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

<table>
<thead>
<tr>
<th>Month</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aug or Earlier</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>Sep</td>
<td>5%</td>
<td>2%</td>
</tr>
<tr>
<td>Oct</td>
<td>2%</td>
<td>7%</td>
</tr>
<tr>
<td>Nov</td>
<td>2%</td>
<td>7%</td>
</tr>
<tr>
<td>Dec</td>
<td>7%</td>
<td>11%</td>
</tr>
<tr>
<td>Jan</td>
<td>2%</td>
<td>15%</td>
</tr>
<tr>
<td>Feb</td>
<td>11%</td>
<td>9%</td>
</tr>
<tr>
<td>Mar</td>
<td>5%</td>
<td>11%</td>
</tr>
<tr>
<td>Apr</td>
<td>2%</td>
<td>5%</td>
</tr>
<tr>
<td>May</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>Jun</td>
<td>7%</td>
<td>7%</td>
</tr>
<tr>
<td>Jul</td>
<td>15%</td>
<td>9%</td>
</tr>
<tr>
<td>Aug</td>
<td>11%</td>
<td>11%</td>
</tr>
<tr>
<td>Sep or Later</td>
<td>5%</td>
<td>5%</td>
</tr>
</tbody>
</table>

Industry Breakdown

84 responses

- Advertising/Public Relations: 36%
- Media/Entertainment: 61%
- Publishing/Printing: 4%

How They Got Their Offer

38 responses

- Applied Directly: 21%
- Penn Contact (Professor, Advisor, etc.): 21%
- Previous Employer (through OCR): 13%
- On Campus Recruiting (through OCR): 13%
- Other Career Services Resources: 11%
- Non-Penn Contact: 11%
- Previous Employer (Non-OCR): 8%
- Other: 3%

Job Function Breakdown

82 responses

<table>
<thead>
<tr>
<th>Category</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communications</td>
<td>40%</td>
</tr>
<tr>
<td>Marketing</td>
<td>23%</td>
</tr>
<tr>
<td>Management</td>
<td>15%</td>
</tr>
<tr>
<td>Other</td>
<td>9%</td>
</tr>
<tr>
<td>Arts and Culture</td>
<td>4%</td>
</tr>
<tr>
<td>Data Analytics</td>
<td>4%</td>
</tr>
<tr>
<td>Finance</td>
<td>4%</td>
</tr>
<tr>
<td>Consulting</td>
<td>1%</td>
</tr>
<tr>
<td>Information Technology</td>
<td>1%</td>
</tr>
</tbody>
</table>

Communications

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

Marketing

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

Management

- Administrative Asst./Office Management: 58%
- Operations: 33%
- General Management: 8%
Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<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>
</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/Comps 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
**MiIK,** 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,** Designer
**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

Median Starting Salary

$75,000

Job Function Breakdown

282 responses

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%
Enterprise/Founder, 8%
Administrative Asst./Office Management, 8%
Consulting

286 responses

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>200</td>
<td>$75,000</td>
<td>$35,000</td>
</tr>
</tbody>
</table>

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

*Stipends less than $20,000 not reported.

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, 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
Avasent, 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)
CounselPoint 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
Esprit Parthenon, Analyst
Esprit Parthenon, Associate (2)
Esprit Parthenon, Business Advisory Program Consultant
Esprit Parthenon, Management Consultant
Esprit Parthenon, Staff (3)
Esprit 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)

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

*Stipends less than $20,000 not reported.
Consulting

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
**Treliant Risk Advisors**, Analyst
**Trinity Partners**, Associate Consultant (2)
**Vitruvia 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
**Education**

102 responses

**When They Accepted Their Offer**

60 responses

*Graph showing distribution of when they accepted their offer, with the majority accepting offers in August/September.*

**Industry Breakdown**

102 responses

*Chart showing distribution of industry breakdown, with Higher Education being the largest segment.*

**How They Got Their Offer**

53 responses

*Table showing how they got their offer, with Applied Directly being the most common method.*

**Job Function Breakdown**

101 responses

*Chart showing job function breakdown, with Education being the largest category.*

**Median Starting Salary**

$40,000

**Data Analytics**

2%
## Education

102 responses

### Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>51</td>
<td>$40,000</td>
<td>$20,000  $75,000</td>
</tr>
<tr>
<td>Elementary/Secondary Education</td>
<td>23</td>
<td>$42,000</td>
<td>$28,000  $60,000</td>
</tr>
<tr>
<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>

