Post-Graduation Industry Report
Undergraduate Class of 2018

Communications
Advertising/Public Relations | Media/Entertainment | Publishing/Printing

Consulting

Education
Elementary/Secondary Education | Higher Education | Research Labs/Centers - Higher Education

Financial Services
Diversified Financial Services (including commercial/retail banking) | Hedge Fund | Investment Banking / Brokerage | Investment Management/Counsel | Private Equity | Venture Capital

Government
Federal Government | State Government | U.S. National Laboratories

Healthcare
Community/Public Health Center | For-Profit/Private Health Care Provider | Hospital

Legal Services

Manufacturing
Aerospace | Automotive | Biomedical Products/Pharmaceuticals | Chemicals/Gases | Computer Products - Hardware | Consumer Products | Electronics/Robotics

Nonprofit
Cultural Institutions/Arts and Cultural Affairs | Public Interest/Advocacy | Social Services

Real Estate/Construction

Retail/Wholesale

Technology

Salaries by Industry

Salaries by Job Function
2018 POST-GRADUATION INDUSTRY REPORT

Communications
84 responses

When They Accepted Their Offer
55 responses

Industry Breakdown
84 responses

How They Got Their Offer
38 responses

Job Function Breakdown
82 responses

Communications
40%

Marketing
23%

Management
15%

Other
9%

Arts and Culture
4%

Data Analytics
4%

Finance
4%

Consulting
1%

Information Technology
1%

Advertising/Account Management, 42%
Production, 24%
Journalism/Other Writing, 15%
Public Relations, 9%
Editing, 9%

Marketing Analysis / Research, 42%
New Business Development, 32%
Social Media, 11%
Product/Brand Management, 11%
Sales/Sales Account Management, 5%

Administrative Asst./Office Management, 58%
Operations, 33%
General Management, 8%
Communications
84 responses

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
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<tr>
<td>Communications</td>
<td>32</td>
<td>$51,350</td>
<td>$27,000</td>
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<tr>
<td>Advertising/Public Relations</td>
<td>14</td>
<td>$52,500</td>
<td>$27,000</td>
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<tr>
<td>Media/Entertainment</td>
<td>17</td>
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<tr>
<td>Publishing/Printing</td>
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<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

*Fewer than 3 reported salaries not published to maintain confidentiality.
*Stipends less than $20,000 not reported.

First Destinations

ABC, Office Production Assistant
Agency Within, Digital Marketing Strategist
Atlantic Media, Editorial Fellow
Blue Sky Studios, Development Intern
Bluedog, Project Manager
Boucher + Co, Visual Design Associate
Bully Pulpit Interactive, Fellow
CBS News, Digital Associate
CMI Media LLC/Compas Inc, Social Media Analyst
Comcast NBCUniversal, Financial Analyst
Conde Nast, Video Editor/Motion Graphics Designer
Creative Artists Agency, Foundation Assistant
Cycle, Business Development
Depeche Mode
Downtown Bookworks, Intern/Volunteer
DreamWorks Animation, Technical Director
Edelman, Assistant Account Executive
Edelman, Associate Analyst
Electric Literature, Editorial Intern
Endeavor, Assistant to the Executive Vice President
Endeavor Agency, Floater
Entertainment Benefits Group, Content Development and Partnerships Editor
Epic Research LLC, Marketing Analyst
FleishmanHillard, Analyst
FleishmanHillard, Intern
Fox Networks Group, Account Associate
Freelance, Undisclosed
Good Brother, Brand Manager
HBO, Last Week Tonight with John Oliver, Production Intern
Indicate Media Public Relations, Assistant Account Executive (2)
Indigenous Media, Research Intern
Joelle Frank, Account Executive
Karma Agency, Design Intern
Keybridge Communications, Associate
Lionsgate, Junior Research Analyst
Management 360, Literary Assistant
Marc Platt Productions, Development Intern
Marvel Entertainment, Publishing Operations Coordinator
MightyHive, Associate Account Manager
Milk, Studio Assistant
MKTG, Digital Marketing Trainee
MOD Worldwide, Account Coordinator
Mother Jones, Environmental Policy Reporter
MSNBC, Production Assistant
MSWPR, Associate
NBCUniversal Media, LLC, East Coast Page
NBCUniversal, LLC, East Coast Page
New York Times, Marketing Intern
OLIVER Agency, Operations Manager
Paramount Pictures, Financial Analyst
Peloton Entertainment LLC, Community Coordinator
Penguin Random House, Contracts Assistant
Pitchfork Media, Editorial Fellow
Porter Novelli, Junior Analyst
Saatchi & Saatchi, Design
Sanky Communications, Inc., Digital Project Assistant
SapientRazorfish, Junior Associate
Sloane & Company, Associate Director
The Burgeoning, Songwriter Guitarist
The New York Times, Media Strategist
Tribeca Productions, Production Intern
TubeScience, Creative Strategist
United Talent Agency, Agent Trainee (3)
USA Today, Reporting Fellow
VaynerMedia, Media Analyst (3)
Viacom East Coast, Marketing and Partner Solutions Coordinator
Wall Street Journal, Journalist
Walt Disney Company, Analyst
Walt Disney Company, Financial Analyst
William Morris Endeavor, Agent Trainee
William Morris Endeavor, Floater/Trainee
William Morris Endeavor, Mailroom Trainee
William Morris Endeavor, Motion Picture Talent Assistant
2018 POST-GRADUATION INDUSTRY REPORT

Consulting
286 responses

When They Accepted Their Offer
204 responses

How They Got Their Offer
173 responses

Job Function Breakdown
282 responses

Median Starting Salary
$75,000

Consulting
Management/Strategy, 87%
Technical/Information Systems, 8%
Research, 5%

Data Analytics
Data Analyst, 100%

Marketing
Sales/Sales Account Management, 50%
Marketing Analysis / Research, 17%
Product/Brand Management, 17%
New Business Development, 17%

Management
Human Resources, 54%
General Management, 31%
Entrepreneur/Founder, 8%
Administrative Asst./Office Management, 8%

When They Accepted Their Offer

How They Got Their Offer

Job Function Breakdown

2018 POST-GRADUATION INDUSTRY REPORT

Consulting

286 responses

Salary by Industry

<table>
<thead>
<tr>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>200</td>
<td>$75,000</td>
</tr>
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</table>

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First Destinations

23/7 Global, Customer Service/Office Manager
3eye Worldwide, Marketing Analyst
A.T. Kearney, Business Analyst (4)
Accenture, Analyst (5)
Accenture, Associate Consultant
Accenture, Consultant
Accenture, Consulting Analyst (8)
Accenture, Consulting Analyst (5)
Accenture, Incoming Management Consulting Analyst
Accenture, Management Consulting Analyst
Accenture, Strategy Analyst (3)
Accenture, Technology Consulting Analyst
AKF Group, Electrical Engineer, EIT
Akin, Inc. Design & Innovation Consultancy, Software Engineer
AlixPartners, Financial Advisory Analyst
alliantgroup, Project Associate (2)
AlphaSights, Associate
Alteryx Group, Associate Consultant
Alvarez & Marsal, Analyst (3)
American Continental Group, Research Associate
AMR International, Strategy Consultant
Avast, Analyst
Bain & Company, Associate
Bain & Company, Associate Consultant (11)
Bates White Economic Consulting, Consultant
Berkeley Research Group, LLC, Associate
Booz Allen Hamilton, Data Scientist
Booz Allen Hamilton, Management Consultant
Boston Consulting Group, Associate (18)
Boston Consulting Group, Associate Consultant (5)
Boston Consulting Group, Case Team Assistant
Capgemini America Inc., Consultant
Capgemini Consulting, Consultant
ClearView
ClearView Healthcare Partners, Analyst (6)
Coleman Research, Client Analyst
Compass Lexecon - New York, Analyst
Coresight Research, Advisory Associate
Cornerstone OnDemand, Corporate Account Development Associate
Cornerstone Research, Analyst (2)
Counterpoint Consulting, Inc., Associate Software Consultant
Dalberg Advisors, Analyst
Decision Resources Group, Associate
Deloitte, Analyst
Deloitte, Business Analyst (10)
Deloitte, Business Analyst in Data Science
Deloitte, Business Technology Analyst (11)
Deloitte, Data Scientist Consultant
Deloitte, Human Capital Consulting Business Analyst
Deloitte, Tax Consultant
E3 Consulting, Business Analyst
Earnest Research, Financial Data Analyst
Eastern Research Group, Chemical Engineer
EMERTON, Associate Consultant
End-to-End Analytics, Associate
End-to-End Analytics, Associate Consultant
EY-Parthenon, Analyst
EY-Parthenon, Associate (2)
EY-Parthenon, Business Advisory Program Consultant
EY-Parthenon, Management Consultant
EY-Parthenon, Staff (3)
EY-Parthenon, Staff Consultant
Fast Radius, Application Engineer
First Manhattan Consulting Group, Analyst
Fletcher Knight, Inc., Junior Consultant
Gartner, Research Analyst
GEP Consulting, Consultant
GRAPH Strategy, Associate
Guidepoint, Associate
Guidepoint, Healthcare Analyst
Guidepoint, Healthcare Associate
Guidepoint, Product Associate
Hamilton Place Strategies, Associate
Heidrick & Struggles International, Inc., Analyst (2)
Heidrick & Struggles International, Inc., Analyst-Associate Development Program
Huron, Analyst
Huron, Life Sciences Analyst
IBM, Analytics Consultant
IBM, Consultant (2)
IBM, Digital Sales Specialist (2)
IBM Global Business Services, Consultant (2)
IBM Watson Workspace, Global Product Marketing Manager
Incentive Technology Group (ITG), Data Analyst
Insight Global, Consultant & Recruiter
Insight Global, Technical Recruiter
IntelliWare Systems, Data Analyst
Ipsos Healthcare, Research Analyst
IQVIA, Associate
IQVIA, Market Research Analyst
Korn Ferry Hay Group, Analyst
L.E.K. Consulting
L.E.K. Consulting, Associate (2)
Lippincott, Brand Strategy Consultant
Locust Walk, Financial Analyst
Mars & Co, Associate Consultant (3)
McKinsey & Company, Business Analyst (22)
McKinsey & Company, Consultant
Mercer, Communications Consulting Analyst
Meyer Berman, Analyst
MFR Consultants, Inc., Consultant
Navigant, Consultant (2)
Navigant, Healthcare Consultant
Navigant, Life Sciences Consultant
NAXION, Research Assistant
NAXION, Research Associate
NERA Economic Consulting, Research Associate
NeuroLeadership Institute, Project Coordinator
Novantas, Inc., Associate Consultant
Oliver Wyman, Consultant (11)
First Destinations (continued)

