Dear Rice Business Community,

On behalf of the Career Development team, I am pleased to share with you the 2021 Full-time MBA Employment Outcomes Report. This report includes post-MBA outcomes for our FTMBA Class of 2021 and internship outcomes for our FTMBA Class of 2022. Our community should be very proud of what our students and graduates accomplished this year under very difficult circumstances. Our hiring partners have come to expect Rice Business graduates to be creative problem-solvers and navigate ambiguous environments while delivering superior outcomes. This year’s employment outcomes are a testament to the value that the Rice MBA brings to the business community. They were also record-breaking. Here are some of the highlights:

**Full-time MBA Class of 2021**
- 97% offers by 3 months post-graduation (highest offer rate in school history)
- 92% acceptances by 3 months post-graduation
- 100% of seeking international students accepted within 3 months post-graduation (highest acceptance rate for international students in school history)
- Average base salary of $131,384 (highest recorded salary in school history)
- Median base salary of $135,000 (highest recorded median salary in school history)
- 78% of accepted job offers from the Rice Business community

**Full-time MBA Class of 2022 (Summer 2021) Internships**
- 100% internship seeking students secured an internship or other substantive work experience for the 3rd year in a row
- Technology was the top industry for the first time (25.6% from 15.7% in 2020)
- In addition to Technology, the top industries include Financial Services (23.8%), Consulting (13.8%), Energy and Real Estate (8.1% each)

We appreciate our partnerships across the Rice Business community, including our faculty, staff, employers, alumni, and students, which resulted in these outstanding outcomes. These outcomes reflect what makes Rice Business so special; including our industry-relevant curriculum, a second-to-none ecosystem for entrepreneurs, robust professional development and networking opportunities, and the pay it forward approach to how we support one another.

We look forward to the continued success of our graduates and are thankful for the privilege to serve the Rice Business community.

*Philip Heavilin II*

*Executive Director*

Career Development Office

713-348-2633

*ph31@rice.edu*
CLASS PROFILE

1. Only includes data for outcomes collected within 4 months of the student’s graduation date.
2. “Permanent Work Authorization” is defined as the student being a citizen or permanent resident of the country where attending school.
3. Students who have not reported a work authorization are included in the totals, but not in the breakdowns.
1. Only includes data for outcomes collected within 4 months of the student’s graduation date.
2. The number of students listed under “Total Seeking Employment” does not include students that are company-sponsored, continuing education, postponing job search, starting a new business, or not seeking for other reasons.
3. “Permanent Work Authorization” is defined as the student being a citizen or permanent resident of the country where attending school.
4. Students who have not reported a work authorization are included in the totals, but not in the breakdowns.
5. Students who accepted an offer with an unknown acceptance date are counted as having not reported by three months after graduation.
1. The percentage of students for whom there is usable salary information is 91.0%. This calculation is made by dividing the number of job-accepting graduates for whom you have usable salary information/total job-accepting graduates.
2. Only includes data for outcomes collected within 4 months of the student’s graduation date.
3. Only includes data for accepted jobs within 3 months of the student’s graduation date.
4. Compensation statistics do not include values where the student entered $0 or did not respond.
5. Students who have not reported a work authorization are included in the totals, but not in the breakdowns.
1. The percentage of students for whom there is usable salary information is 91.0%. (This calculation is made by dividing the number of job-accepting graduates for whom you have usable salary information/total job-accepting graduates)
2. The following Function values were excluded due to having no data points: Specialty Masters - Accounting, Information Technology.
3. Only includes data for outcomes collected within 4 months of the student’s graduation date.
4. Only includes data for accepted jobs within 3 months of the student’s graduation date.
Continued from page 5

