

STARTING SALARIES ACCEPTED BY MILR GRADUATES (U.S. ONLY)

CLASS OF	MEAN	MEDIAN	RANGE
2014	\$84,110	\$85,000	\$52,146 - \$120,000
2013	\$85,502*	\$83,500	\$65,000 - \$111,000
2012	\$80,413	\$78,000	\$47,000 - \$129,000

*No graduates pursued employment in labor, non-profit, or government sectors in 2013

CLASS OF 2014

BY SECTOR	MEAN	MEDIAN	RANGE
Consulting/ Prof Svcs	\$100,000	\$95,000	\$90,000 - \$120,000
Government	\$54,764	\$52,146	\$52,146 - \$ 60,000
Manuf.	\$80,655	\$80,000	\$67,831 - \$ 95,000
Oil/Energy	\$81,000	\$85,000	\$70,000 - \$ 88,000
Tech.	\$87,625	\$90,000	\$70,000 - \$100,000
Other**	\$92,800	\$90,000	\$74,000 - \$115,000

**Not enough data points to separate Pharma, Financial Svcs. and Consumer Products

CLASS OF 2014 SIGN-ON BONUSES

MEAN	MEDIAN	% RECEIVED (U.S)
\$13,574	\$12,000	88%

CLASS OF 2016 SUMMER 2015 INTERNSHIP SALARIES

Mean (Corporate)	\$1,327/week
Mean (Labor)	\$400/week
Range Total	\$400-\$1,650/week

73% received housing or a housing subsidy

GEOGRAPHIC LOCATION OF GRADUATES

Mid-Atlantic	4%
Midwest	10%
NY Metro	8%
Northeast	24%
South	14%
West	24%
International	16%

GRADUATE & LAW SCHOOLS ATTENDED

- Harvard Law School, JD
- ESCP Europe, Master in Management
- University of Belgrade, MA
- Washington University in St. Louis, MBA

2014 FULL-TIME & 2015 SUMMER EMPLOYERS

- | | |
|-------------------------------------|--------------------------------------|
| AFL-CIO | General Electric *† |
| Accenture | General Mills *† |
| Altera Corporation | HP (Hewlett-Packard Company) *† |
| Amazon.com, Inc. *† | Hershey Company (The) *† |
| Aon Hewitt | Honeywell International Inc. |
| Boeing Company (The) † | Indonesian Supreme Audit Institution |
| Boehringer Ingelheim | Johnson & Johnson † |
| BP British Petroleum * | KLA-Tencor Corporation † |
| Bristol-Myers Squibb * | LG * |
| Capgemini Consulting | Lockheed Martin |
| Capital Group Companies | Marsh & McLennan Companies *† |
| Carrefour | Mercer LLC * |
| Chevron Corporation *† | MetLife Inc. |
| Cigna | Microsoft Corporation * |
| Cisco Systems, Inc. * | National Labor Relations Board |
| Citigroup Inc. * | PepsiCo |
| CLS Bank International | Real Food Company, Inc. |
| Coca-Cola Company (The) | Risk Management Solutions, Inc. |
| Comcast Corporation (NBC Universal) | Schlumberger Ltd. * |
| Cornell University | U.S. Bureau of Labor Statistics |
| Corning Inc. | U.S. Department of Labor |
| Cummins Inc. | UTC Pratt & Whitney |
| Dell Inc. * | United Technologies Corporation *† |
| Ericsson Inc. * | |

*These organizations made full-time hires in both 2013 and 2014

†These organizations have hired more than one master's graduate for a full-time position

MILR/MBA CLASS OF 2014 SALARIES

STARTING SALARIES

CLASS OF	MEAN	MEDIAN	RANGE
2014	\$107,833	\$111,000	\$100,000 - \$112,500
2013	\$108,333	\$100,000	\$ 90,000 - \$135,000
2012	\$109,000	\$100,000	\$ 94,000 - \$133,000