Optum, Business Analyst
Oxford Economics, Junior Economist
Pace Harmon, LLC, Analyst (2)
Precision Business Solutions, Analyst
Precision Xtract, Pricing & Market Access Analyst
Prophet, Associate (3)
Pulma, Inc., Sales Development Representative
Putnam & Associates, Associate Consultant (2)
PwC, Advisory Associate
PwC, Associate (2)
PwC, Associate - TMT Delivering Deal Value (DDV) Team
PwC, Associate Consultant
PwC, Consultant (2)
PwC, Management Consultant
PwC, MC Associate
PwC Middle East, Associate
Search Discovery, Inc., Business Intelligence Analyst
Self-Employed, Political Consultant
Simon-Kucher & Partners, Consultant (2)
Source One Management Services, LLC, Strategic Sourcing Analyst
SPMB Executive Search, Analyst
Strategic Research Insights, Inc (SRI), Healthcare Consultant
Strategy&, Analyst
Strategy&, Associate (2)
Strategy&, Associate Consultant (2)
Taylor Strategy Partners, Content Intern
TD International, LLC, Researcher
The Brattle Group, Research (Litigation) Analyst
Thomson Reuters, Finance and Risk Analyst
Trielent Risk Advisors, Analyst
Trinity Partners, Associate Consultant (2)
Vitrueia Consulting Corporation, Business Analyst
Willis Towers Watson, Health and Benefits Analyst
Windrose Consulting Group, Analyst
Windrose Consulting Group, Management Consultant
Worldgate, LLC, Technical Business Analyst
ZS Associates, Analytics
ZS Associates, Associate (3)
ZS Associates, Business Analyst
ZS Associates, Strategy Insights & Planning Associate
ZS Associates, Strategy Insights & Planning Intern
# 2018 POST-GRADUATION INDUSTRY REPORT

## Education

102 responses

### When They Accepted Their Offer

60 responses

<table>
<thead>
<tr>
<th>Month</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Aug or Earlier</td>
<td>3%</td>
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<td>Sep</td>
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<td>Jul</td>
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<tr>
<td>Aug</td>
<td>3%</td>
</tr>
<tr>
<td>Sep or Later</td>
<td>7%</td>
</tr>
</tbody>
</table>

### Industry Breakdown

102 responses

- Higher Education: 58%
- Elementary/Secondary Education: 32%
- For Profit Education: 9%
- Research Labs/Centers: 1%

### How They Got Their Offer

53 responses

<table>
<thead>
<tr>
<th>Source</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Applied Directly</td>
<td>40%</td>
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<tr>
<td>Penn Contact (Professor, Advisor, etc.)</td>
<td>30%</td>
</tr>
<tr>
<td>Other Career Services Resources</td>
<td>9%</td>
</tr>
<tr>
<td>Non-Penn Contact</td>
<td>6%</td>
</tr>
<tr>
<td>Previous Employer (through OCR)</td>
<td>6%</td>
</tr>
<tr>
<td>Previous Employer (Non-OCR)</td>
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<tr>
<td>Other</td>
<td>4%</td>
</tr>
<tr>
<td>On Campus Recruiting (OCR)</td>
<td>2%</td>
</tr>
</tbody>
</table>

### Job Function Breakdown

101 responses

- Education: 74%
- Healthcare: 13%
- Scientific Research: 6%
- Arts and Culture: 2%
- Data Analytics: 2%
- Consulting: 1%
- Finance: 1%
- Management: 1%

**Education**

- Research: 45%
- Teaching: 41%
- Administration: 11%
- Testing/Evaluation: 3%

**Healthcare**

- Clinical Research: 100%

**Scientific Research**

- Biomedical (other): 100%
Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
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<tbody>
<tr>
<td>Education</td>
<td>51</td>
<td>$40,000</td>
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<tr>
<td>Elementary/Secondary Education</td>
<td>23</td>
<td>$42,000</td>
<td>$28,000 - $60,000</td>
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<td>Higher Education</td>
<td>25</td>
<td>$37,000</td>
<td>$20,000 - $75,000</td>
</tr>
<tr>
<td>Research Labs/Centers - Higher Education</td>
<td>3</td>
<td>$34,000</td>
<td>$32,000 - $45,000</td>
</tr>
</tbody>
</table>

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First Destinations

**Amestad Elementary**, Teacher
**Anatolia College**, Elementary English Teacher
**Axiom Learning**, Instructor
**Blair Academy**, Math Teacher
**Bridge Boston Charter**, Teacher
**Ciji Education Group**, English Teacher
**Cornell University - Mentor Collective**, Student Success Manager
**Duke University**, Nicholas School of the Environment, Research Assistant
**English First**, English Teacher
**Georgetown Learner Centers**, Associate Director
**Harvard University**, Research Assistant
**Harvard University - Department of Economics**, Pre-Doctoral Fellow
**Hobart and William Smith College - Athletics Department**, Assistant Coach
**Insight Data Science**, Data PM Fellow
**Japan Exchange & Teaching Program**, Assistant Language Teacher
**Laocha Liuxue**, Education Consultant
**New York City Teaching Fellows**, Social Studies Teacher, 7-12
**Ohio State University - College of Veterinary Medicine**, Research Assistant
**Paradise Valley Christian Preparatory**, Assistant Project Manager
**Princeton in Asia**, English Teacher
**Princeton University**, Research/Lab Manager
**School District of Philadelphia**
**School District of Philadelphia**, English Teacher
**School District of Philadelphia**, Teacher
**Success Academy Charter Schools**, Education Coordinator
**Teach For America**, Corps Member (4)
**Teach For America**, Middle School Teacher
**Teach For America**, Science Teacher
**Teach For America**, Special Education Teacher
**Teach For America**, Teacher (8)
**The Tatnall School**, Latin Teacher
**University of California - Berkeley**, Lab Manager
**University of California, San Francisco**, Research Technician
**University of Miami - Miller School of Medicine**, Research Associate
**University of Michigan**, Research Lab Technician
**University of Pennsylvania - Perelman School of Medicine**, Clinical Research Coordinator
**University of Pennsylvania**
**University of Pennsylvania**, ABCS Coordinator
**University of Pennsylvania**, Career Development Coordinator
**University of Pennsylvania**, Clinical Research Coordinator (6)
**University of Pennsylvania**, Curatorial Fellow
**University of Pennsylvania**, Laboratory Technician
**University of Pennsylvania**, Perry World House Research Fellow
**University of Pennsylvania**, Research Assistant (7)
**University of Pennsylvania**, Research Assistant and Independent Researcher
**University of Pennsylvania**, Research Assistant Intern (2)
**University of Pennsylvania**, Research Coordinator
**University of Pennsylvania**, Research Specialist (5)
**University of Pennsylvania**, Research Specialist A
**University of Pennsylvania**, Research Specialist/Lab Manager
**University of Pennsylvania**, Research Technician (2)
**University of Pennsylvania**, Residential Services Manager
**University of Pennsylvania - Center for Research & Innovation**, Clinical Trials Administrative Assistant
**University of Pennsylvania - Collegium Institute for Catholic Thought and Culture**, Program Fellow
**University of Pennsylvania - Leonard Davis Institute of Health Economics**, Research Assistant
**University of Pennsylvania - Libraries**, Project Archivist
**University of Pennsylvania - Mixed Methods Research Lab**, Research Coordinator
**University of Pennsylvania - Museum of Archaeology and Anthropology**, Summer Camp Counselor
**University of Pennsylvania - Netter Center**, Academic Researcher
**University of Pennsylvania - Netter Center**, Sr. Research Coordinator, Netter Center
**University of Pennsylvania - Office of Investments**, Investment Analyst
First Destinations (continued)
University of Pennsylvania - Penn Athletics, Director of Civic Engagement
University of Pennsylvania - Perelman School of Medicine, Clinical Research Assistant
University of Pennsylvania - Perelman School of Medicine, Clinical Research Coordinator
University of Pennsylvania - Perelman School of Medicine, Research Assistant (2)
University of Pennsylvania - Perelman School of Medicine, Research Coordinator
University of Pennsylvania - Perelman School of Medicine, Research Specialist (2)
University of Pennsylvania - Wharton Small Business Development Center, Summer Intern
University of Texas, Health Science Center at Houston, Research Assistant
Urban Teachers, Teacher
Yale University - School of Medicine, Fellow
Yale University - School of Medicine, Postgraduate Associate
2018 POST-GRADUATION INDUSTRY REPORT

