top industries for the Class of 2024 were consulting (24.1%); manufacturing (16.1%); consumer packaged goods (13.8%); healthcare, including products and services (13.8%); and technology (13.8%). The top industries for the Class of 2025 internships were technology (19.2%), consumer packaged goods (15.4%), manufacturing (15.4%), consulting (11.5%), financial services (11.5%), and healthcare, including products and services (10.3%).

Before classes even begin, our MBAs undergo intensive one-of-a-kind career development that identifies the right professional fit for their skills, personality, and values. These insights inform every aspect of their experiences over the next 21 months—their majors, minors, real-world experiences, mentors, internship, networking, and recruiting. When they graduate, they’re ready to lead.

MBA Class of 2024

full-time employment highlights

FULL-TIME SALARY SUMMARY¹

\$135,742

mean base salary

\$129,000

median base salary

SIGNING BONUS

\$33,232

mean signing bonus

\$30,000

median signing bonus

¹ 87.64% of students accepting an offer provided usable salary data.

84.62% of students accepting an offer and providing usable salary data reported receiving a signing bonus.



“A Kelley alum advised me to connect with at least two people in the Kelley alumni network each week. This networking mindset helped me understand the consulting industry, prepare for interviews, and land a consulting internship.”

Ramzan Miah, MBA'25, Summer Analyst in Strategy and Analysis, AlixParters

Employers hiring from MBA Class of 2024 (full-time positions) and 2025 (internships)

AlixPartners
Allergan Aesthetics
Alvarez & Marsal
Amazon
Amgen
Apex Clean Energy
AT&T
Autodesk
Bain & Company, Inc.
Bank of America
Bayer U.S.
BBDOTQUSA
Blue Cross Blue Shield
CBRE, Inc.
Cigna
CMS Corporation
Cognizant Technology Solutions Corporation
Colgate-Palmolive Company
Colgate-Palmolive
Company Hill's Pet Nutrition
CommScope
Conagra Brands
Deloitte Consulting, LLP
Delta Air Lines, Inc.
Direct Supply
Discover Financial Services
Dow Chemical Company
DriV

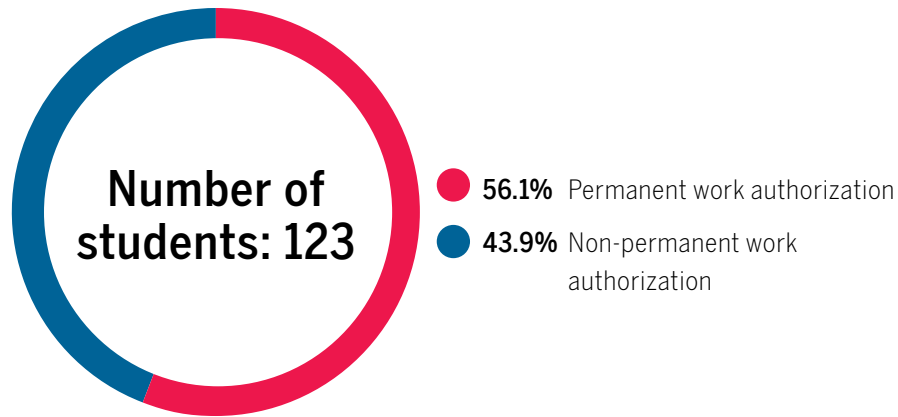
E&A Companies
Ecolab Inc.
Edward Jones
Elanco Animal Health
Eli Lilly and Company
Emerson
ETS
EY Business Transformation
EY Finance
EY Parthenon
EY Supply Chain
EY US LLP
FedEx Express
Festool USA
GE Appliances, a Haier company
GEP Worldwide
Google
Guggenheim Securities
Guidehouse (formerly Navigant Consulting, Inc.)
GuruNanda
Halliburton
Henkel AG & Co.
Hoosier Community Network
Hope Squad
Hydro, Inc.
Indiana University Kelley School of Business

Infosys Consulting
Intuit Inc.
IU Health Bloomington Hospital
J.P. Morgan Chase & Co.
Johnson & Johnson Family of Companies
Kalypso, a Rockwell Automation Company
Kellanova Company (formerly Kellogg's)
Keurig Dr Pepper
LDI, Ltd.
Lenovo
M&T Bank
Mars Petcare
McKinsey & Co.
Microland Limited
Microsoft
Millenium Services Inc.
MPS Egg Farms
Nestle USA
Nike
Novo Nordisk
Optum (part of UnitedHealth Group)
PCMI, LLC
Pella Corporation
Phillips Black
Plug and Play
PPG Industries, Inc.
Procter & Gamble

PT Hutama Karya
PwC
RevRoad Capital
RFL
Samsung Electronics America, Inc.
Samsung SDI America
Samsung Semiconductor, Inc.
San Antonio Spurs
Target Corporation
TeknipleX
Tesla
The Hershey Company
The Luckiest Club
The Scotts Miracle Gro Company
Tigbourne Capital
Tyson Foods, Inc.
UBS AG
United Airlines Inc.
US Government
Venture Starters
Vontobel
Wells Fargo Corporate & Investment Banking
Whirlpool Corporation
Willscot Mobile Mini
ZS Associates, Inc.

