

# 2020 Employment Report



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**Columbia Business School students experience unparalleled access to dynamic companies and leaders in New York and around the world, joining an entrepreneurial community that fosters innovation and creates everyday impact in the global marketplace. They build connections with practitioners and industry leaders, and tap into a lifetime network of more than 48,000 alumni spanning over 100 countries who offer mentoring opportunities, internships, and so much more.**

This year has demonstrated the resourcefulness and collaborative nature of the CBS community. Despite many challenges, we have accomplished a great deal together, including earning STEM designation for our MBA and EMBA programs, and undertaking a robust diversity, equity, and inclusion (DEI) initiative. These efforts will prepare our students to lead inclusively in the increasingly complex business climates they will undoubtedly encounter.

Earning the official **STEM designation for MBA and EMBA** programs reflects the greater integration of technology and data analytics into the School's curriculum, which will result in our graduates being even better prepared to solve today's business challenges. Retroactive to May 2019, the designation demonstrates the caliber of knowledge and skills our MBAs have in technology and data science. This designation also affords students from abroad the opportunity to work in the US for up to three years after graduation under an extended Optional Practical Training (OPT) permit, enabling us to draw greater numbers of international students and enhance the already global nature of our programs.

Business leaders have an enormous opportunity and responsibility to help bring about a more equitable society. At CBS, we are taking significant steps to prepare our students to be change agents in the areas of racial and economic justice. We recently convened a task force to critically assess our School in areas related to **racial diversity, equity, and inclusion**. We are also focusing efforts on increasing the number of diverse faculty members, and have engaged in an ambitious partnership with peer schools to build awareness among young people about the value of a graduate business degree, and to expand the pipeline of racially diverse students.

In addition, beginning in the spring of 2021, all students will take part in the new **Phillips Pathway for Inclusive Leadership (PPIL)**. As one of the world's leading experts on diversity in business, the late Professor Katherine Phillips left a remarkable legacy of scholarship on inclusive leadership, a legacy the School is committed to carrying forth. The PPIL program will require students to take a blend of classes and training designed to ensure that every CBS student develops the skills to become an ethical and inclusive leader.

We have a responsibility as educators and as future business leaders to help bring about a more just and inclusive society. Vice Dean Gita Johar and I look forward to your engagement as we work to improve our School, our community, and the broader society. Please contact the DEI Initiative at [dei@mail.gsb.columbia.edu](mailto:dei@mail.gsb.columbia.edu) to get involved.

With our STEM designation, our robust initiatives in the area of diversity, equity, and inclusion, and our ongoing investment in innovation, we are committed to ensuring that our graduates are prepared to lead the type of complex, cross-disciplinary teams working today to solve business challenges and better our society. I look forward to connecting with you about your recruiting priorities and how the Career Management Center can best support your organization.



**Costis Maglaras**  
Dean and David and Lyn Silfen  
Professor of Business



**Costis Maglaras**  
Dean and David and  
Lyn Silfen Professor  
of Business



# Class of 2020 Graduate Employment

## 3.6

Average Undergraduate GPA

## 38%

Women

## 32%

Minorities of U.S. Origin

## 42%

Non-U.S. Citizens

## 28

Average Age of Entry

## 5

Average Years of Work Experience

## 690–760

GMAT Range (Middle 80%)

## 730

Average GMAT

## 755

Total Students in Class

## 94%

of students reported their job satisfaction as a 4 or 5 on scale of 1–5

From technology to finance, real estate to social enterprise, our students are making an impact across sectors and industries. Through on-campus recruiting, skillful networking, and job postings, Columbia MBA graduates found full-time positions in a wide variety of businesses and functions across the globe. The top three reasons the Class of 2020 gave for accepting an offer were job content (14.4%), growth potential (14.0%), and opportunity for advancement (13.6%). As always, our active network of more than 48,000 alumni played a central role.

### 2020 Graduates Compensation Summary

	Percent Receiving	Median	Range	
Base Salary	100	\$150,000	\$70,000	\$375,000
Signing Bonus	67.7	\$30,300	\$5,000	\$100,000
Other Guaranteed Compensation	15.2	\$25,000	\$3,000	\$250,000

Data reflects students who reported compensation. Guaranteed compensation does not include tuition reimbursement, relocation compensation, carry, or non-guaranteed performance bonuses.

These figures do not include students returning to a sponsoring employer (66), starting their own business (19) or going to a family business (5) in adherence to the MBA Career Services & Employer Alliance's reporting standards.

### Class of 2020 Job Offers and Acceptances

Three months after graduation (August 20)

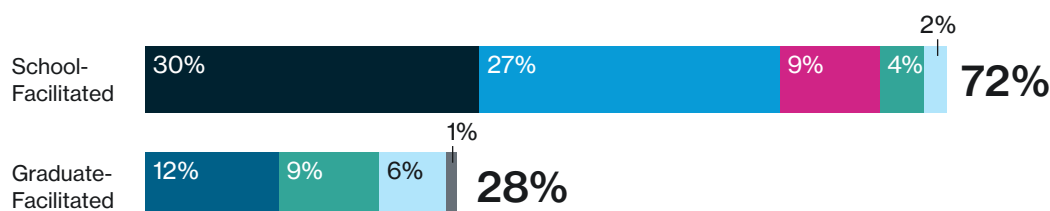
## 90%

Offers

## 87%

Acceptances

### Source of Opportunity



- School-Facilitated Internships
- Graduate-Facilitated Internships
- On-Campus Interviews
- COIN Job Postings
- Networking
- Previous Employer
- Other

“As Vice Dean for Diversity, Equality, and Inclusion at Columbia Business School, I am committed to listening, learning, and working hard to drive change. Between building a diverse student population and launching the Phillips Pathway for Inclusive Leadership program, designed so that every student learns how to be an ethical and inclusive leader, our students embrace the importance of diversity, equity and inclusion before, during, and after their journey at CBS, making them dynamic leaders in the workforce.”