Financial Services

400 responses

When They Accepted Their Offer
310 responses

<table>
<thead>
<tr>
<th>Month</th>
<th>2017</th>
<th>2018</th>
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<td>42%</td>
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</tr>
<tr>
<td>Sep or Later</td>
<td>1%</td>
<td>1%</td>
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Industry Breakdown
102 responses

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investment Banking / Brokerage</td>
<td>57%</td>
</tr>
<tr>
<td>Venture Capital</td>
<td>18%</td>
</tr>
<tr>
<td>Private Equity</td>
<td>9%</td>
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<tr>
<td>Diversified Financial Services</td>
<td>8%</td>
</tr>
<tr>
<td>Investment Management/Counsel</td>
<td>4%</td>
</tr>
<tr>
<td>Hedge Fund</td>
<td>4%</td>
</tr>
<tr>
<td>Other</td>
<td>1%</td>
</tr>
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</table>

How They Got Their Offer
273 responses

- Previous Employer (through OCR): 27%
- Previous Employer (Non-OCR): 19%
- Applied Directly: 16%
- On Campus Recruiting (OCR): 15%
- Other Career Services Resources: 9%
- Non-Penn Contact: 7%
- Penn Contact (Professor, Advisor, etc.): 5%
- Other: 1%

Job Function Breakdown
399 responses

<table>
<thead>
<tr>
<th>Job Function</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Finance</td>
<td>86%</td>
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<tr>
<td>Information Technology</td>
<td>6%</td>
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<tr>
<td>Data Analytics</td>
<td>2%</td>
</tr>
<tr>
<td>Management</td>
<td>2%</td>
</tr>
<tr>
<td>Marketing</td>
<td>2%</td>
</tr>
<tr>
<td>Real Estate</td>
<td>1%</td>
</tr>
<tr>
<td>Consulting</td>
<td>1%</td>
</tr>
<tr>
<td>Engineering</td>
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</tr>
<tr>
<td>Insurance</td>
<td>0%</td>
</tr>
<tr>
<td>Law</td>
<td>0%</td>
</tr>
<tr>
<td>Other</td>
<td>0%</td>
</tr>
</tbody>
</table>

Finance

- Investment Banking Analyst, 55%
- Investment Management/Counsel, 13%
- Private Equity Analyst, 10%
- Venture Capital Analyst, 4%
- Trading, 4%
- Securities Research Analyst, 4%
- Financial Planning & Analysis (non-bnkg), 3%
- Sales, 3%
- Risk Management, 2%
- Commercial Banking / Lending, 2%

Information Technology

- Software Developer / Engineer, 68%
- Technology Analyst, 32%
2018 POST-GRADUATION INDUSTRY REPORT

Financial Services
400 responses

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
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<tbody>
<tr>
<td>Financial Services</td>
<td>289</td>
<td>$85,000</td>
<td>$44,000$165,000</td>
</tr>
<tr>
<td>Diversified Financial Services (including commercial/retail banking)</td>
<td>20</td>
<td>$85,000</td>
<td>$59,999$120,000</td>
</tr>
<tr>
<td>Hedge Fund</td>
<td>12</td>
<td>$100,000</td>
<td>$75,000$165,000</td>
</tr>
<tr>
<td>Investment Banking / Brokerage</td>
<td>175</td>
<td>$85,000</td>
<td>$55,000$103,000</td>
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<tr>
<td>Investment Management/Counsel</td>
<td>49</td>
<td>$80,000</td>
<td>$44,000$135,000</td>
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<tr>
<td>Private Equity</td>
<td>23</td>
<td>$80,000</td>
<td>$70,000$90,000</td>
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<tr>
<td>Venture Capital</td>
<td>10</td>
<td>$77,500</td>
<td>$60,000$100,000</td>
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</table>

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First Destinations

Accel, Investor - Associate
Akuna Capital, Junior Trader
Aleutian Capital Partners, Analyst
Allen & Company LLC, Investment Banking Analyst
AllianceBernstein, Associate
AllianceBernstein, Fixed Income Analyst
AllianceBernstein, Fixed Income Rotational Associate
American Express
American Express, Financial Analyst
American Express, Marketing Analyst
American Express, Strategic Planning Analyst
Amino Capital, Analyst
Angelo, Gordon & Co., Analyst
Anonymous Investment Bank, Investment Banking Analyst
Anonymous Private Equity Firm, Team Member
Apax Partners LP, Analyst-Apax Digital
Apex Capital Holdings, Junior Trader
Apollo Global Management, Compliance Analyst
Apollo Global Management, Investment Analyst
AQR Capital Management, Analyst (2)
AQR Capital Management, Business Development Analyst
AQR Capital Management, Marketing Analyst
AQR Capital Management, Research Analyst (3)
Aquiline Capital Partners, LLC, Analyst
Aspiration, Data Analyst
AXA Investment Managers, Inc, Analyst
Bain Capital, Investment Analyst
Bain Capital, Summer Analyst
Bain Capital Ventures, Investment Analyst
Bank of America, Business Analyst
Bank of America, Global Risk Analyst
Bank of America Merrill Lynch, Analyst (2)
Bank of America Merrill Lynch, Investment Banking Analyst (7)
Bank of America Merrill Lynch, Market Risk
Bank of America Merrill Lynch, Risk Analyst (2)
Bank of New York Mellon (BNY Mellon), Emerging Leaders Program Analyst
Barclays, Analyst
Barclays, Investment Banking Analyst (2)
Barclays, Marketing Analyst
Barnegat Fund Management, Software Engineer
Bellus Ventures, Research Analyst
Bellweather Asset Management, Analyst (2)
Bessemer Venture Partners, Investment Analyst
Beyond Capital Fund, Operations Associate
BlackRock, Analyst (5)
BlackRock, Business Analyst
BlackRock, Credit Analyst
BlackRock, Financial Analyst
BlackRock, Product Strategy Analyst
BlackRock, Sales Associate
BlackRock, Software Engineer (3)
Blackstone Group, Analyst (4)
Blackstone Group, Private Equity Analyst
Blackstone Group, Real Estate Legal and Compliance Analyst
Blockchain Capital, Analyst
BlueCrest Capital Management, Credit Analyst
BNP Paribas, Analyst
BNP Paribas, Consultant
BNY Mellon, Senior Analyst
BNY Mellon Wealth Management, Portfolio Analyst
Brahman Capital Management, Quantitative Analyst
Bridgewater Associates, Investment Engineer (2)
Bridgewater Associates, Technology Associate (3)
Brookfield Financial, Analyst
Cadre, Investment Analyst
Cannon Capital, Analyst
Cantor Fitzgerald, Sales and Trading Analyst
Capital One, Analyst
Capital One, Associate
Capital One, Developer Academy Associate
Capital One, Recruiter
Capital One, Software Engineer (3)
Capital One, TDP Associate
CapM, Analyst
Centerview, Investment Banking Analyst
Centerview Partners, Analyst
Centerview Partners, Investment Banking Analyst (2)
CIT, Power, Renewables, & Infrastructure Analyst
Citadel LLC, Software Engineer
Citi, Citi Cards Analyst
Citi, Investment Banking Analyst (6)
Citi, Investment Banking Summer Analyst
Citi, Placement Analyst
Citi, Public Finance Analyst
First Destinations (continued)

Citigroup Global Markets, Analyst
Clark Capital Management Group, Sales Coordinator
Clearsight Advisors, Investment Banking Analyst
Cooke & Bieler, L.P., Associate Analyst (2)
Cowen, Investment Banking Analyst
Credit Suisse, Analyst (4)
Credit Suisse, Healthcare Investment Banking Analyst
Credit Suisse, Investment Banking Analyst (10)
Credit Suisse, US Equity Derivative Sales
Crestview Partners, Analyst
D. E. Shaw & Co., Fundamental Investment Analyst
Deutsche Bank, Analyst
Deutsche Bank, Investment Banking Analyst (3)
Dodge & Cox, Research Associate
DRW, Quantitative Trader
DRW, Quantitative Trading Analyst
DRW, Trading Analyst (2)
England & Company, Investment Banking Analyst
Evercore, Analyst (2)
Evercore, Financial Analyst
Evercore, Investment Banking Analyst (2)
Evercore, M&A Analyst
Evercore, M&A Investment Banking Analyst
Evercore, Restructuring Analyst (2)
Financo, Inc., Investment Banking Analyst (4)
First Round Capital, Community Manager
Florida Financial Advisors, Financial Advisor
Flow Traders, Trader
Foros Group, Investment Banking Analyst
Foxhill Capital Partners, LLC, Research Analyst
Fredericks Michael & Co., Analyst
Future Perfect Ventures, Blockchain Analyst
General Atlantic, Analyst
Goldman Sachs, Analyst (8)
Goldman Sachs, Bank Finance Analyst
Goldman Sachs, Financial Analyst (2)
Goldman Sachs, Investment Banking Analyst (7)
Goldman Sachs, Investment Banking Analyst in Healthcare Industry
Goldman Sachs, Investment Grade Capital Markets Analyst
Goldman Sachs, Legal Analyst
Goldman Sachs, Prime Brokerage Sales Analyst
Goldman Sachs, Quantitative Strategies Analyst
Goldman Sachs, Risk Analyst
Goldman Sachs, Securities Strategist Analyst
JPMorgan Chase & Co., Investment Banking Credit Risk Analyst
JPMorgan Chase & Co., Investor Services Sales Analyst
JPMorgan Chase & Co., Sales Trader Analyst
JPMorgan Chase & Co., Shareholder Services Analyst
JPMorgan Chase & Co., Software Engineer
JPMorgan Chase & Co., Technology Analyst
Kohlberg Kravis & Roberts & Co. L.P. ("KKR"), Analyst, Private Credit
Lazard, Analyst
Lazard, Investment Banking Analyst (5)
Lazard, Research Analyst
Lincoln International, Analyst
Lincoln International, Investment Banking Analyst
LionTree, Investment Banking Analyst
M&T Bank, Management Trainee in Retail Performance Enablement (Management Development Program)
M. Klein & Company, Investment Banking Analyst
Macquarie Capital, Analyst (2)
Manning & Napier Advisors, LLC, Equity Research Analyst
Matrix Capital Management, Investment team
MCAP Partners, Executive Vice President
Merit Hill Capital, Investment Analyst
Merrill Lynch, Client Associate
Millstein & Co., Financial Analyst
Millstein & Co., Restructuring Analyst
Mizuho Americas LLC, Investment Banking Analyst
Mizuho Bank Ltd., Analyst
Mizuho Bank Ltd., Investment Banking Analyst
Mizuho Bank Ltd., Technology Investment Banking Analyst
Moels & Company, Analyst
Moels & Company, Investment Banking Analyst (3)
Morgan Stanley, Analyst
Morgan Stanley, Associate
Morgan Stanley, Business Analyst
Morgan Stanley, Corporate FP&A Analyst
Morgan Stanley, Equity Research Analyst (2)
Morgan Stanley, Fixed Incomes Sales & Trading Analyst
Financial Services