MBA Class of 2024

profile and full-time employment data



TOP EMPLOYERS OF THE MBA CLASS OF 2024²

Deloitte Consulting, LLP (4) ³	Eli Lilly and Company (2)
Procter & Gamble (4)	Whirlpool Corporation (2)
EY US LLP (4)	Johnson & Johnson Family of Companies (2)
Amazon (3)	McKinsey & Co. (2)
Pella Corporation (3)	Conagra Brands (2)
Microsoft (3)	
Ecolab Inc. (3)	

² Grouped by parent company. Includes only accepted offers from seeking populations; sponsored and returning are not included.

³ Parentheses indicate number of hires.

EMPLOYMENT PROFILE

	Count	%
Total	123	100.0%
Seeking	100	81.3%
Not seeking	18	14.6%
Sponsored and returning	2	1.6%
Starting a business	5	4.1%
Continuing education	0	0.0%
Postponing a job search	1	0.8%
Other	10	8.1%
No recent information	5	4.1%

“After teaching in public schools for five years, I wanted to advance my career but stay within the education space. Earning a Kelley MBA was the best way for me to quickly pivot to a career in educational consulting. Now I’ve landed a career with EY-Parthenon to work on solutions for the educational community that I value.”



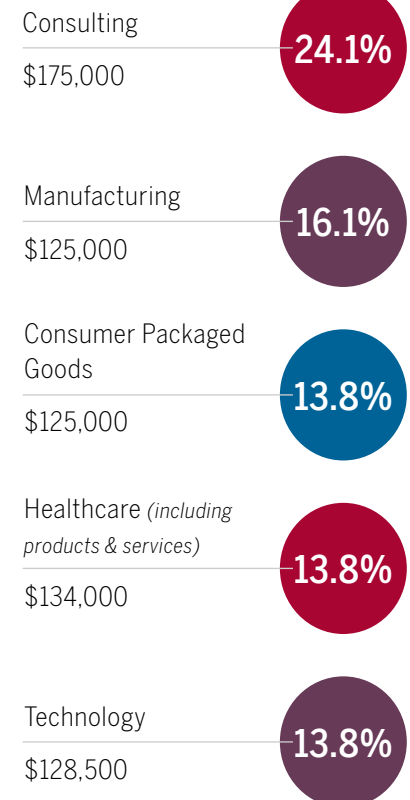
Beth Lee, MBA'24, Consultant
EY-Parthenon

MBA Class of 2024

full-time base salary by industry

Industry	%	Mean	Median	Range
Consulting	24.1%	\$163,048	\$175,000	\$98,000–\$192,000
Consumer Packaged Goods	13.8%	\$119,073	\$125,000	\$72,800–\$128,000
Financial Services	8.1%	\$156,667	\$162,500	\$130,000–\$175,000
Healthcare <i>(including products & services)</i>	13.8%	\$131,614	\$134,000	\$72,000–\$205,000
Manufacturing	16.1%	\$123,333	\$125,000	\$105,000–\$155,000
Technology	13.8%	\$127,117	\$128,500	\$80,565–\$167,000
Transportation & Logistic Services	4.6%	\$109,229	\$115,000	\$94,236–\$118,450
Other	5.8%	\$110,500	\$120,000	\$80,100–\$121,400

MEDIAN BASE SALARIES FOR TOP INDUSTRIES



MBA Class of 2024

full-time base salary by function

Function	%	Mean	Median	Range
Consulting	29.4%	\$158,583	\$175,000	\$72,000–\$205,000
Finance/Accounting	18.8%	\$136,830	\$128,000	\$95,000–\$175,000
General Management	14.1%	\$127,559	\$125,000	\$95,000–\$155,000
Marketing/Sales	30.6%	\$123,630	\$125,000	\$72,800–\$167,000
Operations/Logistics	3.5%	\$122,079	\$125,000	\$94,236–\$147,000
Other	3.5%	\$88,033	\$80,100	\$70,000–\$114,000

MEDIAN BASE SALARIES FOR TOP FUNCTIONS

Marketing/Sales

\$125,000

30.6%

Consulting

\$175,000

29.4%

Finance/Accounting

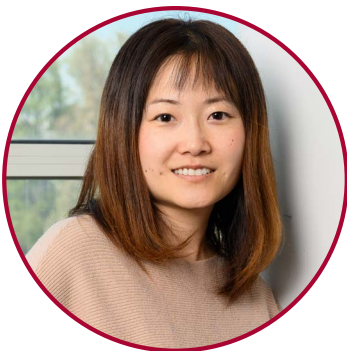
\$128,000

18.8%

General Management

\$125,000

14.1%



“During Academy Week, I visited eight companies over four days and had an impactful conversation with a Kelley alum that started my process of securing an internship in marketing at Eli Lilly and Company.”