5. Accepted offers without known salary information are included in the leftmost ‘Graduates Accepting New Employment’ column but are not included in the salary calculations.
6. Accepted offers without known Function are excluded from all calculations.
7. Compensation statistics do not include values where the student entered $0 or did not respond.
1. Only includes data for outcomes collected within 4 months of the student’s graduation date.
2. Only includes data for accepted jobs within 3 months of the student’s graduation date.
1. The percentage of students for whom there is usable salary information is 94.4%. (This calculation is made by dividing the number of job-accepting graduates for whom you have usable salary information/total job-accepting graduates)
2. Only includes data for outcomes collected within 4 months of the student's graduation date.
3. Only includes data for accepted jobs within 3 months of the student's graduation date.
4. Accepted offers without known salary information are included in the leftmost 'Graduates Accepting New Employment' column but are not included in the salary calculations.
5. Accepted offers without known North American Sub-regions are excluded from all calculations.
6. Compensation statistics do not include values where the student entered $0 or did not respond.
**COMPENSATION BY UNDERGRADUATE MAJOR**

1. The percentage of students for whom there is usable salary information is 91.0%. (This calculation is made by dividing the number of job-accepting graduates for whom you have usable salary information/total job-accepting graduates)
2. Only includes data for outcomes collected within 4 months of the student's graduation date.
3. Only includes data for accepted jobs within 3 months of the student's graduation date.
4. Accepted offers without known salary information are included in the leftmost 'Graduates Accepting New Employment' column but are not included in the salary calculations.
5. Accepted offers without known Undergraduate Major are excluded from all calculations.
6. Compensation statistics do not include values where the student entered $0 or did not respond.
EMPLOYERS HIRING FULL-TIME MBA GRADUATES

<table>
<thead>
<tr>
<th>ACCENTURE STRATEGY*</th>
<th>HP INC.*</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALLIANTGROUP</td>
<td>INFOSYS CONSULTING*</td>
</tr>
<tr>
<td>ALTMAN SOLO</td>
<td>JP MORGAN CHASE &amp; CO.*</td>
</tr>
<tr>
<td>AMAZON*</td>
<td>KALYPSO</td>
</tr>
<tr>
<td>ANNUITAS</td>
<td>KEEPTRUCKIN</td>
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<td>BMO CAPITAL MARKETS</td>
<td>LAZARD*</td>
</tr>
<tr>
<td>BOSTON CONSULTING GROUP*</td>
<td>LIANBIO</td>
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<tr>
<td>CAPITAL ONE*</td>
<td>LIBERTAS INSTITUTE</td>
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<td>CARNRITE GROUP</td>
<td>MCKINSEY &amp; COMPANY*</td>
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<tr>
<td>CHEVRON</td>
<td>MOELIS &amp; COMPANY</td>
</tr>
<tr>
<td>CITIGROUP BANKING, CAPITAL MARKETS AND ADVISORY*</td>
<td>MORGAN STANLEY*</td>
</tr>
<tr>
<td>CRAIG HALLUM</td>
<td>MSQ VENTURES</td>
</tr>
<tr>
<td>DANAHER CORPORATION</td>
<td>NEXTERA ENERGY RESOURCES</td>
</tr>
<tr>
<td>DELL TECHNOLOGIES*</td>
<td>NRG ENERGY</td>
</tr>
<tr>
<td>DELOITTE CONSULTING*</td>
<td>PATHWAY VET ALLIANCE</td>
</tr>
<tr>
<td>DM CLINICAL RESEARCH</td>
<td>PHILLIPS 66*</td>
</tr>
<tr>
<td>EBAY</td>
<td>SIMMONS &amp; COMPANY INTERNATIONAL</td>
</tr>
<tr>
<td>ECOLAB</td>
<td>SIMON-KUCHER &amp; PARTNERS</td>
</tr>
<tr>
<td>EDP RENEWABLES NORTH AMERICA*</td>
<td>SOUTHERN CALIFORNIA EDISON</td>
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<tr>
<td>ERNST &amp; YOUNG*</td>
<td>SUNNOVA ENERGY CORP</td>
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<td>EY-PARTHENON</td>
<td>TESLA, INC.</td>
</tr>
<tr>
<td>FORTIVE CORPORATION</td>
<td>UBS INVESTMENT BANK</td>
</tr>
<tr>
<td>GEP</td>
<td>WASTE MANAGEMENT</td>
</tr>
<tr>
<td>GOLDMAN SACHS</td>
<td>WEXLER SURGICAL</td>
</tr>
<tr>
<td>GOODMAN MANUFACTURING</td>
<td>WHITESTONE REIT</td>
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<tr>
<td>GOOGLE</td>
<td>WILSON PERUMAL &amp; COMPANY</td>
</tr>
<tr>
<td>GREENHILL &amp; CO.</td>
<td>ZX VENTURES (AB INBEV)</td>
</tr>
</tbody>
</table>