**Gita Johar**  
Vice Dean for Diversity, Equity, and Inclusion and Meyer Feldberg Professor of Business

# Highlights

## Forging New Paths

Nineteen students started their own companies this year, while many students joined startups and new ventures. In roles such as data analytics, operations, product management, and strategy, these students look to get in on the ground floor of growing organizations and use their entrepreneurial mindset developed at Columbia Business School to help create the companies of the future. The startups were in various areas, such as: Aerospace, Design, E-Commerce, Fintech, Gaming, and Retail.



# 85

Alumni clubs around the world

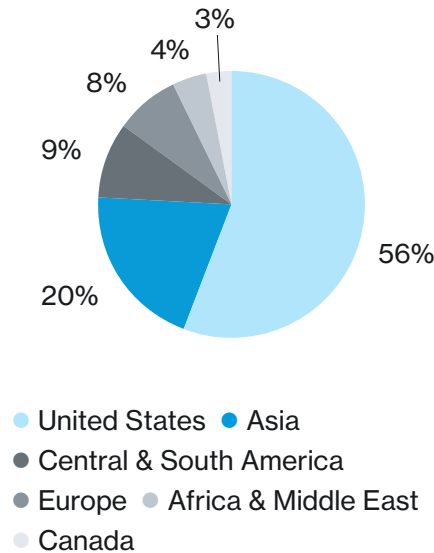
“This year, Columbia Business School students demonstrated resilience during a time of unprecedented disruption and landed well. Diversity strengthens communities and businesses and brings with it greater success. We’re pleased to showcase our diverse talent for employment as the new generation of inclusive leaders.



**Regina Resnick**  
Senior Associate Dean  
Senior Managing Director  
Career Management Center

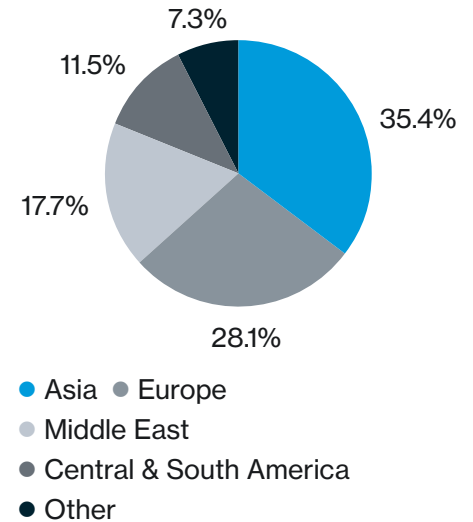
## Students by Geographic Region

Class entering 2020



## 2020 Employment Data outside the U.S.

Class graduating 2020



# 2020 Graduates Compensation by Industry

	Base Salary			Other Guaranteed Compensation*			%**	
	%	Range	Median	Range	Median			
<b>Consulting</b>	<b>34.0%</b>							
Strategic / Management	32.8%	62,000	250,000	160,000	3,000	115,000	30,000	76.3%
Other	1.2%	70,000	145,000	126,500	10,000	35,000	20,000	66.7%
<b>Financial Services</b>	<b>33.2%</b>							
Commercial / Consumer Banking / Credit Cards	+			124,000			30,000	100.0%
Investment Banking / Brokerage	15.0%	100,000	160,000	150,000	15,000	75,000	60,000	82.4%
Investment Management								
Fund of Funds / Hedge Funds / Mutual Funds	1.9%	133,300	200,000	150,000	20,000	200,000	175,000	33.3%
Private Equity	3.6%	110,000	375,000	150,000	50,000	135,000	70,000	17.6%
Venture Capital	2.8%	105,000	260,000	145,000	5,000	67,000	17,500	40.0%
Other Investment Management	7.8%	100,000	210,000	150,000	5,000	250,000	60,000	75.0%
Other	1.7%	80,000	145,000	125,000	20,000	58,000	38,000	77.8%
<b>Manufacturing</b>	<b>4.0%</b>							
Consumer Products - Beverages / Food	1.7%	120,000	140,000	135,000	15,000	55,000	35,000	85.7%
Consumer Products - Luxury Goods	+			112,000			35,000	80.0%
Other	1.4%	120,000	200,000	120,000	20,000	26,000	20,000	75.0%
<b>Media/Technology</b>	<b>19.8%</b>							
Entertainment ( Film / Music / TV / Sports / Leisure)	3.3%	72,000	180,000	130,500	5,000	20,000	93,000	50.0%
Hardware / Software / Telecom	5.7%	70,000	152,000	140,000	10,000	70,000	32,000	52.2%
Internet Services / E-Commerce	9.3%	90,000	200,000	132,500	10,000	145,000	45,000	78.6%
Fintech	1.0%	120,000	145,000	125,000	30,000	60,000	45,000	40.0%
Other	+			160,000			5,000	100.0%
<b>Other</b>	<b>9.0%</b>							
Education / Government / Nonprofit	1.7%	79,000	155,000	110,000			17,000	33.3%
Healthcare (including Pharmaceuticals)	3.8%	73,000	170,000	131,000	7,500	113,000	25,000	61.1%
Real Estate	1.4%	135,000	170,000	135,000	15,000	20,000	15,000	60.0%
Other	2.1%			190,000				0.0%

To offer a more complete picture of Columbia Business School's graduating class, this employment report includes sponsored students. This report includes students who cited employment by three months post-graduation or August 20, with information collected through September 20.

