Master of Management Studies (MMS):
Foundations of Business

Class of 2020 Employment Report

Program Description

The Master of Management Studies: Foundations of Business program is an intensive 10-month program designed to provide students with 0-2 years’ work experience a foundation in business fundamentals. As a pre-experience graduate degree in business, the MMS program offers the integration of a rigorous business curriculum with students’ prior training in the liberal arts and sciences. In addition to learning core business skills, students build critical thinking and communication skills to enable them to ask the right questions, generate insights, and present solutions effectively. MMS students can opt into an elective track in Management Science and Technology Management (MSTeM) which involves additional coursework in quantitative tools and business-related applications to managing technology.

Graduating Class Profile

<table>
<thead>
<tr>
<th>Categories</th>
<th>Permanent Work Authorization (WA)</th>
<th>Non-Permanent Work Authorization (WA)</th>
<th>Total Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>SEEKING EMPLOYMENT</td>
<td>49 (46%)</td>
<td>57 (54%)</td>
<td>106</td>
</tr>
<tr>
<td>NOT SEEKING EMPLOYMENT</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Continuing Education</td>
<td></td>
<td></td>
<td>20</td>
</tr>
<tr>
<td>Employer Sponsored</td>
<td></td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>Self Employed</td>
<td></td>
<td></td>
<td>5</td>
</tr>
<tr>
<td>Not Seeking for Other Reasons</td>
<td>5</td>
<td>1</td>
<td>6</td>
</tr>
<tr>
<td>TOTAL NOT SEEKING EMPLOYMENT</td>
<td>26</td>
<td>9</td>
<td>35</td>
</tr>
<tr>
<td>CLASS OF 2020 TOTAL GRADUATES</td>
<td>75</td>
<td>66</td>
<td>141</td>
</tr>
</tbody>
</table>

Class of 2020 total graduates 141
Not seeking employment

Continuing Education 20
Employer Sponsored 4
Self-employed 5
Not Seeking for Other Reasons 6

Total Seeking Employment 106

Class Profile

Average Age: 23
Work Experience ≤ 6 months: 112 (79%)
Women: 74 (52%)
Middle 80% GMAT range (n=63): 580 - 740
Countries represented: 13
Undergraduate Institutions Represented: 100+

This report conforms to the MBA Career Services and Employer Alliance (MBACSEA) Standards for Reporting Specialty Master Employment Statistics.
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Employment Statistics – Timing of Final Full-Time and Short-Term Acceptances

<table>
<thead>
<tr>
<th>Total Seeking Employment</th>
<th>By Graduation²</th>
<th>Between Graduation and</th>
<th>Total Accepted by end of December 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Full-Time</td>
<td>Short-Term Full-Time</td>
<td>Short-Term Full-Time</td>
</tr>
<tr>
<td></td>
<td>#</td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>Permanent WA</td>
<td>49</td>
<td>24%</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>12</td>
<td>6%</td>
<td>33%</td>
</tr>
<tr>
<td></td>
<td>61%</td>
<td>9</td>
<td>18%</td>
</tr>
<tr>
<td>Non Perm WA</td>
<td>57</td>
<td>12%</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>7</td>
<td>46%</td>
<td>23%</td>
</tr>
<tr>
<td></td>
<td>67%</td>
<td>14</td>
<td>25%</td>
</tr>
<tr>
<td>TOTAL GRADUATES</td>
<td>106</td>
<td>18%</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>19</td>
<td>40%</td>
<td>40%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

² Job offer date and job acceptance date the same for almost all candidates, so only job acceptance date included.
³ Short-Term positions = 20 hours or more per week.
³ 83% were employed at the end of the official MBACSEA reporting period (November 9).

Primary Source of Full-Time Job Acceptances (School-facilitated and Graduate-facilitated)

- **21%** of accepted full-time job offers, or 14 jobs, were Fuqua-facilitated.
  These jobs were found through alumni connections, campus interviews or job postings, or due to other introductions or events.