* Hired multiple graduates
FTMBA CLASS OF 2022 INTERNSHIP HIGHLIGHTS

100% seeking students secured an internship or other substantive work experience (3rd year in a row)

25.6%
2021

Technology was the top industry for the first time (25.6% from 15.7% in 2020)

50%

Increased class size by 50% (from 2 to 3 sections)

34%

Average monthly compensation increased 34% compared to 2020 for students with non-permanent work authorization

Slight decrease in overall average monthly compensation from $8,219 in 2020 to $8,001 in 2021

Technology was the top industry for the first time (25.6% from 15.7% in 2020)
INTERNSHIPS COMPENSATION

- Permanent Work Authorization: $8,024
- Non-Permanent Work Authorization: $7,795
MONTHLY COMPENSATION

<table>
<thead>
<tr>
<th>Industry</th>
<th>Monthly Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>$10,897</td>
</tr>
<tr>
<td>Consumer Products</td>
<td>$6,798</td>
</tr>
<tr>
<td>Financial Services</td>
<td>$9,538</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>$8,863</td>
</tr>
<tr>
<td>Energy</td>
<td>$6,649</td>
</tr>
<tr>
<td>Pharmaceutical/Biotech/Healthcare</td>
<td>$5,840</td>
</tr>
<tr>
<td>Real Estate</td>
<td>$4,928</td>
</tr>
<tr>
<td>Technology</td>
<td>$7,333</td>
</tr>
<tr>
<td>Other</td>
<td>$4,253</td>
</tr>
</tbody>
</table>

NUMBER OF HIRES BY INDUSTRY

- Consulting: 22
- Consumer Products: 9
- Financial Services: 38
- Manufacturing: 5
- Media/Entertainment: 1
- Non-profit: 2
- Pharmaceutical/Biotechnology/Healthcare: 8
- Real Estate: 13
- Retail: 1
- Transportation/Logistics: 1
- Energy: 13
- Technology: 41
- Other: 6
MONTHLY COMPENSATION BY INDUSTRY

<table>
<thead>
<tr>
<th>Industry</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>$10,998</td>
</tr>
<tr>
<td>Finance/Accounting</td>
<td>$9,034</td>
</tr>
<tr>
<td>General Management</td>
<td>$8,754</td>
</tr>
<tr>
<td>Marketing/Sales</td>
<td>$6,484</td>
</tr>
<tr>
<td>Operations/Logistics</td>
<td>$7,016</td>
</tr>
<tr>
<td>Other</td>
<td>$5,675</td>
</tr>
</tbody>
</table>

NUMBER OF HIRES BY FUNCTION

Consulting 23
Finance/Accounting 46
General Management 14
Marketing/Sales 29
Operations/Logistics 7
Other 38
Human Resources 3
MONTHLY COMPENSATION BY GEOGRAPHIC REGION

- **Mid-Atlantic**: $4,956
- **Midwest**: $7,112
- **Northeast**: $8,540
- **South**: $7,950
- **Southwest**: $8,225
- **West**: $7,309
- **Mid-Atlantic**: $4,956

PERCENTAGE OF HIRES BY GEOGRAPHIC REGION

- **West**: 12.56%
- **Southwest**: 67.91%
- **Midwest**: 4.42%
- **South**: 1.28%
- **Northeast**: 10.11%
- **Mid-Atlantic**: 1.86%
EMPLOYERS HIRING FULL-TIME MBA STUDENTS