For the purpose of rankings, the School submits data to ranking organizations and publications in adherence with MBA CSEA standards, which ask that sponsored students returning to their employers not be included. Please visit this site for those numbers: [www8.gsb.columbia.edu/recruiters/employmentreport](http://www8.gsb.columbia.edu/recruiters/employmentreport).

\* Includes sign-on, year-end and other guaranteed compensation, excluding tuition or relocation reimbursement, carry, or non-guaranteed performance bonuses.

\*\* Reflects percentage of students receiving other guaranteed compensation within specified industry/function.

+ Indicates less than 1%.

# 2020 Graduates Compensation by Function

Data on these two pages includes information on sponsored students returning to their employers, but excludes students starting their own businesses or joining a family business. All figures are in U.S. dollars.

	Base Salary			Other Guaranteed Compensation*				
	%	Range	Median	Range	Median	%**		
<b>Consulting</b>	<b>37.4%</b>							
Management Consulting	34.1%	62,000	250,000	160,000	3,000	115,000	30,000	76.4%
Strategic Planning	3.3%	120,000	170,000	133,500	10,000	69,500	36,300	83.3%
<b>Finance (Internal)</b>	<b>4.2%</b>							
Business / Corporate Development	1.9%	120,000	165,000	141,000	7,200	25,000	7,500	42.9%
Corporate Finance	2.3%	116,000	152,000	122,500	10,000	55,000	25,500	80.0%
<b>Financial Services</b>	<b>32.0%</b>							
Sell Side Research	+			125,000			50,000	75.0%
Investment Banking/M&A	14.9%	115,000	160,000	150,000	15,000	75,000	60,000	83.6%
Investment Management	8.9%	80,000	210,000	150,000	20,000	250,000	93,000	57.6%
Private Client Services / Wealth Management	+			142,500			60,000	100.0%
Private Equity/LBO's	3.5%	110,000	375,000	155,000	50,000	135,000	70,000	18.8%
Venture Capital	3.0%	105,000	260,000	150,000	5,000	67,000	17,500	36.4%
Other	+			100,000				
<b>Management</b>	<b>10.7%</b>							
Development Program / Rotational	5.1%	95,000	200,000	130,000	5,000	90,000	40,000	79.2%
General Management	1.0%	110,000	200,000	150,000	5,000	45,000	35,000	60.0%
Operations / Production	3.7%	72,000	230,000	130,000	10,000	60,000	40,000	47.1%
Other	+			130,000			35,000	50.0%
<b>Marketing</b>	<b>11.1%</b>							
Brand-Product Management	5.6%	116,000	170,000	137,000	15,000	145,000	35,000	83.3%
Business Development / Product Development	3.7%	70,000	180,000	140,000	17,000	70,000	25,000	53.3%
Sales	+			158,000			25,000	75.0%
Other	1.2%	73,000	190,000	140,000	10,000	50,000	39,000	75.0%
<b>Real Estate</b>	<b>1.4%</b>							
Development / Construction	+			142,500			20,000	50.0%
Finance	1.0%	135,000	170,000	150,000			15,000	50.0%
<b>Other Functions</b>	<b>3.2%</b>							
Other	3.2%	73,000	190,000	140,000			93,000	12.5%

# 3.6

Average Undergraduate GPA

# 41%

Women

# 34%

Minorities of U.S. Origin

# 46%

Non-U.S. Citizens

# 28

Average Age of Entry

# 690–760

GMAT Range (Middle 80%)

# 727

Average GMAT

# 762

students entered the class of 2021 – 551 students in Aug. '19 and 211 in Jan. '20

# 91%

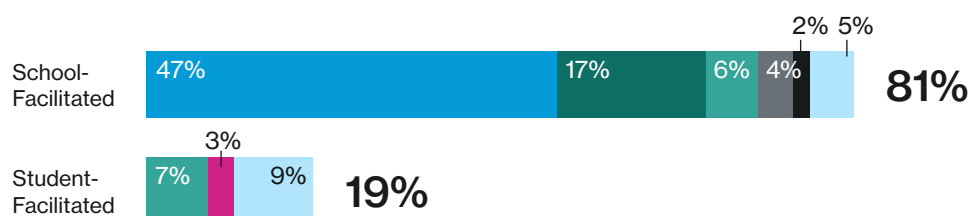
of interns reported their job satisfaction as a 4 or 5 on a scale of 1–5

## Internship Employment

For our 551 August-entry students in the class of 2021, the summer provided an opportunity to explore a new function or industry. Internships are also valuable to companies in assessing a student's fit for full-time employment after graduation. Many of our 211 January-entry students seek in-semester internships during the summer term.



