

MBA Year	Consulting firm at time of offer	Offer Components					Offering Company	Result
		Title	Base Salary	Annual Bonus	Annual Equity	Sign-on		
2004	Previously with Big 3	Vice President	\$300,000	55%	\$165,000	\$100,000	Corporation	Accepted
2005	Previously with Big 3	Vice President	\$265,000	26%	\$45,000	\$75,000	Corporation	Accepted
2007	Big 3	Senior Director	\$205,000	35%	\$75,000	\$40,000	Corporation	Accepted
2007	Previously with Big 3	Director	\$220,000	35%	\$60,000	\$40,000	Corporation	Accepted
2007	Previously with Big 3	Vice President	\$285,000	35%	\$114,000	\$100,000	Corporation	Accepted
2007	Big 3	Senior Director	\$207,500	35%	\$75,000	\$40,000	Corporation	Accepted
2009	Top 10	Senior Director	\$210,000	30%	n/a	n/a	Corporation	Accepted
2009	Big 3	Senior Director	\$205,000	25%	\$75,000	\$30,000	Corporation	Accepted
2009	Previously with Big 3	Director	\$210,000	30%	\$40,000	\$40,000	Corporation	Accepted
2009	Big 3	Vice President	\$270,000	37%	n/a	\$15,000	Professional Services	Declined
2009	Previously with Big 3	Director	\$200,000	23%	\$35,000	\$15,000	Corporation	Accepted
2009	Top 10	Director	\$190,000	15%	n/a	\$20,000	Corporation	Accepted
2009	Big 3	Director	\$200,000	75%	n/a	n/a	Hedge Fund	Accepted
2011	Top 10	Director	\$165,000	30%	\$49,500	\$10,000	Corporation	Accepted
2011	Big 3	Senior Manager	\$170,000	20%	n/a	\$20,000	Corporation	Declined
2011	Top 10	Director	\$170,000	34%	n/a	n/a	Corporation	Accepted
2011	Top 10	Director	\$155,000	20%	\$40,000	\$15,000	Corporation	Accepted
2012	Big 3	Director	\$175,000	15%	n/a	\$20,000	Corporation	Accepted
2012	Top 10	Senior Manager	\$160,000	20%	\$20,000	\$30,000	Corporation	Accepted
2012	Big 3	Senior Manager	\$160,000	20%	\$20,000	n/a	Corporation	Accepted
2012	Big 3	Director	\$192,000	25%	n/a	\$25,000	Corporation	Declined
2013	Big 3	Manager	\$145,000	20%	n/a	n/a	Corporation	Declined
2013	Big 3	Manager	\$150,000	30%	\$20,000	\$20,000	Corporation	Accepted
2013	Big 3	Manager	\$130,000	15%	n/a	n/a	Corporation	Declined
2013	Top 10	Director	\$170,000	22%	n/a	n/a	Corporation	Accepted
2013	Big 3	Manager	\$150,000	27%	n/a	\$5,000	Professional Services	Accepted
2013	Big 3	Manager	\$145,000	20%	\$40,000	\$10,000	Corporation	Declined
2013	Top 10	Associate	\$125,000	20%	n/a	n/a	Professional Services	Declined
2011 undergrad*	Top 10	Senior Manager	\$150,000	20%	n/a	\$5,000	Corporation	Accepted
2012 undergrad*	Big 3	Sr. Analyst	\$125,000	10%	n/a	\$20,000	Corporation	Declined
2012 undergrad	Big 3	Associate	\$100,000	100%	n/a	n/a	Private Equity Firm	Declined
2012 undergrad	Top 10	Analyst	\$95,000	10%	n/a	n/a	Corporation	Accepted
2012 undergrad	Top 10	Associate	\$100,000	100%	n/a	n/a	Private Equity Firm	Accepted
2012 undergrad	Top 10	Senior Analyst	\$95,000	26%	n/a	n/a	Venture Capital	Accepted
2013 undergrad	Big 3	Analyst	\$100,000	10%	n/a	\$20,000	Corporation	Accepted
2013 undergrad	Big 3	Senior Analyst	\$125,000	20%	n/a	\$40,000	Corporation	Accepted
2013 undergrad	Big 3	Associate	\$115,000	74%	n/a	n/a	Private Equity Firm	Accepted
2013 undergrad	Top 10	Analyst	\$100,000	40%	n/a	n/a	Hedge Fund	Accepted
2013 undergrad	Big 3	Associate	\$115,000	100%	n/a	n/a	Private Equity Firm	Accepted
2013 undergrad	Big 3	Analyst	\$100,000	10%	n/a	n/a	Corporation	Declined
2013 undergrad	Big 3	Associate	\$110,000	100%	n/a	n/a	Private Equity Firm	Accepted
2014 undergrad	Big 3	Associate	\$140,000	50%	n/a	n/a	Private Equity Firm	Accepted
2014 undergrad	Big 3	Associate	\$115,000	74%	n/a	n/a	Private Equity Firm	Accepted
2014 undergrad	Big 3	Associate	\$115,000	100%	n/a	n/a	Private Equity Firm	Accepted

\*Denotes "direct promote," i.e. undergrad who was promoted to a post-MBA role prior to attending MBA school