- **79%** of accepted full-time job offers, or 54 jobs, were Graduate-facilitated.
  These jobs were found through networking, internet searches, job postings, third-party recruiters, or other avenues.

Full-time Offer Compensation Report

<table>
<thead>
<tr>
<th>BASE SALARY</th>
<th># Reporting</th>
<th>% Reporting</th>
<th>Mean</th>
<th>Median</th>
<th>50th to 75th Percentile</th>
<th>Low</th>
<th>High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permanent Work Authorization</td>
<td>27</td>
<td>90%</td>
<td>$58,737</td>
<td>$62,400</td>
<td>$62,400-$68,750</td>
<td>$26,000</td>
<td>$87,500</td>
</tr>
<tr>
<td>Non-Permanent Work Authorization</td>
<td>32</td>
<td>84%</td>
<td>$46,211</td>
<td>$36,480</td>
<td>$36,480-$64,666</td>
<td>$11,278</td>
<td>$110,000</td>
</tr>
<tr>
<td>Total Graduates</td>
<td>59</td>
<td>87%</td>
<td>$51,043</td>
<td>$50,000</td>
<td>$50,000-$67,250</td>
<td>$11,278</td>
<td>$110,000</td>
</tr>
</tbody>
</table>

All global salaries reported in USD, regardless of job location. List of non-U.S. countries included: China, Germany, New Zealand, Pakistan, Spain, and United Kingdom.

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MMS Full-Time Employment by Geography
US: Northeast: 10  | 15% - South: 9  | 13% - West: 6  | 9% - Mid-Atlantic: 7  | 10% - Midwest: 3  | 5% - Southwest: 5  | 8%
Abroad: Asia: 22  | 33% - Europe: 4  | 6% - Oceania: 1  | 1%

Employers hiring at least one Duke MMS for a full-time role in 2019 – 2020

Accenture
Accenture China ^
Amazon ^
AstraZeneca *
Bank of Communications
Bates Investment Group LLC
BDA Consulting ^
Cardinal Health *
CarMax
Carolina Sod Installations
China Merchants Securities ^
Cisco (3)
CITIC SECURITIES (2) ^
Corbin Advisors
Credit Suisse *
Datum Solutions *
DaVita
Deloitte Consulting ^
Deloitte Financial Advisory Services (2)
Efung Capital ^
Ernst & Young (2) ^
Estill County Board of Education
Federal Election Commission
Freepoint Commodities *
Guidehouse
Guotai Junan Securities Co. ^
Haitong Securities ^
Hive Networks *
Huatai Securities Co., Ltd. (2) ^
IBM Corporation ^
IQVIA ^
JMGO ^
Joyin Inc. *
Kubrick ^
Kwanzoo Inc *
Lenovo
Levi Strauss & Co. ^
Marcus & Millichap
MasterCard ^
McKinsey ^
memoryBlue
Meritco Services ^
Morgan Stanley
Noah Holdings Limited ^
Northbound *
Phreesia
PRM Filtration
PwC
Rewriting the Code
S2N Health
Shanghai Pudong Development Bank ^
Sophos Productions *
Swift Navigation *
Taikang Healthcare Fund Management ^
The Lafayette Group
TrueValue Asset Management ^

* U.S. Company that hired student without U.S. work authorization
^ Job Location outside the U.S.

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Full-Time Jobs by Industry:

% OF FULL-TIME JOBS BY INDUSTRY
N=67

- Consulting: 28%
- Finance: 19%
- Healthcare: 27%
- Technology: 15%
- Other*: 10%

* Other= Apparel (2), Energy (2), General Management (1), Government (1), Manufacturing (2), Non-Profit (2), Real Estate (2), Transportation and Logistics Services (1)

Full-Time Jobs by Function:

% OF FULL-TIME JOBS BY FUNCTION
N=67

- Consulting: 36%
- Finance: 15%
- General Management: 27%
- Marketing: 9%
- Operations/Logistics: 7%
- Information Technology: 6%

Contact Information
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