### Source of Opportunity



- On-Campus Interviews
- COIN Job Postings
- Job Postings
- Networking
- Corporate Events
- Alumni/Faculty Resume Referrals
- Other

“2020 has presented difficult challenges for everyone, but it has also presented unexpected opportunities to learn about ourselves and our communities. For me, the world became a unique case study that allowed me to practice my business problem-solving acumen and deepen my leadership capabilities. The CBS curriculum, faculty, and administration prepared and supported me and other students to address the critical issues of Diversity, Equity, and Inclusion. As co-president of the Black Business Students Association, I sought ways to bring social injustice and unrest to the forefront of our conversations between students, clubs, administration, and employers. We had to lean into uncomfortable spaces in order to emerge with actionable ways to create lasting change at school and around the world as future business leaders. I am excited to see how CBS continues to evolve in its fight for an inclusive environment for all.”



**Naomi Buie '21**  
International Business  
Development Intern,  
National Football League (NFL)



## 2020 Interns Salary by Industry

	%	Monthly Salary Range		Median
<b>Consulting</b>	<b>18.0%</b>			
Strategic / Management	17.2	2,000	14,000	13,000
Other	+			1,500
<b>Financial Services</b>	<b>43.9</b>			
Commercial / Consumer Banking / Credit Cards	3.0	5,900	29,000	10,000
Investment Banking / Brokerage	18.0	6,250	15,000	12,500
Investment Management				
Fund of Funds / Hedge Funds / Mutual Funds	4.1	8,000	19,000	12,500
Private Equity	5.3	1,000	15,000	6,800
Venture Capital	4.9	1,000	8,000	2,400
Other Investment Management	7.9	2,400	13,750	10,417
Other	+			9,300
<b>Manufacturing</b>	<b>5.8</b>			
Consumer Products - Beverages / Food	2.6	1,800	10,000	8,000
Consumer Products - Luxury Goods	1.4	1,600	6,800	5,400
Other	1.8	2,000	8,500	6,800
<b>Media/Technology</b>	<b>20.2</b>			
Entertainment (Film / Music / TV / Sports / Leisure)	3.2	1,700	11,200	7,000
Hardware / Software / Telecom	1.0	1,200	10,000	4,100
Internet Services / E-Commerce	3.2	1,000	13,000	9,000
Fintech	11.0	1,000	8,500	8,000
Other	1.8	3,000	12,000	5,500
<b>Other</b>	<b>12.1</b>			
Education / Government / Nonprofit	2.2	2,000	7,000	3,500
Healthcare (including Pharmaceuticals)	3.2	3,100	12,000	7,000
Real Estate	4.7	2,000	12,500	6,800
Other	2.0	14,000	15,800	15,000

## 2020 Interns Salary by Function

	%	Monthly Salary Range		Median
<b>Consulting</b>	<b>23.8%</b>			
Management Consulting	17.5%	2,000	13,800	13,100
Strategic Planning	6.3%	1,500	12,000	7,580
<b>Finance (Internal)</b>	<b>3.3%</b>			
Business / Corporate Development	2.9%	1,000	10,000	5,600
Corporate Finance	+			9,300
<b>Financial Services</b>	<b>41.5%</b>			
Sell Side Research	+			11,300
Investment Banking / M&A	18.5%	6,250	15,000	12,500
Investment Management	11.9%	2,400	19,000	10,700
Private Client Services / Wealth Management	+			11,000
Private Equity / LBO's	5.2%	1,000	15,000	7,000
Venture Capital	5.0%	1,000	12,000	2,400
<b>Management</b>	<b>8.4%</b>			
Development Program / Rotational	4.2%	2,000	10,400	8,000
General Management	+			19,500
Operations / Production	1.7%	1,600	8,000	4,500
Other	2.1%	3,100	13,000	8,000
<b>Marketing</b>	<b>13.6%</b>			
Brand-Product Management	10.0%	7,200	11,200	8,200
Business Development / Product Development	2.1%	2,550	9,200	7,100
Other	1.5%	3,000	9,000	8,400
<b>Real Estate</b>	<b>4.3%</b>			
Development / Construction	1.7%	3,200	8,000	8,000
Finance	1.3%	4,000	11,250	5,800
Other	1.3%	5,000	10,000	6,500
<b>Other Functions</b>	<b>5.1%</b>			
Technology	1.3%	2,300	9,200	7,700
Other	3.8%	1,200	15,800	13,250

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Columbia Business School's Board of Overseers, composed of distinguished global business leaders from a diverse range of fields, plays an active role in shaping our unique brand of education and increasing the impact the Columbia community has on business and society.