ACCENTURE STRATEGY
AMAZON*
AMD
ANHEUSER-BUSCH (AB INBEV)
APEX HEALTH SOLUTIONS
APPLE
ASPIRANT
ATLAS CREDIT PARTNERS
BALCARA GROUP
BANK OF AMERICA PRIVATE BANK
BARCLAYS GLOBAL MARKETS/INVESTMENT BANKING
BAYLOR COLLEGE OF MEDICINE
BLOOM COFFEE
BOSTON CONSULTING GROUP*
BRIARWOOD PARTNERS
BRUNSWICK CORPORATION
CAN DO HOUSTON
CBRE*
CENTERPOINT ENERGY*
CHEVRON
CHEWY
CISCO*
CITIGROUP BANKING, CAPITAL MARKETS AND ADVISORY
CLAPPER MEDIA GROUP INC.
CREDIT SUISSE*
CRESCENDO MANAGEMENT
CRITERION ENERGY PARTNERS
DANAHER CORPORATION
DAVAM URGENT CARE
DELL TECHNOLOGIES*
DELOITTE CONSULTING*
DICK’S SPORTING GOODS
DOVETAIL CAPITAL, LLC
DOW CHEMICAL COMPANY*
EASTDIL SECURED
EDF RENEWABLES
EMERGENT CAPITAL ADVISORS LLC
EMERSON*
ENDEAVOR REAL ESTATE GROUP
EOG RESOURCES
ERNST & YOUNG
EV PRIVATE EQUITY
EVERCORE
EXXONMOBIL*
EY-PARTHENON*
FLIGHTSHEET*
FORTIVE CORPORATION
GATES FOUNDATION
GEP WORLDWIDE
GOLDMAN SACHS
GOOGLE
GREENHILL & CO.
HEALTHCARE INNOVATION PROFESSIONAL SOCIETY (HIPS)
HOULIHAN LOKEY
HOUSTON METHODIST HOSPITAL
HP INC.*
HPE
IBM
IDEA LAB KIDS*
JEFFERIES & COMPANY, INC.
JLL
JONES GRADUATE SCHOOL OF BUSINESS, RICE UNIVERSITY
JP MORGAN CHASE & CO.*
LAUNCH FACTORY
LAZARD*
LIBERTY MUTUAL
LONGWATER OPPORTUNITIES
LVMH
MAUL ENERGY ADVISORS
MCKINSEY & COMPANY*
MED BAR HEALTH
MEDTRONIC
MERCURY FUND*
MICROSOFT*
MONIGLE
MORGAN STANLEY
NATIONWIDE MUTUAL INSURANCE COMPANY
PAYPAL
PPHB
RAYTHEON INTELLIGENCE & SPACE
REVTERRA
RIDGEFIELD ENERGY PARTNERS
ROSEWOOD CAPITAL
S2 CAPITAL
SAMSUNG ELECTRONICS AMERICA
SAP
SCOTIABANK GLOBAL BANKING AND MARKET
SIMMONS & COMPANY INTERNATIONAL
SKANSKA
SOLID ROCK CONSTRUCTORS, LLC
SRT LABS
TARGET
TAXA OUTDOORS
TEACHER RETIREMENT SYSTEM OF TEXAS
TERRACYCLE / LOOP VENTURES
TESLA, INC.
THE FRIEDKIN GROUP
THREDUP INC.
TICR
TRENDSETTER CONSTRUCTION INC
TRITEN REAL ESTATE PARTNERS
TRUE BLUE PARTNERS
UBS INVESTMENT BANK
UNITY TECHNOLOGIES
UPS
USAA
VALUE REALTY, INC.*
VERIZON*
VERTIV CO.
VOYAGER PORTAL
WASTE MANAGEMENT*
WELLS FARGO
WEST MONROE PARTNERS

* Hired multiple graduates