CLASSES OF 2016 AND 2017 MILR/MBA SUMMER 2015 INTERNSHIP SALARIES

MEAN	MEDIAN	RANGE
\$1,868/week	\$1,678/week	\$1,155-\$2,800/week

100% received housing, subsidy, and/or a relocation allowance

MILR/MBA 2014 FULL-TIME & 2015 SUMMER EMPLOYERS

- | | |
|---------------------|-----------------------|
| American Express | Johnson & Johnson |
| Aon Consulting | LinkedIn |
| Cisco Systems, Inc. | McKinsey & Company |
| Corning, Inc. | Microsoft Corporation |
| Deloitte Consulting | Samsung |
| General Electric | |

ILR School



2014
POSTGRADUATE REPORT OF
MASTER'S DEGREE RECIPIENTS

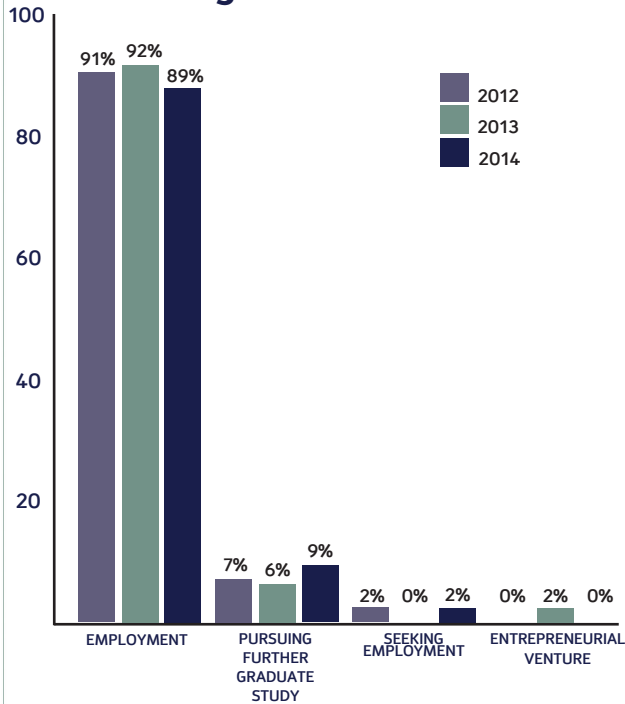
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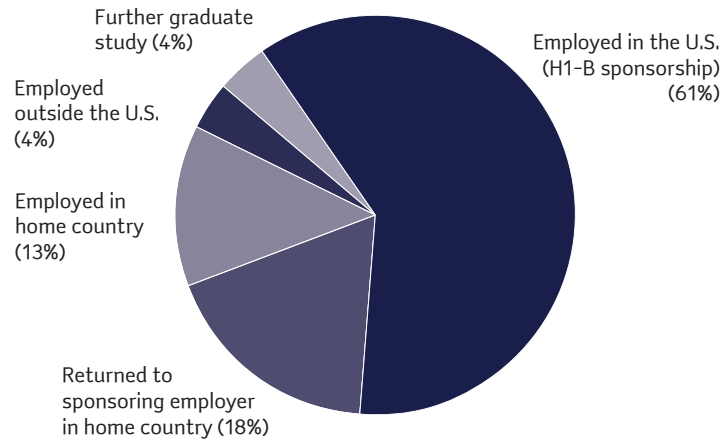


Cornell University

Postgraduate Activities



International Students



International students represent 41% of the class of 2014.
70% of the international class of 2016 completed summer 2015 internships in the U.S.

MILR Concentrations

Human Resources and Organizations
Focuses on people in organizations, including the roles of line managers, the HR function and HR professionals in contributing to organizational success and employee well-being and such key aspects of organizational life as leadership, decision-making, and conflict resolution. The emphasis is on both theoretical and practical applications. Traditional classroom experiences are regularly enriched by interactions with senior corporate executives and other managers who focus on the real-time challenges they face.