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**Norberto O. Morita '75**  
Chairman  
Southern Cross Group  
Argentina

**Jonathan Newcomb '69**  
Managing Director  
Rockdale Partners  
New York

**Nicholas Oppenheim '73**  
Chairman  
Brifor Limited  
United Kingdom

**S. Steven Pan '88**  
Chairman  
Silks Hotel Group  
Taiwan

**Vikram S. Pandit PhD '86**  
Chairman and CEO  
The Orogen Group  
New York

**Alan J. Patricof '57**  
Chairman Emeritus  
Greycroft LP  
New York

**Debra Golding Perelman '00**  
President and Chief Executive Officer  
Revlon  
New York

**Ronald O. Perelman**  
Chairman and CEO  
MacAndrews & Forbes Incorporated  
New York

**Bruce Eben Pindyck Esq. '71**  
Chairman and CEO  
Meridian Industries Inc.  
Wisconsin

**Ari Rennert**  
President  
The Renco Group Inc.  
New York

**Richard Paul Richman Esq. '73**  
Chairman and Founder  
The Richman Group Inc.  
Connecticut

**Shaiza Rizavi '96**  
Managing Member and Portfolio  
Manager  
Gilder Gagnon Howe & Co. LLC  
New York

**Xavier Robert Rolet '84**  
Chief Executive Officer  
CQS (UK) LLP  
United Kingdom

**Güler Sabanci**  
Chairman  
Haci Omer Sabanci Holding AS  
Turkey

**Paolo Scaroni '73**  
Deputy Chairman  
Rothschild & Co.  
Italy

**Keith Sherin '91**  
Special Advisor  
Brighton Park Capital  
Florida

**Dong-Bin Shin '81**  
Chairman  
Lotte Group  
South Korea

**David E. Simon '85**  
Chairman and CEO  
Simon Property Group  
Indiana

**Robert F. Smith '94**  
Founder, Chairman, and CEO  
Vista Equity Partners  
Texas

**Jerry I. Speyer '64**  
Chairman  
Tishman Speyer  
New York

**Sheldon Stone '78**  
Founding Principal  
Oaktree Capital Management LP  
California

**Sabin C. Streeter '67**  
Former Executive in Residence  
Columbia Business School  
New York

**Henry A. Swieca '83**  
Founder  
Talpon Fund Management LP  
New York

**Tony Tamer**  
Founder and Co-CEO  
H.I.G. Capital LLC  
Florida

**Frank K. Tang '94**  
Chairman and CEO  
FountainVest Partners (Asia) Ltd.  
Hong Kong

**Charles W. Tate '72**  
Chairman Emeritus  
CR Group LP  
Texas

**Sidney Taurel '71**  
Chairman  
Pearson plc  
Florida

**Diana L. Taylor '80**  
New York

**John T. Thompson '81**  
Chairman and CEO  
Thompson Distribution Company  
Indiana

**Oakleigh Thorne '86**  
Chief Executive Officer  
Thorndale Farm Inc.  
President and CEO  
Gogo  
New York and Illinois

**Massimo Tosato '80**  
Independent Director  
Pictet Asset Management Holding SA  
Italy

**Tracey T. Travis '86**  
Executive Vice President and CFO  
The Estée Lauder Companies Inc.  
New York

**Joseph M. Tucci '84**  
Chairman  
Bridge Growth Partners  
New York

**Arthur V. Ty '91**  
Chairman  
Metropolitan Bank & Trust Company  
Philippines

**Alberto J. Verme '84**  
Global Chairman, Institutional Clients  
Group  
Citi  
United Kingdom

**Shazi Visram '04**  
Founder, Chairmom, and Chief  
Visionary  
Happy Family Brands  
New York

**Joseph V. Vittoria '59**  
Retired Chairman  
Puradyn Filter Technologies Inc.  
Florida

**William A. von Mueffling '95**  
President and Chief Investment  
Officer  
Cantillon Capital Management  
New York

**Lihong Wang '99**  
Chief Executive Officer  
Rise Education  
China

**Lulu C. Wang '83**  
Founder and CEO  
Tupelo Capital Management LLC  
New York

**Daniel Xu**  
Co-founder and Chief Information  
Officer  
Tencent  
China

**David W. Zalaznick '78**  
Co-founder and Chairman  
Jordan/Zalaznick Advisers Inc.  
New York

**Martin E. Zimmerman '61**  
President and CEO  
LFC Capital Inc.  
Illinois

## Select Hiring Organizations

Columbia Business School students accepted positions with a broad range of companies in 2020.