First Destinations (continued)

Morgan Stanley, Investment Banking Analyst (4)
Morgan Stanley, Marketing Analyst
Morgan Stanley, Private Equity Analyst
Morgan Stanley, Technology Analyst (2)
Morgan Stanley, Technology Investment Banking Analyst
MTS Health Partners, Investment Banking Analyst
MUFG, Asset Backed Securities Analyst
Natixis CIB Americas, Global Markets Analyst
Nomura Securities, Financial Analyst
Northern Trust Corporation, Investment Performance Analyst
Partners Group, Investment Analyst
Perella Weinberg Partners, Analyst
Perella Weinberg Partners, Investment Banking Analyst
Petsky Prunier, Analyst
PIMCO, Account Analyst
PIMCO, Analyst
PJ SOLOMON, Investment Banking Analyst (3)
PJT Partners, Analyst (3)
PJT Partners, Investment Banking Analyst
PJT Partners, Restructuring & Special Situations Analyst
PJT Partners, Strategic Advisory Analyst (2)
Plug and Play Tech Center, Video Producer
PNC, Institutional Asset Management Analyst
PNC, Public Finance Investment Banking Analyst
Prudential, Investment Analyst
Prudential Financial, Real Estate Investment Analyst
Public Financial Management, Asset Management Analyst
Raymond James, Investment Banking Analyst (2)
RBC Capital Markets, Healthcare Investment Banking Analyst
RBC Capital Markets, Investment Banking Analyst (3)
Red and Blue Ventures, Analyst
Robinhood, Backend Engineer
Rothschild & Co., Analyst
Royal Bank of Canada, Sales and Trading Analyst
Ruane, Cunniff & Goldfarb, Investment Analyst
Rubenstein Partners, Acquisitions and Asset Management Analyst
SBB Research Group, Software Engineer
Scotiabank, Investment Banking Analyst (2)
Signal Hill, Investment Banking Analyst
Silver Lake, Analyst
Silver Lake, Private Equity Analyst
Silver Point Capital, Analyst
Six Point Partners, Analyst
Skyworks Capital, Analyst
SMBC Nikko Securities America Inc., Fixed Income Sales and Trading Analyst
Societe Generale, Data Analyst
Spear Street Capital, Analyst
Spectrum Equity, Investor
Spinger Capital LLC, Analyst
Stifel, Investment Banking Analyst (2)
Susquehanna International Group, LLP (SIG), Assistant Trader
SYM Financial Advisrs, Financial Analyst
Tannenbaum Family Office, Analyst
TAP Advisors, Investment Banking Analyst
TD Securities, Sales and Trading Analyst
Tectonic Capital, Associate
The Blackstone Group, Analyst
The Blackstone Group, Real Estate Analyst
The Capital Group Companies, Inc., Investment Operations Analyst
The Raine Group, Investment Banking Analyst
Theta Equity Partners, Manager, Data Science & Engineering
Third Bridge Group Limited, Private Equity Analyst
TIAA, Human Resources Associate
TM Capital Corp., Investment Banking Analyst
Two Sigma, Portfolio Manager
Two Six Capital, Data Scientist
UBS Financial Services, Public Finance Analyst
Vanguard, Investment Management Analyst
Vanguard, Personal Investing Group
Vanguard, Rotation Program
Visa, Inc., Associate Digital Marketing Analyst
Walton Street Capital, Analyst
Warburg Pincus, Analyst
Warburg Pincus, Private Equity Analyst (2)
Weiss Asset Management, Analyst
Wells Fargo, Financial Analyst
Wells Fargo, Investment Banking Analyst
Wells Fargo, Investment Banking Analyst Intern
Wells Fargo, Public Finance Analyst
Wells Fargo, Sales and Trading Analyst
Wells Fargo, Trading Analyst
Wells Fargo, Wholesale Credit Program Analyst
Wells Fargo Advisors, Investment Banking Analyst
Wells Fargo Securities, Analyst
Wells Fargo Securities, Investment Banking Analyst (3)
**2018 POST-GRADUATION INDUSTRY REPORT**

**Government**

32 responses

**When They Accepted Their Offer**

16 responses

<table>
<thead>
<tr>
<th>Month</th>
<th>Aug or Earlier</th>
<th>Sep</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
<th>Jan</th>
<th>Feb</th>
<th>Mar</th>
<th>Apr</th>
<th>May</th>
<th>Jun</th>
<th>Jul</th>
<th>Aug</th>
<th>Sep or Later</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage</td>
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<td>6%</td>
<td>13%</td>
<td>6%</td>
<td>6%</td>
<td>6%</td>
<td>6%</td>
<td>6%</td>
<td>13%</td>
<td>13%</td>
<td>13%</td>
<td>6%</td>
<td>6%</td>
<td>6%</td>
</tr>
</tbody>
</table>

**Industry Breakdown**

32 responses

- **Federal Government**: 56%
- **U.S. National Laboratories**: 25%
- **State Government**: 16%
- **Non-U.S. Government Service**: 3%

**How They Got Their Offer**

14 responses

- **Applied Directly**: 64%
- **Penn Contact (Professor, Advisor, etc.)**: 21%
- **Non-Penn Contact**: 7%
- **Previous Employer (Non-OCR)**: 7%
- **Other Career Services Resources**: 0%
- **Previous Employer (through OCR)**: 0%
- **Other**: 0%
- **On Campus Recruiting (OCR)**: 0%

**Job Function Breakdown**

31 responses

- **Education**: 19%
- **Government**: 16%
- **Scientific Research**: 16%
- **Engineering**: 13%
- **Nonprofit / Social Services**: 13%
- **Other**: 6%
- **Data Analytics**: 3%
- **Economics**: 3%
- **Healthcare**: 3%
- **Law**: 3%
- **Management**: 3%

**Education**

- **Teaching**: 100%

**Government**

- **Public Management**: 60%
- **Policy Research/Analysis**: 40%
### 2018 POST-GRADUATION INDUSTRY REPORT

#### Government

32 responses

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government</td>
<td>13</td>
<td>$44,376</td>
<td>$20,000</td>
</tr>
<tr>
<td>Federal Government</td>
<td>8</td>
<td>$45,688</td>
<td>$20,000</td>
</tr>
<tr>
<td>State Government</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>U.S. National Laboratories</td>
<td>3</td>
<td>$31,000</td>
<td>$30,000</td>
</tr>
</tbody>
</table>

*Fewer than 3 reported salaries not published to maintain confidentiality.*

*Stipends less than $20,000 not reported.

### First Destinations

- California Department of Education, Funding and Agency Analyst
- Federal Reserve Bank of Philadelphia, Economic Research Assistant
- Fulbright Program - U.S. Department of State (2)
- Fulbright Program - U.S. Department of State, English Teaching Assistant (2)
- Fulbright Program - U.S. Department of State, Fulbright English Teaching Assistant (2)
- Fulbright Program - U.S. Department of State, Fulbright Scholar (3)
- Fulbright Program - U.S. Department of State, Research
- Kentucky State Police, Trooper
- Ministry of Foreign Affairs, Foreign Service Officer
- NASA - Goddard Space Flight Center, Materials Engineer
- NASA - Jet Propulsion Laboratory, Engineer/Scientist
- National Cancer Institute, Post-Baccalaureate IRTA Fellow
- National Institutes of Health, Fellow
- National Institutes of Health, Intramural Research Trainee
- National Institutes of Health, IRTA Program
- National Institutes of Health, Post-Baccalaureate Fellow
- National Institutes of Health, Post-Baccalaureate IRTA
- New York City: Department of Education (DOE), SPED High School Teacher
- Picatinny Arsenal, Mechanical Engineer
- Tennessee State Government- Office of the Governor, Government Management Fellow
- U.S Department of Justice, Paralegal
- U.S. Department of Defense, Analyst
- U.S. Department of State, Rotational Program
- U.S. Health and Human Services, Administrative Assistant
- United States Secret Service, Special Agent/Uniformed Division
- US NAVY, Nuclear Propulsion Prototype Instructor/Navy Nuclear Propulsion Officer
- VA Palo Alto Health Care System, Clinical Research Coordinator
2018 POST-GRADUATION INDUSTRY REPORT