Aki Kiyomiya, MBA'25, MBA Corporate Marketing Intern, Eli Lilly and Company

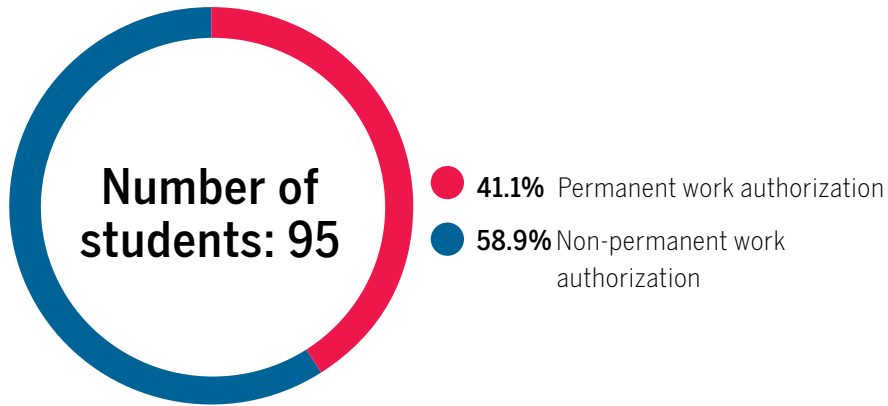


TIMING OF OFFERS

	Received offers	Accepted offers
At graduation	80.0%	74.0%
By 90 days after graduation	93.0%	89.0%

MBA Class of 2025

profile and internship employment data



INTERNSHIP MONTHLY SALARY SUMMARY⁴

\$8,647

mean base salary

\$8,836

median base salary

⁴ 85.8% of students accepting an offer provided usable internship data.

⁵ Grouped by parent company. Includes only accepted offers from seeking populations; sponsored and returning are not included.

⁶ Parentheses indicate number of hires.

EMPLOYMENT PROFILE

	Count	%
Total	95	100.0%
Seeking	91	95.8%
Not seeking	4	4.2%
Sponsored and returning	3	3.2%
Starting a business	0	0.0%
Continuing education	0	0.0%
Postponing a job search	0	0.0%
Other	1	1.1%
No recent information	0	0.0%

TOP EMPLOYERS OF THE MBA CLASS OF 2025⁵

Amazon (9)⁶

Pella Corporation (5)

Eli Lilly and Company (3)

Kellanova Company (formerly Kellogg's) (3)

Discover Financial Services (3)

TeknipleX (3)

Deloitte Consulting, LLP (2)

Microsoft (2)

EY US LLP (2)

Direct Supply (2)

GE Appliances, a Haier company (2)

Hydro, Inc. (2)

J.P. Morgan Chase & Co. (2)

LDI, Ltd. (2)

Plug and Play (2)

Tyson Foods, Inc. (2)

Wells Fargo Corporate & Investment Banking (2)

MBA Class of 2025

internship monthly base salary by industry

Industry	%	Mean	Median	Range
Consulting	11.5%	\$13,000	\$14,000	\$6,495–\$15,155
Consumer Packaged Goods	15.4%	\$7,188	\$8,184	\$3,000–\$9,526
Energy	3.9%	\$4,868	\$4,676	\$3,000–\$6,938
Financial Services	11.5%	\$10,772	\$9,743	\$8,660–\$14,583
Healthcare <i>(including products & services)</i>	10.3%	\$8,010	\$8,500	\$5,630–\$9,208
Manufacturing	15.4%	\$7,285	\$7,967	\$3,464–\$9,353
Technology	19.2%	\$9,123	\$10,000	\$4,240–\$13,000
Other	6.4%	\$8,388	\$9,353	\$5,889–\$10,417

“I was still at the airport after spending a day at Wells Fargo in New York when HR called to extend an internship offer for the summer. All the personal preparation that I did, supported by my second-year peers conducting mock interviews and the Capital Markets Academy faculty and projects, came together. It was a validation of this program.”

James Olk, MBA’25, Investment Banking Summer Associate, Wells Fargo

MEDIAN MONTHLY BASE SALARY FOR TOP INDUSTRIES

Technology

\$10,000

19.2%

Consumer Packaged
Goods

\$8,184

15.4%

Manufacturing

\$7,967

15.4%

Consulting

\$14,000

11.5%

Financial Services

\$9,743

11.5%

MBA Class of 2025

internship monthly base salary by function

Function	%	Mean	Median	Range
Consulting	14.1%	\$12,329	\$14,000	\$6,495–\$15,155
Finance/Accounting	20.5%	\$9,562	\$9,353	\$5,196–\$14,583
General Management	14.1%	\$8,336	\$9,353	\$3,000–\$10,800
Marketing/Sales	38.5%	\$7,486	\$8,170	\$3,000–\$13,000
Operations/Logistics	5.1%	\$6,967	\$6,279	\$5,196–\$10,115

Build the career
that's right for you

*Discover the top-ranked
Kelley Full-Time +Flex MBA*



MEDIAN BASE SALARY FOR TOP FUNCTIONS

Marketing/Sales

\$8,170

38.5%

Finance/Accounting

\$9,353

20.5%

Consulting

\$14,000

14.1%

General Management

\$9,353

14.1%

Operations/Logistics

\$6,279

5.13%



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