**Organizations in bold hired more than one student from a class year.**

*Organizations in italics hired for both full-time and summer positions.*

**Organizations in blue hired more than one student from a class year and for both full-time and summer positions.**

17Capital	Bodily	Edgewood Management LLC
25Madison	Booz Allen Hamilton	Edward Jones
3G Capital	<b>Boston Consulting Group, The</b>	Electronic Arts
645 Ventures	<i>Boston Properties</i>	Empros Capital
A Place For Mom	Boston Trust Walden	<b>Endeavor</b>
Access Softek, Inc	Brasa Capital Management	Engine Media
Acre Health Properties	Brizio Capital	Eniac Ventures
<b>Actis</b>	Brooklyn Capital	Enpro Industries
Adarga	Brown Brothers Harriman	Entrepreneurs Roundtable
<b>Adobe Systems Inc.</b>	Bulldog DM	Accelerator (ERA)
<b>ADP - Automatic Data Processing</b>	Bungalow Media & Entertainment	EQX
AIG	<i>Butterfly Network</i>	<b>Ernst &amp; Young LLP</b>
Alantra	ByteDance	<b>Estee Lauder Companies, The</b>
Alice	<b>Capital Group Companies, Inc., The</b>	Estrella Media
<b>Alix Partners</b>	<i>Capital One</i>	<b>Evercore Partners</b>
<b>Alliance Bernstein</b>	CareMore	Evolve Capital Partners
All Nutrition	Casdin Capital LLC	Ezra
Alpine Peaks Capital	<b>Causeway Capital Management LLC</b>	<b>Facebook</b>
<b>Alvarez &amp; Marsal</b>	CAVA	Fayez Sarofim & Co.
<b>Amazon</b>	CBS Interactive	Female Founders Fund
American Century Investments	CDH Investments	Fernbrook Capital
American Continental Properties Group	Centerview Partners	<b>Fidelity International</b>
<b>American Express</b>	Charge Venture Capital	<b>Fidelity Investments</b>
American Prison Data Systems	Chartbeat	<b>Fidelity Investments Canada</b>
Amerra Capital Management	Chelsea Venture Partners	Fifth Wall
AnaCap Financial Partners LP	Chertoff Capital LLC	FilmNation Entertainment LLC
<b>Analysis Group, Inc.</b>	Chippin Snacks	Financial Health Network
Anesvad Foundation	<b>Citadel LLC</b>	Firefly
<b>Anheuser-Busch InBev</b>	<b>Citi</b>	Five Elms Capital
<b>Antler</b>	City of Framingham	FJ Labs
Apex Capital	Clark Construction	Flagship Pioneering
<b>Apple, Inc.</b>	Clifford Chance LLP	Flash Equity
AppWorks Ventures	Coast Capital Management	<b>Flexit Inc.</b>
AptDeco	Coller Capital Limited	Foghorn Therapeutics
Aretex Capital Partners	<b>Comcast NBCUniversal</b>	FountainVest Partners (Asia) Ltd.
Artisan Partners Limited Partnership	Constellation Software Inc.	Frank Body
Ascend Partners	Contentstack	Fred Alger Management
ASR Group	ConvaTec	FTI Consulting
AT&T	Core	Fusion Fund
Atika Capital Management, LLC	<b>Correlation One</b>	Gabelli & Co.
Atlas Holdings, LLC	Cowen Group, Inc.	Gartner, Inc.
Atlas Real Estate Partners	CP Unlimited	Genentech
Autoimmune Registry Inc.	CR New Economy Growth Fund	Genpact
<b>AvalonBay Communities</b>	Cranemere, Inc.	GlaxoSmithKline
Aydem Energy Group	<i>Cravath, Swaine &amp; Moore</i>	Glenbrook Partners
<b>Bain &amp; Company</b>	<b>Credit Suisse</b>	Goldbelly
<b>Bank of America</b>	Ctrip.com International Ltd.	<b>Goldman Sachs &amp; Co.</b>
<b>Barclays</b>	Cult Capital	<b>Google</b>
Baring Private Equity Asia Limited	CVS Health	Gooroo
Barings	Danaher Corporation	GPC Partners
<i>Baron Capital</i>	Dannon (Danone North America)	Gradus Consultoria de Gestao
BASF	Debevoise & Plimpton LLP	Greenhill & Co., LLC
Bayer Healthcare Pharmaceuticals	<b>Deloitte Consulting</b>	GreenPark Sports
BBG Ventures	Deserve, Inc.	<b>Greystar</b>
BBR Partners, LLC	<b>Deutsche Bank</b>	Gryphon Leasing
Beachwold Residential, LLC	<b>Diageo</b>	<b>Guggenheim Securities</b>
<b>Beacon Capital Partners, LLC</b>	Didi Chuxing	Guidehouse
Beijing DiDi Infinity Technology and Development Co., Ltd	Digital Asset	H/2 Capital Partners
Better.com	<b>DocuSign</b>	Halmos Capital Partners
Bill & Melinda Gates Foundation	Drake Real Estate Partners	HBO Max / Warner Media
Black Creek Group	Draper Associates	<b>HelloFresh</b>
Black Jays Investment	Dynamk Capital	<b>Hickory Lane Capital Management</b>
<b>BlackRock</b>	Eagle Capital	<b>Hines</b>
Blackstone	Earnest	<b>Houlihan Lokey</b>
Blue Cloud Ventures	East Wind Advisors	HUBB NYC
BNY Mellon	Eaton Vance Investment Managers	Hudson Capital
BodBot, LLC	<b>echoAR, Inc.</b>	Hulu
	Eden Capital	Huron Life Sciences
		<b>IBM</b>