Healthcare
123 responses

When They Accepted Their Offer
69 responses

Industry Breakdown
32 responses

How They Got Their Offer
56 responses

Job Function Breakdown
121 responses

Median Starting Salary
$44,340

When They Accepted Their Offer
- Aug or Earlier: 3%
- Sep: 1%
- Oct: 1%
- Nov: 1%
- Dec: 9%
- Jan: 14%
- Feb: 12%
- Mar: 16%
- Apr: 14%
- May: 9%
- Jun: 7%
- Jul: 9%
- Aug: 4%
- Sep or Later: 0%

Industry Breakdown:
- Community/Public Health Center: 3%
- For-Profit/Private Health Care Provider: 7%
- Hospital: 89%
- Health Maintenance Organization: 1%

How They Got Their Offer:
- Applied Directly: 45%
- Penn Contact (Professor, Advisor, etc.): 20%
- Other Career Services Resources: 11%
- Previous Employer (Non-OCR): 11%
- Non-Penn Contact: 7%
- Previous Employer (through OCR): 5%
- Other: 2%
- On Campus Recruiting (OCR): 0%

Job Function Breakdown:
- Nursing: 57%
- Healthcare: 31%
- Scientific Research: 6%
- Communications: 1%
- Consulting: 1%
- Engineering: 1%
- Finance: 1%
- Management: 1%
- Marketing: 1%
- Nonprofit / Social Services: 1%
2018 POST-GRADUATION INDUSTRY REPORT

Healthcare
123 responses

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare</td>
<td>32</td>
<td>$44,340</td>
<td>$24,000</td>
</tr>
<tr>
<td>Community/Public Health Center</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>For-Profit/Private Health Care Provider</td>
<td>4</td>
<td>$60,000</td>
<td>$24,000</td>
</tr>
<tr>
<td>Hospital</td>
<td>27</td>
<td>$43,680</td>
<td>$30,000</td>
</tr>
</tbody>
</table>

* Fewer than 3 reported salaries not published to maintain confidentiality.
* Stipends less than $20,000 not reported.

First Destinations

- Allegheny Health Network, Registered Nurse
- Beth Israel Deaconess Medical Center, Clinical Research Assistant
- BJC HealthCare, Registered Nurse
- Boston Medical Center, Registered Nurse
- Brigham and Women’s Hospital, Translational Study Coordinator
- Brigham and Women’s Hospital - Brigham Research Institute, Research Assistant
- Burgin Cosmetic and Reconstructive Surgery, Medical Assistant
- Cedar Sinai Medical Center - Biomedical Research Institute, Research Intern
- Children’s Hospital of Los Angeles, Registered Nurse
- Children’s Hospital of Philadelphia
- Children’s Hospital of Philadelphia, Care Team Assistant
- Children’s Hospital of Philadelphia, Clinical Research Coordinator (4)
- Children’s Hospital of Philadelphia, Medical Scribe
- Children’s Hospital of Philadelphia, Registered Nurse (7)
- Children’s Hospital of Philadelphia, Research Nurse Specialist
- Children’s Hospital of Philadelphia, Research Technician (2)
- Children’s Hospital of Philadelphia, Critical Care, Registered Nurse
- Children’s Hospital of Philadelphia, Oncology and Bone Marrow Transplant, Registered Nurse
- Children’s National Health System, Clinical Research Assistant
- Children’s National Health System, Registered Nurse
- Christiana Care, Neonatal/Infant ICU, Registered Nurse
- Christus Santa Rosa Hospital, Registered Nurse
- Cleveland Clinic, Clinical Nurse
- Cleveland Clinic, Registered Nurse (2)
- Cleveland Clinic, Cardiovascular ICU, Registered Nurse
- Clinical Scribes, Medical Scribe
- DaVita Inc., Analyst
- DaVita Inc., Financial Analyst
- Hackensack University Medical Center, Oncology/Blood and Marrow Transplant, Registered Nurse
- Hahnemann University Hospital, Registered Nurse
- Harris Health System, Registered Nurse
- Hornstein Platt & Associates Counseling and Wellness Centers, Intake Specialist
- Hospital for Special Surgery, Research Assistant (2)
- Hospitalitio Atlántico, Community Health Programs and Development Project Assistant
- Indiana University Health, Registered Nurse
- Johns Hopkins Healthcare, Clinical Nurse I
- Johns Hopkins Hospital, Registered Nurse
- Lifespan - Bradley Hospital, Clinical Research Assistant
- Lucile Packard Children's Hospital Stanford, Registered Nurse
- Maimonides Medical Center, Registered Nurse
- Massachusetts Eye and Ear, Medical Scribe
- Massachusetts General Hospital, Clinical Education Assistant
- Massachusetts General Hospital, Registered Nurse (2)
- Mayo Clinic, Registered Nurse
- MedStar Georgetown University Hospital, Clinical Nurse I
- Memorial Sloan Kettering Cancer Center, Research Study Specialist
- Memorial Sloan Kettering Cancer Center, Session Assistant
- Memorial Sloan Kettering Cancer Center, Pediatric Oncology, Registered Nurse
- Mercy Hospital, Registered Nurse
- Mount Sinai Health System, Registered Nurse
- Nemours/Alfred I. duPont Hospital for Children, Registered Nurse
- New York-Presbyterian Hospital, Registered Nurse
- New York-Presbyterian Hospital, ER, Nurse Resident
- New York-Presbyterian Hospital, Labor and Delivery, Registered Nurse
- NorthShore University Health System, Surgical Simulation Lab Technician
- Northwell Health, Research Assistant
- Northwell Health, Research Coordinator
First Destinations (continued)

NYU Langone Health, Staff Nurse
NYU Langone Hospital, Registered Nurse
Penn Medicine, Clinical Nurse I (3)
Penn Medicine, Clinical Research Assistant
Penn Medicine, Clinical Research Coordinator (2)
Penn Medicine, Registered Nurse (5)
Penn Medicine, Research Coordinator
Penn Medicine, Research Specialist (2)
Penn Medicine, Hospital of the University of Pennsylvania, Clinical Research Scholar
Penn Medicine, Hospital of the University of Pennsylvania, Critical Care Nurse
Penn Medicine, Hospital of the University of Pennsylvania, Geriatric Associate
Penn Medicine, Hospital of the University of Pennsylvania, Harrison Surgical Scholar
Penn Medicine, Hospital of the University of Pennsylvania, Registered Nurse (3)
Penn Medicine, Hospital of the University of Pennsylvania, Maternity, Registered Nurse
Penn Medicine, Lancaster General Health, Registered Nurse
Penn Medicine, Princeton Health, Registered Nurse
Penn Medicine, Scheie Eye Institute, Clinical Research Coordinator
Penn Medicine, Scheie Eye Institute, Medical Writer
Penn Medicine, University of Pennsylvania Health System, Clinical Research Coordinator
Penn Presbyterian Hospital
Penn Presbyterian Hospital, Research Coordinator
Penn Presbyterian Medical Center, Clinical Research Coordinator
Penn State Health - Milton S. Hershey Medical Center, Registered Nurse
Public Health Management Corporation, Interviewer
Regions Hospital, ICU, Registered Nurse
Renewal Care Partners, Director of Nursing
ScribeAmerica, Medical Scribe (2)
Seattle Children’s Hospital, Registered Nurse
St. Luke’s Health System, Registered Nurse
Swedish Hospital, Neuroscience Research Assistant
The George Washington University Hospital, Registered Nurse
The Johns Hopkins Hospital, Weinberg ICU, Registered Nurse
The University of Vermont Medical Center, Emergency Department, Registered Nurse
Thomas Jefferson University Hospital, Clinical Research Coordinator
Thomas Jefferson University Hospital, Registered Nurse
TLC Companions and Supply, General Manager
UCLA Health, Registered Nurse
University Medical Center of Princeton at Plainsboro, Registered Nurse
Weill Cornell Medicine, Research Assistant
Wellthy, Business Analyst
2018 POST-GRADUATION INDUSTRY REPORT

Legal Services

33 responses

When They Accepted Their Offer
30 responses

How They Got Their Offer
21 responses

Job Function Breakdown
32 responses

Median Starting Salary
$44,000

When They Accepted Their Offer

<table>
<thead>
<tr>
<th>Month</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aug or Earlier</td>
<td>3%</td>
</tr>
<tr>
<td>Sep</td>
<td>10%</td>
</tr>
<tr>
<td>Oct</td>
<td>7%</td>
</tr>
<tr>
<td>Nov</td>
<td>10%</td>
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<tr>
<td>Dec</td>
<td>13%</td>
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<tr>
<td>Jan</td>
<td>23%</td>
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<tr>
<td>Feb</td>
<td>7%</td>
</tr>
<tr>
<td>Mar</td>
<td>13%</td>
</tr>
<tr>
<td>Apr</td>
<td>3%</td>
</tr>
<tr>
<td>May</td>
<td>7%</td>
</tr>
<tr>
<td>Jun</td>
<td>13%</td>
</tr>
<tr>
<td>Jul</td>
<td>3%</td>
</tr>
<tr>
<td>Aug</td>
<td>7%</td>
</tr>
<tr>
<td>Sep or Later</td>
<td>3%</td>
</tr>
</tbody>
</table>

How They Got Their Offer

<table>
<thead>
<tr>
<th>Source</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>On Campus Recruiting (OCR)</td>
<td>29%</td>
</tr>
<tr>
<td>Applied Directly</td>
<td>19%</td>
</tr>
<tr>
<td>Other Career Services Resources</td>
<td>14%</td>
</tr>
<tr>
<td>Non-Penn Contact</td>
<td>14%</td>
</tr>
<tr>
<td>Penn Contact (Professor, Advisor, etc.)</td>
<td>14%</td>
</tr>
<tr>
<td>Previous Employer (Non-OCR)</td>
<td>5%</td>
</tr>
<tr>
<td>Other</td>
<td>5%</td>
</tr>
<tr>
<td>Previous Employer (through OCR)</td>
<td>0%</td>
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</tbody>
</table>

Job Function Breakdown

<table>
<thead>
<tr>
<th>Function</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Law</td>
<td>91%</td>
</tr>
<tr>
<td>Government</td>
<td>3%</td>
</tr>
<tr>
<td>Communications</td>
<td>3%</td>
</tr>
<tr>
<td>Management</td>
<td>3%</td>
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</table>

Law

Paralegal, 100%
2018 POST-GRADUATION INDUSTRY REPORT

Legal Services

33 responses

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Legal Services</td>
<td>24</td>
<td>$44,000</td>
<td>$32,000</td>
</tr>
</tbody>
</table>

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*Stipends less than $20,000 not reported.

