EMPLOYMENT REPORT & RECRUITING GUIDE
SCM CLASS OF 2019
AUGUST REPORT
**CLASS PROFILE**

- Total Students: 41
- Women: 29%
- Average Age at Entry to SCM: 30
- Median Years Full-time Work Experience: 5.1
- STEM Undergraduate Degrees: 82%
- Countries: 17
- U.S. Citizens / Perm. Resident: 32%
- Non-U.S. Citizens: 68%

**COMPENSATION**

91% of graduates employed in the US

**BASE SALARY:**
(94% provided usable salary data)

<table>
<thead>
<tr>
<th></th>
<th>Median</th>
<th>Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>BASE SALARY</td>
<td>$129,900</td>
<td>$125,900</td>
</tr>
<tr>
<td>Range:</td>
<td>$78,000 - $165,000</td>
<td></td>
</tr>
</tbody>
</table>

**SIGNING BONUS:**
(88% reporting a salary received a signing bonus)

<table>
<thead>
<tr>
<th></th>
<th>Median</th>
<th>Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>SIGNING BONUS</td>
<td>$20,000</td>
<td>$23,000</td>
</tr>
<tr>
<td>Range:</td>
<td>$5,000 - $70,000</td>
<td></td>
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</tbody>
</table>

**SOURCE OF ACCEPTED OFFERS:**
- SCM/MIT-facilitated recruiting*: 71%
- Student-facilitated: 29%
  * includes MIT job postings and alumni referrals

**JOB SEARCH**

89% of SCM students received a job offer by graduation | 94% were employed within 60 days of graduation

**Offers accepted by industry:**

- 3% Bio Tech/Pharmaceuticals
- 19% Consulting
- 3% Chemical/Oil/Gas
- 16% Manufacturing
- 16% Retail
- 41% Technology
- 2% Other

**Functional roles upon hire:**

- 19% Consulting
- 21% Demand Planning
- 12% Procurement
- 9% Product Management
- 15% Program Management
- 6% Project Management
- 9% Transportation Mgmt
- 9% Other

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COMPANIES THAT RECRUITED FROM THE CLASS OF 2019

<table>
<thead>
<tr>
<th>AB-InBev</th>
<th>General Motors</th>
<th>Niagara Bottling</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adidas</td>
<td>Google</td>
<td>Noodle.ai</td>
</tr>
<tr>
<td>Ahold-Delhaize</td>
<td>Harris</td>
<td>OM Partners</td>
</tr>
<tr>
<td>AlixPartners</td>
<td>Honeywell</td>
<td>Pilot Flying J</td>
</tr>
<tr>
<td>Amazon</td>
<td>Intel</td>
<td>PwC Strategy&amp;</td>
</tr>
<tr>
<td>Apple</td>
<td>J&amp;J</td>
<td>Raytheon</td>
</tr>
<tr>
<td>A.T. Kearney</td>
<td>KPMG</td>
<td>RBI</td>
</tr>
<tr>
<td>BASF</td>
<td>Lam Research</td>
<td>Reyes Beverage Group</td>
</tr>
<tr>
<td>Charles River Labs</td>
<td>Lenovo</td>
<td>Rheem</td>
</tr>
<tr>
<td>Chewy</td>
<td>LKW Walter</td>
<td>Takeda</td>
</tr>
<tr>
<td>DB Worldwide</td>
<td>Llamasoft</td>
<td>Tesla Motors</td>
</tr>
<tr>
<td>Dell</td>
<td>Luxottica</td>
<td>US Steel</td>
</tr>
<tr>
<td>Deloitte Consulting</td>
<td>Markforged</td>
<td>Walmart eCommerce</td>
</tr>
<tr>
<td>Exxon</td>
<td>McKinsey &amp; Company</td>
<td>Wayfair</td>
</tr>
<tr>
<td>EY</td>
<td>Merck KGaA</td>
<td>World Food Programme</td>
</tr>
<tr>
<td>Flex</td>
<td>Microsoft</td>
<td></td>
</tr>
<tr>
<td>Fortna</td>
<td>Motorola</td>
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</tr>
</tbody>
</table>

[ Bold = multiple hires ]

RECRUIT MIT’S SUPPLY CHAIN MANAGEMENT (SCM) STUDENTS

Recruiting MIT SCM students from the Class of 2020 is simple and efficient. Contact Len Morrison at lmorriso@mit.edu or 617-253-5055 to discuss a recruiting strategy that aligns with your hiring needs.

MIT SCM also assists employers seeking to hire candidates for global positions (non US-based) through our SCALE (Supply Chain and Logistics Excellence) network programs in Spain, Malaysia, Luxembourg, China, and Latin America.

RECRUITING CALENDAR

**Late August:** Presentations by partner companies sponsoring MIT SCM capstone research projects.

**September to Mid-December:** Recruiting of MIT SCM students.

**January:** Employers seeking to hire for global positions (non US-based) may conduct info sessions and interview SCALE students.

**February to May:** Recruiting of MIT SCM students open to all companies by appointment.

RECRUITING OPTIONS

**Resumé Drop:** Hiring firm provides a job description and interested students submit their resumes.

**On-Campus Info Session/Interviews:** Hiring firm provides lunch/dinner presentation to students. Private interviews in breakout rooms to follow.

**Social Mixers/Receptions:** Network with students in a low-key environment at a local venue.

GET INVOLVED

Companies that join the Supply Chain Exchange program at the MIT Center for Transportation & Logistics are eligible to sponsor SCM capstone research projects. This increases exposure to the students and can improve your recruiting effectiveness.

Learn about the SC Exchange at ctl.mit.edu/partnering or contact Katie Date at datecl@mit.edu or +1 617-253-5239.
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