Imaginary Ventures  
 Incline Equity Partners  
*Instagram*  
 Intellia Therapeutics  
 Interplay Ventures  
**Invesco**  
 Ivy Investments  
**J.P. Morgan Chase & Co.**  
 JANA Partners  
 Jeffries  
*Johnson & Johnson*  
 Jonathan Rose Companies  
 Jumia Group  
 K Systems Solutions  
 Kasikornbank  
**Kearney**  
 Key Square Capital Management  
 LLC  
*Kirkland & Ellis*  
 Klara  
**KPMG Advisory**  
 Kumospace  
 Kwara  
**L.E.K. Consulting**  
 Latham & Watkins  
**Laws of Motion**  
**Lazard**  
 Lepercq, de Neuflyze & Co.  
 Liberty Mutual  
 Lidya  
 Lincoln International  
 LinkedIn  
 LiveKindly and Co  
 Long Path Partners  
 Longitude Capital  
 Lunatix  
 LYFE Capital  
 M&M Environmental  
 Macquarie  
 Madison Energy Investments  
 Manatt, Phelps & Phillips, LLP  
 March Capital Partners  
 Marshall Wace North America L.P.  
**MasterCard**  
 Mathison  
 Matrix Consulting  
 Maxar  
**McKinsey & Company**  
 Medtronic  
 Membrain, LLC  
 Mercado Libre  
 Merck & Company, Inc.  
**MetaProp NYC**  
 MFG Partners  
**MFS Investment Management**  
 M-III Partners  
 Mitsubishi Corporation  
**Moelis & Company**  
**Mondelez International**  
 Moonshots Capital  
 Moore Capital Management  
**Morgan Stanley**  
 Motiva Networks  
 Msquared  
 Multiples Alternate Asset  
 Management  
 Mundi Trade, Inc.  
 MyoKardia  
 MyWellbeing  
 National Football League  
 National Summer School Initiative  
 NB Group  
 NBCUniversal  
 Neopenda  
 New Jersey State Office of  
 Innovation  
 New Mountain Capital  
 New York Angels  
 New York Times  
 Next Street Financial  
 NextGen Growth Partners  
**Nike**  
 Nitorum Capital  
 Noir Labs  
 Noon  
 Norges Bank Investment  
 Management  
 North Castle Partners, LLC  
 Northwell Lenox Hill Hospital  
 Novacap  
**Novartis Pharmaceuticals**  
 NTT Communications  
 NY Green Bank  
**NY-Presbyterian Hospital**  
 Oak Hill Capital  
 Oberland Capital  
 OC&C Strategy Consultants  
 Octrahedron Capital  
**Oliver Wyman**  
 OMERS  
 OnFrontiers  
**Optum (United Healthcare)**  
 Orbis Investment  
 Management Limited  
 Overton VC  
 Palm Drive Capital  
 Paradigm Capital  
 Partake  
 Partner Fund Management  
 PayPal Inc  
**PepsiCo**  
*Perella Weinberg Partners*  
**Pfizer Inc.**  
 PGIM Real Estate  
**PIMCO**  
**Piper Jaffray & Co.**  
 PiperWai  
 PJ Solomon  
**PJT Partners**  
 Post Net  
 Postlight  
 Powerplant Ventures  
 Precal Inc.  
**Primary Venture Partners**  
*Procter & Gamble*  
 Produce Pay  
 Progressive Capital Management  
 Investment Group  
 Prophet  
 Proskauer Rose  
 Prosperity Life Insurance Company  
 Proteus Motion  
 Prysm Capital  
 PTT Public Company Limited  
 Publicis Sapient  
**PwC Strategy&**  
**PwCStrategy& Middle East**  
 Qatar Investment Authority  
 R3  
*RapidSOS*  
 Raymond James Financial, Inc.  
 RBC Capital Markets  
 Ready Responders  
 Remote Team Inc.  
 Reservoir Labs, Inc.  
 Reverence Capital Partners  
 Rhone Group  
 Riva Ridge Capital  
 Riverdale Country School  
 Robin Hood Foundation  
 Rothschild and Co.  
 Roundshield Partners  
 Rucker Park Capital  
 RWC Partners  
*Sable*  
 Sage Rock Capital  
 SAIF Partners  
*Salesforce*  
*Samsung Electronics America*  
 Samsung Global Strategy Group  
 Samsung Life Insurance  
 Sanctuary Ventures  
 Sandoz (Novartis)  
 Savanna  
 Savoy Cocktails  
 Scale AI  
*Sciens Capital Management*  
 Sega Sammy Holdings Inc.  
 Sezzle  
 Shearman & Sterling  
**Shiseido Group USA**  
 Signify Health  
 Silicon Valley Bank  
 Simpson Thacher & Bartlett LLP  
 Singleton Foundation  
 Siris Capital  
 Sirius Investment Advisors  
 Skadden, Arps, Slate, Meagher  
 & Flom  
 Snap Inc.  
 SoftSmile  
 Sokowatch  
 Sound Point Capital  
 Source Code Capital  
 Spear Street Capital  
 Spinet BANK  
*Spotify*  
 Spring Mountain Capital  
 StackLine Partners  
 StashAway  
*Stellar Health*  
 Stern IR  
 Stirling Square Capital Partners  
 Stryker Corporation  
 Supernode Ventures  
 Symphony Technology Group  
**T. Rowe Price**  
 Tableau Software  
 Talkspace  
 TAP Advisors  
*TCW (Trust Company of the West)*  
 Teacher's Retirement System of  
 Texas  
 Tellus Products  
*Tencent*  
 Teneo Holdings  
 Teng Yue Partners  
 The Clear Cut  
 The Impact  
**The Kraft Heinz Company**  
 The Olayan Group  
 The Plant  
 The Raine Group LLC  
*ThredUP*  
 TIAA  
*TikTok*  
*Tishman Speyer*  
 Torch Capital  
 TransfrVR  
 T-Rex Capital Group LLC  
 T-Squared Design  
 Tugende  
**Twitter**  
 UBS  
 UGC (United Generations Capital)  
 Umbrex  
 United States Army  
**United States Navy**  
 Veris Wealth Partners  
 ViacomCBS  
 Vicarious  
 Vintage Amp, LLC  
 Voyager Space Holdings  
 Wall Street Journal  
**Wayfair**  
*WCM Investment Management*  
 Webster Equity Partners  
 WellAI  
 Wells Fargo Securities  
**Welltower**  
*Wiley*  
 William Blair Investment  
 Management  
 Winmill & Co. Inc. & Affiliates  
**Wipro**  
 Woodspoon  
 Yotpo Ltd.  
 Zebra Strategies  
 Ziingo Tech  
 Zx Ventures  
 ZZ Driggs