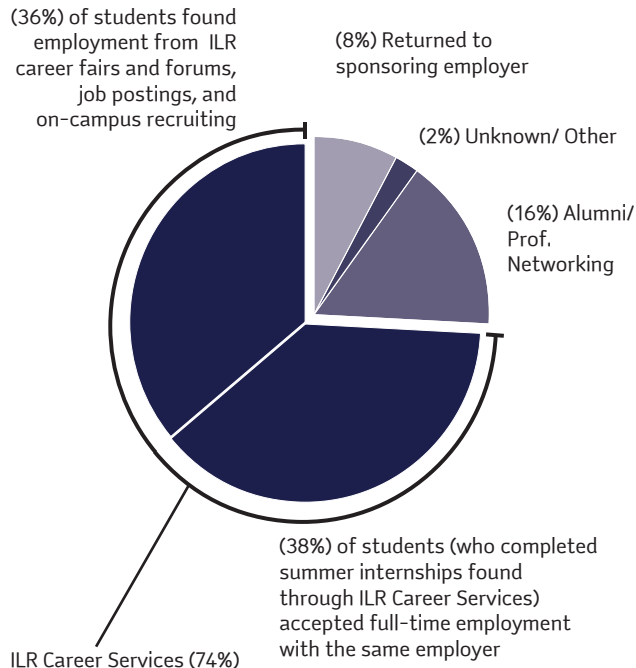
Collective Representation
Focuses on industrial relations, including the past, present and future of the labor movement. In addition to the core courses, students who choose this concentration can take classes on the history of unions, the modern workforce, international and comparative political economy, and theories of the labor movement, as well as gain practical skills to apply to jobs in unions, labor relations, and related areas. This program is ideal for students with at least one year of work experience who are interested in social justice, or professionals in the labor movement who are looking for a change of pace.

Dispute Resolution
The DR concentration is flexible and is intended to address student needs and interests, given career options that favor experience and further education, especially in law. It is not intended to prepare students for entry-level opportunities. The rise of alternative dispute resolution (ADR) in employment relations and other fields has created opportunities for students with experience interested in pursuing careers as mediators, arbitrators, or facilitators. A growing number of corporations and other organizations have hired dispute resolution specialists to manage their ADR programs. Federal and state agencies, such as the US Federal Mediation and Conciliation Service and the US Department of Labor, and international agencies, such as the International Labour Organization, employ specialists in dispute resolution.

Labor Market Policy
Candidates are prepared for careers in public policy toward labor markets. These are careers that analyze, develop, and administer public policy; careers that will often bridge government, private firms, and non-profit organizations. The curriculum provides students with skills that will enable them to evaluate government policies. It also provides students with knowledge of public and private institutions that are fundamental to the operation of the labor market.

International and Comparative Labor
Students have the opportunity to increase their understanding of international and comparative industrial relations, human resources, organizations, and labor markets. In particular, it is expected that students will understand how varying industrial relations and human resources policy and labor market institutions "work" in different national contexts.

How Graduates Found Their Jobs



2014 Job Titles For Full-Time Employment

- | | |
|--|---|
| Associate Human Resources Manager | Human Resources Management Associate Participant |
| Compensation Analyst | Human Resources Management Rotational Program Associate |
| Economist | Human Resources Manager |
| Employee/Labor Relations Specialist | Human Resources MAP Participant |
| Finance Leadership Development Program Participant | Human Resources Project Manager |
| Honors Attorney | Human Resources Rotational Program Participant |
| HR Keystone Nomad Development Program Participant | Junior Consultant |
| Human Resources Advisor | Labor Relations Representative |
| Human Resources Associate | Management Consultant |
| Human Resources Business Partner | Presidential Management Fellow |
| Human Resources Development Program Associate | Total Rewards Analyst |
| Human Resources Generalist | Workforce Strategy Consultant |
| Human Resources Leadership Development Program Participant | |
| Human Resources Leadership Program Participant | |