First Destinations

Boies Schiller Flexner LLP, Paralegal
Cleary Gottlieb Steen & Hamilton LLP, Corporate Paralegal
Community Legal Services
Davis Polk & Wardwell LLP, Tax Legal Assistant
District Attorney's Office, Prosecution Specialist, Second Judicial Court
Getson & Schatz, P.C, Science Writer
Gunderson Dettmer, Corporate Clerk
Hawkins Delafield & Wood LLP, Public Finance Paralegal
Kobre & Kim, LLP, Analyst (4)
Landau, Hess, Simon & Choi Law Firm, Paralegal/Legal Assistant
Law Office of Steven Brazelton, Assistant
Manhattan District Attorney's Office, Paralegal
New York County District Attorney's Office, Paralegal (2)
New York County District Attorney's Office, Trial Preparation Assistant
Paul, Weiss, Rifkind, Wharton & Garrison LLP, Litigation Paralegal
Paul, Weiss, Rifkind, Wharton & Garrison LLP, Paralegal
Philadelphia Legal Assistance, AmeriCorps VISTA for the MLCP
Philadelphia Legal Assistance, Paralegal
Pond Lehocky Stern Giordano, Case Manager
Pond Lehocky Stern Giordano, Legal Intake Specialist
Proskauer Rose, LLP, Project Assistant
Ricci Tyrrell Johnson & Grey, Paralegal
Ropes & Gray LLP, Paralegal
Sidley Austin LLP, Paralegal/Legal Assistant
Sidley Austin LLP, Project Assistant
Simpson Thacher & Bartlett, Court Clerk
Skadden, Arps, Slate, Meagher & Flom LLP, Legal Practice Assistant
Skadden, Arps, Slate, Meagher & Flom LLP, Litigation LPA
Sullivan & Cromwell LLP, Paralegal/Legal Assistant
2018 POST-GRADUATION INDUSTRY REPORT

Manufacturing
56 responses

When They Accepted Their Offer
36 responses

Industry Breakdown
56 responses

How They Got Their Offer
30 responses

Job Function Breakdown
54 responses

Median Starting Salary
$70,000

Manufacturing
56 responses

When They Accepted Their Offer
36 responses

Industry Breakdown
56 responses

How They Got Their Offer
30 responses

Job Function Breakdown
54 responses

Median Starting Salary
$70,000
### Salary by Industry

<table>
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<th>Industry</th>
<th>Reporting</th>
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<tr>
<td>Manufacturing</td>
<td>32</td>
<td>$70,000</td>
<td>$45,000 - $110,000</td>
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<tr>
<td>Aerospace</td>
<td>3</td>
<td>$75,000</td>
<td>$66,500 - $78,000</td>
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<tr>
<td>Automotive</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Biomedical Products/Pharmaceuticals</td>
<td>7</td>
<td>$60,000</td>
<td>$50,000 - $75,000</td>
</tr>
<tr>
<td>Chemicals/Gases</td>
<td>4</td>
<td>$69,000</td>
<td>$64,000 - $80,535</td>
</tr>
<tr>
<td>Computer Products - Hardware</td>
<td>3</td>
<td>$105,000</td>
<td>$87,000 - $110,000</td>
</tr>
<tr>
<td>Consumer Products</td>
<td>11</td>
<td>$70,000</td>
<td>$45,000 - $75,000</td>
</tr>
<tr>
<td>Electronics/Robotics</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

*Fewer than 3 reported salaries not published to maintain confidentiality.*

### First Destinations

- **ABIznbev, GMT**
- **Acreage Holdings**
- **Allevi, Inc., Customer Success**
- **Anheuser-Busch, Global Management Trainee (2)**
- **Anheuser-Busch, Sales Training Program**
- **Avisi Technologies, CEO**
- **Avisi Technologies, Co-Founder**
- **Beanstalk, Inc., Automation Engineer**
- **Boeing, Engineer**
- **Chemours, Associate Investigator**
- **DuPont, Lab Assistant**
- **Enterprise Products, Commercial Analyst, Crude Marketing**
- **Estee Lauder Companies, Inc., Administrative Assistant**
- **Estee Lauder Companies, Inc., Presidential Associate**
- **Evonik Industries, International Rotational Engineer**
- **Fitbit, Firmware Engineer**
- **GE Aviation, Manufacturing Engineer**
- **GE Healthcare, Operations Management Leadership Program - Digital Initiatives Leader**
- **General Dynamics Mission Systems, Electrical Engineer**
- **Jeffrey Levinson, PR Coordinator**
- **John Deere, Software Developer**
- **Johnson & Johnson, GOLD Associate**
- **Leif Technologies Inc., Software Engineer**
- **L’Oreal, Junior Marketing Associate**
- **LUXTECH, LLC, Technical Sales Engineer**
- **Medtronic, Engineering Intern**
- **Merck**
- **Merck, Associate Scientist**
- **Merck, Public Policy Specialist**
- **Merck & Co., Inc., Associate Specialist**
- **Mondelez International, Leadership Development Associate**
- **Mondelez International, Management Development Associate**
- **Nike, Procurement Analyst**
- **Northrop Grumman Corporation, Professional Development Program**
- **Oculus, Software Engineer (2)**
- **Pepsi Co, Marketing Analyst**
- **Raytheon Integrated Data Systems, Electrical Engineer**
- **Razer Inc., Analyst**
- **Regeneron Pharmaceuticals, Inc., Analyst**
- **Restaurant Brands International (RBI) - Burger King, Tim Hortons & Popeyes, Leadership Development Program**
- **Richemont, Strategic Projects/Assistant Manager**
- **Roivant Sciences, Rotational Analyst (2)**
- **SpaceX, Associate Engineer, Dragon 2 Life Support Systems**
- **Tesla, Analyst, Business Operations**
- **Tesla, NVH and Service Manufacturing Engineer**
- **Tessa Therapeutics Pte. Ltd., Analyst, Commercial Insights and Strategy**
- **The Dow Chemical Company, Process Engineer**
- **The Kraft Heinz Company, Management Trainee Program**
- **Unilever, Marketing Associate**
- **Universal Lighting Services Inc., Sales Representative**
- **W.L. Gore, Process Engineer**
- **Wyatt Technology, Software Engineer**
- **Xilinx, System Validation Engineer**

*Stipends less than $20,000 not reported.*
2018 POST-GRADUATION INDUSTRY REPORT

Nonprofit

56 responses

When They Accepted Their Offer

46 responses

Industry Breakdown

64 responses

How They Got Their Offer

28 responses

Job Function Breakdown

54 responses

Nonprofit / Social Services

43%

Government

21%

Management

13%

Arts and Culture

6%

Education

3%

Information Technology

3%

Law

3%

Consulting

2%

Data Analytics

2%

Engineering

2%

Marketing

2%

Scientific Research

2%

Nonprofit / Social Services

Research, 33%

Program Planning, 26%

Administration, 26%

Program Evaluation, 7%

Fund Raising/Promotion, 4%

Direct Service, 4%

Government

Peace Corps / Americorps Volunteer, 46%

Lobbying, 23%

Legislative Aide/Staff, 23%

Policy Research/Analysis, 8%

Management

Entrepreneur/Founder, 38%

Administrative Asst./Office Management, 25%

Human Resources, 13%

General Management, 13%

Operations, 13%
2018 POST-GRADUATION INDUSTRY REPORT

Nonprofit

56 responses

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nonprofit</td>
<td>29</td>
<td>$40,000</td>
<td>$20,000</td>
</tr>
<tr>
<td>Cultural Institutions/Arts and Cultural Affairs</td>
<td>3</td>
<td>$20,000</td>
<td>$20,000</td>
</tr>
<tr>
<td>Public Interest/Advocacy</td>
<td>23</td>
<td>$40,800</td>
<td>$20,000</td>
</tr>
<tr>
<td>Social Services</td>
<td>3</td>
<td>$39,520</td>
<td>$30,000</td>
</tr>
</tbody>
</table>

*Fewer than 3 reported salaries not published to maintain confidentiality.

*Stipends less than $20,000 not reported.