## Top Employers of 2020

### Graduates

	New Hires	Sponsored	Total Hires
McKinsey & Company	28	17	45
Boston Consulting Group, The	22	8	30
Bain & Company	13	11	24
Amazon			22
Deloitte Consulting	13	8	21
Goldman Sachs & Co.			14
Google			14
PwC Strategy&	11	3	14
Kearney			13
Ernst & Young LLP			11
Evercore Partners			9
Apple, Inc.			7
Bank of America			7
Citi			7
Credit Suisse			7
L.E.K. Consulting			7
Guggenheim Securities			6
J.P. Morgan Chase & Co.			6
Morgan Stanley			6
Lazard			5
Moelis & Company			5
Alix Partners			4
American Express			4
Estée Lauder Companies, The			4
IBM			4
MasterCard			4
PIMCO			4
Wayfair			4
Alliance Bernstein			3
Adobe Systems Inc.			3
Barclays			3
Houlihan Lokey			3
KPMG Advisory	2	1	3
Optum (United Healthcare)			3
PepsiCo			3
PwCStrategy& Middle East	1	2	3
Welltower			3

### Interns

Amazon	26	Houlihan Lokey	5
McKinsey & Company	18	T. Rowe Price	5
The Boston Consulting Group	17	BlackRock	4
Goldman Sachs & Co.	17	Deutsche Bank	4
PwC Strategy&	12	Estée Lauder Companies, The	4
Bain & Company	11	FlexIt Inc.	4
Bank of America	10	Lazard	4
Citi	10	Moelis & Company	4
Credit Suisse	10	AB Bernstein	3
Morgan Stanley	10	Antler	3
Google	9	Citadel LLC	3
J.P. Morgan Chase & Co.	9	Endeavor	3
Deloitte Consulting	8	Facebook	3
Kearney	8	Invesco	3
American Express	7	Laws of Motion	3
Evercore Partners	6	MetaProp NYC	3
Ernst & Young LLP	5	PepsiCo	3
Fidelity Investments	5	PJT Partners	3

Behind our Employment Report numbers are the unique stories of each of our students. They are focused not just on the bottom line, but on making a real difference, applying their skills to microfinance, clean energy, and international development in emerging markets. Even in more traditional areas like consulting and finance, our MBAs find ways to satisfy their broad intellectual interests, covering industries such as healthcare, real estate, and retail. The diversity of our graduates' interests is one of the key elements that makes our network of more than 48,000 alumni worldwide so powerful.

“From the moment I stepped on campus as a prospective student, I knew CBS was my home. I had the pleasure of meeting the past president of the Hispanic Business Association (HBA), and was struck by meeting someone who had a similar background and passion for stocks like I do. I am honored to say that I became the HBA co-president my second year, expanding our reach and celebrating our unique heritage. From the affinity organizations all the way up to world renowned faculty, I have been extremely lucky to experience the School’s long-lasting commitment to Diversity, Equity, and Inclusion first-hand ranging from diversity admissions days to open, inclusive conversations in the classroom to candid discussions over lunch. I am proud say that CBS is and will continue to be at the forefront of Diversity, Equity, and Inclusion!”



Zachary Lopez '20  
Associate, Goldman Sachs

“The School’s increased focus on Diversity, Equity, and Inclusion, coupled with lessons learned from classes like Organizational Change about being a young change agent at your company post-MBA, primed me to enter my summer internship experience with a critically engaged, yet optimistic lens on whether companies are “walking the talk” when it comes to their commitments to racial equity in the workplace. In the wake of the killing of George Floyd leading up to my internship, I’m grateful that CBS will allow me to graduate with the tools and confidence to be an inclusive leader, and I’m looking forward to putting that to practice in my full-time role after graduating.”



Letty Perez '21  
Summer Associate Intern,  
Deloitte Consulting

## Hiring Columbia Talent

Post summer and school-year internships and part-time, full-time, and experienced hire opportunities.

[www.gsb.columbia.edu/jobpost](http://www.gsb.columbia.edu/jobpost)

Connect with dedicated relationship managers for on-campus recruiting interviews and related activities.

[www.gsb.columbia.edu/recruiters/contact](http://www.gsb.columbia.edu/recruiters/contact)

Access online résumé databases that include student and alumni profiles and career preferences.

[www.gsb.columbia.edu/recruiters/how/order](http://www.gsb.columbia.edu/recruiters/how/order)

Manage your recruiting activities on the Career Opportunity Information Network (COIN).

[www.gsb.columbia.edu/jobpost](http://www.gsb.columbia.edu/jobpost)



Career Management Center  
Columbia University  
Uris Hall  
3022 Broadway  
Room 206  
New York, NY 10027

212-854-5471  
[cmc@gsb.columbia.edu](mailto:cmc@gsb.columbia.edu)

Visit the Career Management Center  
[www.gsb.columbia.edu/recruiters](http://www.gsb.columbia.edu/recruiters)

Post positions online  
[www.gsb.columbia.edu/jobpost](http://www.gsb.columbia.edu/jobpost)