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

### 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
- **Laochi Lixuez**, 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
- **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

42% Aug or Earlier
20% Sep
16% Oct
5% Nov
3% Dec
2% Jan
3% Feb
3% Mar
3% Apr
1% May
1% Jun
1% Jul
1% Aug
1% Sep or Later

Industry Breakdown

102 responses

57% Investment Banking / Brokerage
18% Investment Management / Counsel
9% Diversified Financial Services
8% Private Equity
4% Venture Capital

How They Got Their Offer

273 responses

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

Job Function Breakdown

399 responses

86% Finance
6% Information Technology
2% Data Analytics
2% Management
2% Marketing
1% Real Estate
1% Consulting
0% Engineering
0% Insurance
0% Law
0% Other

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>
</thead>
<tbody>
<tr>
<td>Financial Services</td>
<td>289</td>
<td>$85,000</td>
<td>$44,000</td>
</tr>
<tr>
<td>Diversified Financial Services</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>
</tr>
<tr>
<td>Venture Capital</td>
<td>10</td>
<td>$77,500</td>
<td>$60,000</td>
</tr>
</tbody>
</table>

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

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

First Destinations

Accel, Investor - Associate
Akuna Capital, Junior Trader
Alefian 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 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, Marketo Analyst
Barneys Fund Management, Software Engineer
Bellwether 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
Brahan 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
2018 POST-GRADUATION INDUSTRY REPORT

Financial Services

400 responses

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 Coordinator
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 & 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

Goldman Sachs, Software Engineer
Goldman Sachs, TMT Investment Banking Analyst
Graham Partners, Analyst
Greenhill, Analyst
Greenhill, Investment Banking Analyst (2)
GTIP Partners LP, Financial Analyst
Guggenheim Partners, Analyst
Guggenheim Partners, Analyst, Macroeconomics and Industry Research
Guggenheim Partners, Investment Banking Analyst
Guggenheim Securities LLC, Analyst (2)
Guggenheim Securities LLC, Investment Banking Analyst
H/2 Capital Partners, Analyst
H/2 Capital Partners, Investment Analyst
Hamilton Lane, Product Analyst
Houlihan Lokey, Financial Analyst
Houlihan Lokey, Financial Restructuring Analyst (2)
HQ Capital, Investment Banking Analyst (2)
HSBC, Financial Analyst
Infrastructure Capital Advisors, Analyst
ING Financial Services, LLC., Analyst
Insight Venture Partners, Analyst (3)
Insight Venture Partners, Investment Analyst (3)
Insight Venture Partners, Onsite Analyst
Insikt, Inc., Analyst
Institutional Shareholder Services, Junior Data Analyst
Intercontinental Exchange, Issuer Regulations Analyst
J.P. Morgan, Sales and Trading Analyst
Janus Henderson Investors, Equity Research Analyst
JPMorgan Chase & Co., Analyst (7)
JPMorgan Chase & Co., Associate
JPMorgan Chase & Co., Business Technology Analyst
JPMorgan Chase & Co., Corporate Analyst
JPMorgan Chase & Co., Financial Analyst (2)
JPMorgan Chase & Co., Fixed Income Analyst
JPMorgan Chase & Co., Fixed Income Capital Markets Analyst
JPMorgan Chase & Co., Investment Banking Analyst (4)
JPMorgan Chase & Co., Investment Banking Analyst -CMBS

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

400 responses

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
RBC Capital Markets, Investment Banking Analyst (3)
Red and Blue Ventures, Analyst
Robinsonhood, 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
Silver Point Capital, Investment 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 Advisors, 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)
Government
32 responses

When They Accepted Their Offer
16 responses

Industry Breakdown
32 responses

How They Got Their Offer
14 responses

Job Function Breakdown
31 responses
## Salary by Industry

<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 $68,000</td>
</tr>
<tr>
<td>Federal Government</td>
<td>8</td>
<td>$45,688</td>
<td>$20,000 $60,000</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 $31,200</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