First Destinations

Achievement First, Full Stack Developer
AmeriCorps, Corps Member (2)
AmeriCorps, Vista (2)
AmeriCorps, VISTA Member
Center for Ethics and the Rule of Law (CERL), Research Intern
Center for New American Security, Analyst
Center for Strategic and International Studies, Global Food Security Project
Center for Strategic and International Studies, Intern
Champions Action Network, Project Manager
Chicago Furniture Bank, CoFounder
Chicago Furniture Bank, COO
City Harvest, Supply Chain Logistics Coordinator
Civil Rights Corps, Investigator
Clarify Health Solutions, Clinical Transformation Associate
Cocoa360, Development Fellow
Compete 360, Program Associate in Design Education
Cooper Hewitt, Smithsonian Design Museum, Software Developer
CTC Ten Foundation, Fellow
Curtis Institute of Music, Administrative Assistant/Receptionist
Fiver Children’s Foundation, Fellow
FoodCorps, Service Member
FoodCorps, Teacher

Good Dog Foundation, Partnerships and Data Analytics Lead
Grace and Mercy Foundation, Associate
Institute for Energy Research, Policy Associate
International WELL Building Institute, Marketing Intern
Make-A-Wish
Mathematica Policy Research, Business Systems Associate
Mathematica Policy Research, Data Programmer
Mathematica Policy Research, Research Assistant/Programmer
Mike Levin for Congress, Canvasser
Mpala Wildlife Center, Fellow
National Museum of Mongolian, Fulbright US Student Fellow
Natural Resources Defense Council, Research Fellow
Nature Conservancy, Intern
North Dakota Democratic-NPL Party, Field Organizer
OTR Living Water Church, Intern
Peggy Guggenheim Collection, Intern
Pennsylvania Democratic Party, Field Organizer
Philadelphia Bicycle Coalition, Designer
Phillips, 20th Century & Contemporary Art Intern
PIRG Campus Action, Student Organizer
Polis for Colorado, Deputy Digital Director
Princeton in Asia, PA Fellow
Pro Publica, Data Fellow, Google News Lab
Project on Middle East Democracy, Research and Communications Intern
rePurpose, Founder/CEO
Robert R. McCormick Foundation, Grantmaking Intern
Service Employees International Union, Organizer
South Los Angeles Transit Empowerment Zone, Partnership Coordinator
South Shore YMCA, Counselor-In-Training Director
StudentsCare, Program Associate
The College Board, Program Associate
The Wistar Institute, Research Assistant
The Woodrow Wilson International Center for Scholars, Staff Assistant Intern
Tom Wolf for Governor, Press Assistant
U.S. PIRG, Community Organizer
Ubuntu Pathways, Assistant to the Chief External Relations Officer
Venture for America, Associate
Women Heart: National Coalition for Women with Heart Disease, Associate
Women’s Campaign International, Assistant Program Coordinator
YWCA, HR Database Coordinator
2018 POST-GRADUATION INDUSTRY REPORT

Real Estate/Construction

26 responses

When They Accepted Their Offer
16 responses

When They Accepted Their Offer

- Aug or Earlier: 6%
- Sep: 19%
- Oct: 6%
- Nov: 19%
- Dec: 6%
- Jan: 6%
- Feb: 6%
- Mar: 6%
- Apr: 6%
- May: 6%
- Jun: 6%
- Jul: 6%
- Aug: 6%
- Sep or Later: 6%

How They Got Their Offer
11 responses

- Other Career Services Resources: 27%
- Previous Employer (through OCR): 18%
- On Campus Recruiting (OCR): 18%
- Penn Contact (Professor, Advisor, etc.): 18%
- Other: 9%
- Applied Directly: 9%
- Non-Penn Contact: 0%
- Previous Employer (Non-OCR): 0%

Median Starting Salary
$67,500

Job Function Breakdown
25 responses

Real Estate: 68%
- Real Estate Investment Analyst: 76%
- Sales: 18%
- Development: 6%

Finance: 8%
- Investment Banking Analyst: 50%
- Private Equity Analyst: 50%

Communications: 4%
Consulting: 4%
Engineering: 4%
Information Technology: 4%
Management: 4%
Other: 4%
Real Estate/Construction

26 responses

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Real Estate/Construction</td>
<td>14</td>
<td>$67,500</td>
<td>$50,000 $86,500</td>
</tr>
</tbody>
</table>

*Fewer than 3 reported salaries not published to maintain confidentiality.
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First Destinations

CBRE Group, Inc., Corporate Development Analyst
CBRE Group, Inc., Workplace Strategist
Colliers International, Sales Assistant
Copper Hill Real Estate, Realtor
Eastdil Secured
Eastdil Secured, Analyst
Eastdil Secured, Investment Sales Analyst
Empire State Realty Trust, Public Relations Assistant
Gardner/Fox Associates, Inc, Project Manager Apprentice
Greystar Real Estate Partners, Analyst
Grove Street Investment, LLC, Analyst
Harrison Street Real Estate Capital, Acquisitions Analyst
Hines - Real Estate, Analyst
HR&A Advisors, Inc., Research Analyst
Interstate Equities Corporation, Financial Analyst
iStar Inc., Investment Analyst
McMaster-Carr, Software Engineer
New York Life Real Estate Investors, Associate (Real Estate Investment)
Orca Homes, Sales Associate
P2S, Inc., Plumbing Design Engineer
PeerStreet, Loan Processing Analyst
Realterm, Private Equity Analyst
St. John Properties, Inc.
Toll Brothers, Financial Analyst
Tryperion Partners, Analyst
W. P. Carey Inc., Analyst
2018 POST-GRADUATION INDUSTRY REPORT

Retail/Wholesale
30 responses

When They Accepted Their Offer
19 responses

How They Got Their Offer
12 responses

Job Function Breakdown
30 responses

Median Starting Salary $57,000
Retail/Wholesale
30 responses

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
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<th>Range</th>
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</thead>
<tbody>
<tr>
<td>Retail/Wholesale</td>
<td>13</td>
<td>$57,000</td>
<td>$50,000</td>
</tr>
</tbody>
</table>

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First Destinations

Athleta, Rotational Management Program Trainee
Bloomingdale’s, Assistant Buyer (5)
Bloomingdale’s, Junior Merchant
Chewy, Human Resources Generalist
DICK’S Sporting Goods, Leadership Development Associate
FREEMANS, Administrative Assistant
HelloFresh, Influencer Marketing Coordinator
Hereaus Medical, Intern
Inditex, Brand Care Specialist
JBG SMITH, Financial Analyst
Jet.com, Category Specialist
Kevin Jewelers, Merchandiser
Macy’s, Buying Executive Development Program
Macy’s, Executive Development Program Trainee
Macy’s, Planner
McMaster-Carr, Management Trainee
Pastoral Artisan Cheese, Bread & Wine, Cheesemonger
PetSmart, Financial Planning Intern
Promo Power Group, Executive Marketing Director
TJX Companies, Inc., Assistant Store Manager
UNIQLO, Merchandise Planner
Urban Outfitters, Assistant Copywriter
Urban Outfitters, Data Scientist
Walmart eCommerce, Category Specialist
Wawa, Inc, Customer Services Associate
Williams-Sonoma, Inc., Assistant Buyer
2018 POST-GRADUATION INDUSTRY REPORT

Technology

225 responses

When They Accepted Their Offer

155 responses

How They Got Their Offer

128 responses

Job Function Breakdown

221 responses

Information Technology

Software Developer / Engineer, 74%
Program Manager, 13%
Technical Support Specialist, 7%
Technology Analyst, 2%
Systems Engineer / Analyst, 2%
Web Designer/Developer, 1%
Product Designer, 1%

Marketing

Buyer/Merchandising, 33%
Product/Brand Management, 27%
New Business Development, 20%
Sales/Sales Account Management, 10%
Marketing Analysis / Research, 8%
Social Media, 2%

Management

Operations, 53%
General Management, 20%
Enterpreneur/Founder, 13%
Human Resources, 7%
Administrative Asst./Office Management, 7%
2018 POST-GRADUATION INDUSTRY REPORT

Technology

225 responses

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technology</td>
<td>136</td>
<td>$89,750</td>
<td>$31,200</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$135,000</td>
<td></td>
</tr>
</tbody>
</table>

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*Stipends less than $20,000 not reported.

First Destinations

Adobe Systems, Computer Scientist
Adobe Systems, Digital Strategy Analyst (2)
Adobe Systems, Experience Designer
Adyen, Sales Development Representative
Affirm, Inc., Software Engineer
Airbnb, Software Engineer
Amazon, Business Analyst (2)
Amazon, Finance
Amazon, Hardware Engineer
Amazon, Software Development Engineer (2)
Amazon, Software Engineer
Amazon Japan, Financial Analyst
Ampush, Analyst (2)
Ampush, Growth Analyst
Ampush, Growth Marketing Analyst
Angel List, Early Stage Deal Team
Appian, Associate Product Manager
Apple, Software Engineer
Apple, Software Engineering Intern
Applecart, Data Analyst
Applied Predictive Technologies, Business Consultant (5)
Applied Predictive Technologies, Product Manager
AppNexus, Software Engineer
APT, Quality Assurance Engineer
Artsy, Strategy and communications
Axon, Leadership Development Program Associate
Bloomberg, Recruiting Coordinator
Bloomberg, Software Engineer (3)
Bluecore, Software Engineer
BounceX, Associate Web Designer
BounceX, Marketing Campaign and Product Integrity Analyst
Box, Software Engineer
CapTech, Business Analyst
Cargo Systems Inc., Associate
Cargo Systems Inc., Client Engagement Associate
CB Insights, Data Associate
Cisco, Software Engineer
Citizen, iOS Developer
CLEAR, Sports Partner Coordinator
Cloudflare, Software Engineer
Collective Health, Member Advocate
Collective Health, Operations Associate (4)
comScore, Inc., Product Manager
Crossix Solutions, Inc., Analytics Products Associate
Cryptoeconomics.study, Hacker
CyLumena, Cyber Security Associate
Dropbox, Software Engineer
Epic, Project Manager (2)
Epic, Technical Problem Solver (2)
Epic Systems, Technical Services
Epic Systems Corporation, Technical Services
Esri, Visualization Product Engineer
Expedia Group, Software Development Engineer
Facebook, Client Solutions Manager
Facebook, Data Scientist
Facebook, Financial Analyst
Facebook, Partner Manager
Facebook, Product Manager
Facebook, Rotational Product Manager
Facebook, SMB Account Manager for UK and Ireland
Facebook, Software Engineer (5)
First Derivatives, Data Scientist
Five Rings Capital, Developer
GoBuyside.com, Analyst
Google, Account Manager
Google, Associate Account Manager
Google, Associate Product Manager
Google, Associate Product Marketing Manager (7)
Google, Legal Assistant
Google, Software Engineer (11)
Google, Software Engineer - YouTube Trust & Safety
Google, Software Engineering Resident
Google, Technical Support Specialist
Impact, Business Development Representative
Instagram, Software Engineer
Intel Corporation, Drone Flight Control Intern
IPVM, Software Engineer
ITG: Investment Technology Group, QA Automation Engineer
Jet.com
Jet.com, Category Specialist (10)
JetBlack, Operations/Marketing Analyst
Kensho
Kerb Technologies, Business Development Manager
Kin Ecosystem, Partnerships Associate
Klink Technologies, Inc., CEO & Founding Partner
Konica Minolta Business Solutions, Account Executive
Kx Systems, Data Scientist
LinkedIn Corporation, Software Engineer
LinkedIn Corporation, Strategy and Analytics Business Leadership Program Analyst
Luma Health, Customer Success Associate
Lyft, Data Scientist (2)
Magellan Research Group, Research Analyst
Mastercard, Associate Analyst (4)
Medidata Solutions, Accounting Support
Microsoft, Business Development Associate
Microsoft, Program Manager (5)
Microsoft, Software Engineer (8)
NetApp, Sales Development Representative
Odessa, Communications Specialist
OnCora Medical, Machine Learning Fellow
Opendoor, Machine Learning Engineer
Opendoor, Software Engineer (2)
Optimizely, Software Engineer
Palantir Technologies, Software Engineer
Palantir Technologies Inc., Business Deployment Strategist
Palantir Technologies Inc., Forward Deployed Engineer
Palo Alto Networks, Product Manager
First Destinations (continued)

Payoneer, FP&A and Corporate Development Analyst
Phreesia, Client Service Associate
Polycom, Software Development Engineer
Qualtrics, Account Executive
Qualtrics, Product Specialist (3)
Quora, Business Marketing Associate
Quora, Software Engineer
Quorum, Software Developer
R3 CEV, Research Associate
Raytheon Company, Software Engineer
RegDesk, Inc., Marketing Analyst
Revalation LLC, Software Developer
Reveal Media, Founder
Rokfin, Software Engineer
SAP, Technology Consultant
Scholly, Marketing Manager
Sift Science, Business Development Representative
Snap, Inc., Software Engineer
SPARK Neuro, Neuroanalytics Engineer
Square, Software Engineer
Squarespace, Software Engineer
StartUp Health, Fellow
Stitch Fix, Operations Algorithm Data Scientist
Test IO, Software Quality Analyst
Tradeweb, Associate
TripAdvisor, Software Developer
Twilio, Software Engineer
Twitter, Associate Product Manager
Uber, Associate Product Manager
Uber, Software Engineer
Vantage Labs LLC, Computational Linguist
Via, Legal Operations Associate
Viagogo, Full Stack Developer
VMware, Inc., Solution Partner Route Manager
Volusion, Account Services Specialist
Walmart, eCommerce, Category Specialist (9)
Wayfair, Sales Operations Analyst
Wayfair, Undisclosed
WillowTree, Inc., Software Engineer
Woveon, CEO/Co-Founder
xSoTec, Director Of Business Development
Yelp, Account Executive
Yext, Software Engineer
ZL Technologies, Business Development Associate
ZL Technologies, Product Specialist
Zocdoc, Software Engineer
Zumper, Software Engineer
## Salaries

### Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Communications</td>
<td>32</td>
<td>$51,350</td>
<td>$27,000</td>
</tr>
<tr>
<td>Advertising/Public Relations</td>
<td>14</td>
<td>$52,500</td>
<td>$27,000</td>
</tr>
<tr>
<td>Media/Entertainment</td>
<td>17</td>
<td>$52,000</td>
<td>$29,250</td>
</tr>
<tr>
<td>Publishing/Printing</td>
<td>1</td>
<td>-</td>
<td>-</td>
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<tr>
<td>Consulting</td>
<td>200</td>
<td>$75,000</td>
<td>$35,000</td>
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<tr>
<td>Design</td>
<td>2</td>
<td>-</td>
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</tr>
<tr>
<td>Education</td>
<td>51</td>
<td>$40,000</td>
<td>$20,000</td>
</tr>
<tr>
<td>Elementary/Secondary Education</td>
<td>23</td>
<td>$42,000</td>
<td>$28,000</td>
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<tr>
<td>Higher Education</td>
<td>25</td>
<td>$37,000</td>
<td>$20,000</td>
</tr>
<tr>
<td>Research Labs/Centers - Higher Education</td>
<td>3</td>
<td>$34,000</td>
<td>$32,000</td>
</tr>
<tr>
<td>Energy/Natural Resources/Utilities</td>
<td>5</td>
<td>$60,000</td>
<td>$45,000</td>
</tr>
<tr>
<td>Financial Services</td>
<td>289</td>
<td>$85,000</td>
<td>$44,000</td>
</tr>
<tr>
<td>Diversified Financial Services (including commercial/retail banking)</td>
<td>20</td>
<td>$85,000</td>
<td>$59,999</td>
</tr>
<tr>
<td>Hedge Fund</td>
<td>12</td>
<td>$100,000</td>
<td>$75,000</td>
</tr>
<tr>
<td>Investment Banking / Brokerage</td>
<td>175</td>
<td>$85,000</td>
<td>$55,000</td>
</tr>
<tr>
<td>Investment Management/Counsel</td>
<td>49</td>
<td>$80,000</td>
<td>$44,000</td>
</tr>
<tr>
<td>Private Equity</td>
<td>23</td>
<td>$80,000</td>
<td>$70,000</td>
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<tr>
<td>Venture Capital</td>
<td>10</td>
<td>$77,500</td>
<td>$60,000</td>
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<tr>
<td>Government</td>
<td>13</td>
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<td>Federal Government</td>
<td>8</td>
<td>$45,688</td>
<td>$20,000</td>
</tr>
<tr>
<td>State Government</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>U.S. National Laboratories</td>
<td>3</td>
<td>$31,000</td>
<td>$30,000</td>
</tr>
<tr>
<td>Healthcare</td>
<td>32</td>
<td>$44,340</td>
<td>$24,000</td>
</tr>
<tr>
<td>Community/Public Health Center</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>For-Profit/Private Health Care Provider</td>
<td>4</td>
<td>$60,000</td>
<td>$24,000</td>
</tr>
<tr>
<td>Hospital</td>
<td>27</td>
<td>$43,680</td>
<td>$30,000</td>
</tr>
<tr>
<td>Hospitality / Leisure / Sports</td>
<td>6</td>
<td>$50,000</td>
<td>$35,000</td>
</tr>
<tr>
<td>Insurance</td>
<td>6</td>
<td>$63,000</td>
<td>$55,000</td>
</tr>
<tr>
<td>Legal Services</td>
<td>24</td>
<td>$44,000</td>
<td>$32,000</td>
</tr>
</tbody>
</table>

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*Stipends less than $20,000 not reported.
## Salaries

### Salary by Industry (continued)

<table>
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<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manufacturing</td>
<td>32</td>
<td>$70,000</td>
<td>$45,000</td>
</tr>
<tr>
<td>Aerospace</td>
<td>3</td>
<td>$75,000</td>
<td>$66,500</td>
</tr>
<tr>
<td>Automotive</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
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<td>7</td>
<td>$60,000</td>
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<td>-</td>
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<tr>
<td>Other</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Nonprofit</strong></td>
<td>29</td>
<td>$40,000</td>
<td>$20,000</td>
</tr>
<tr>
<td>Cultural Institutions/Arts and Cultural Affairs</td>
<td>3</td>
<td>$20,000</td>
<td>$20,000</td>
</tr>
<tr>
<td>Public Interest/Advocacy</td>
<td>23</td>
<td>$40,800</td>
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<tr>
<td>Social Services</td>
<td>3</td>
<td>$39,520</td>
<td>$30,000</td>
</tr>
<tr>
<td>Other</td>
<td>3</td>
<td>$57,000</td>
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*Stipends less than $20,000 not reported.
## 2018 POST-GRADUATION INDUSTRY REPORT

### Salaries

#### Salary by Job Function

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*Stipends less than $20,000 not reported.

Continued on Next Page
## Salaries

### Salary by Job Function (continued)

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<tr>
<th>Job Function</th>
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</table>

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### 2018 POST-GRADUATION INDUSTRY REPORT

**Salaries**

**Salary by Job Function (continued)**

<table>
<thead>
<tr>
<th>Job Function</th>
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