When They Accepted Their Offer

<table>
<thead>
<tr>
<th>Month</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aug or Earlier</td>
<td>3%</td>
</tr>
<tr>
<td>Sep</td>
<td>1%</td>
</tr>
<tr>
<td>Oct</td>
<td>1%</td>
</tr>
<tr>
<td>Nov</td>
<td>9%</td>
</tr>
<tr>
<td>Dec</td>
<td>14%</td>
</tr>
<tr>
<td>Jan</td>
<td>12%</td>
</tr>
<tr>
<td>Feb</td>
<td>16%</td>
</tr>
<tr>
<td>Mar</td>
<td>14%</td>
</tr>
<tr>
<td>Apr</td>
<td>9%</td>
</tr>
<tr>
<td>May</td>
<td>7%</td>
</tr>
<tr>
<td>Jun</td>
<td>9%</td>
</tr>
<tr>
<td>Jul</td>
<td>4%</td>
</tr>
</tbody>
</table>

Industry Breakdown

32 responses

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hospital</td>
<td>89%</td>
</tr>
<tr>
<td>For-Profit/Private Health Care Provider</td>
<td>7%</td>
</tr>
<tr>
<td>Community/Public Health Center</td>
<td>3%</td>
</tr>
<tr>
<td>Health Maintenance Organization</td>
<td>1%</td>
</tr>
</tbody>
</table>

How They Got Their Offer

56 responses

<table>
<thead>
<tr>
<th>Source</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applied Directly</td>
<td>45%</td>
</tr>
<tr>
<td>Penn Contact (Professor, Advisor, etc.)</td>
<td>20%</td>
</tr>
<tr>
<td>Previous Employer (Non-OCR)</td>
<td>11%</td>
</tr>
<tr>
<td>Non-Penn Contact</td>
<td>7%</td>
</tr>
<tr>
<td>Previous Employer (through OCR)</td>
<td>5%</td>
</tr>
<tr>
<td>Other</td>
<td>2%</td>
</tr>
<tr>
<td>On Campus Recruiting (OCR)</td>
<td>0%</td>
</tr>
</tbody>
</table>

Job Function Breakdown

121 responses

<table>
<thead>
<tr>
<th>Job Function</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nursing</td>
<td>57%</td>
</tr>
<tr>
<td>Healthcare</td>
<td>31%</td>
</tr>
<tr>
<td>Scientific Research</td>
<td>6%</td>
</tr>
<tr>
<td>Communications</td>
<td>1%</td>
</tr>
<tr>
<td>Consulting</td>
<td>1%</td>
</tr>
<tr>
<td>Engineering</td>
<td>1%</td>
</tr>
<tr>
<td>Finance</td>
<td>1%</td>
</tr>
<tr>
<td>Management</td>
<td>1%</td>
</tr>
<tr>
<td>Marketing</td>
<td>1%</td>
</tr>
<tr>
<td>Nonprofit / Social Services</td>
<td>1%</td>
</tr>
</tbody>
</table>

Nursing

Staff Nurse, 100%

Healthcare

Clinical Research, 58%
Other Clinical - Non-Nursing, 21%
Hospital/HMO Administration, 11%
Public Health Administration, 11%
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)
Hospital Altiplán, 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

When They Accepted Their Offer

How They Got Their Offer

Job Function Breakdown

Median Starting Salary

$44,000
### Legal Services

#### 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 - $70,000</td>
</tr>
</tbody>
</table>

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

*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

How They Got Their Offer

30 responses

Industry Breakdown

56 responses

Job Function Breakdown

54 responses

Median Starting Salary

$70,000

Engineering

35%

Management

22%

Marketing

17%

Information Technology

11%

Consulting

4%

Data Analytics

4%

Communications

2%

Finance

2%

Government

2%

Scientific Research

2%

Research & Development, 47%

Systems, 16%

Quality Assurance, 16%

Manufacturing/Production, 16%

Project Management, 5%

General Management, 75%

Operations, 8%

Entrepreneur/Founder, 8%

Administrative Asst./Office Management, 8%

Product/Brand Management, 44%

Sales/Sales Account Management, 22%

Marketing Analysis / Research, 22%

New Business Development, 11%
2018 POST-GRADUATION INDUSTRY REPORT

Manufacturing
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>Manufacturing</td>
<td>32</td>
<td>$70,000</td>
<td>$45,000 - $110,000</td>
</tr>
<tr>
<td>Aerospace</td>
<td>3</td>
<td>$75,000</td>
<td>$66,500 - $78,000</td>
</tr>
<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.
*Stipends less than $20,000 not reported.

First Destinations

ABInbev, 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
2018 POST-GRADUATION INDUSTRY REPORT

Nonprofit
56 responses

When They Accepted Their Offer
46 responses

<table>
<thead>
<tr>
<th>Month</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aug or Earlier</td>
<td>4%</td>
</tr>
<tr>
<td>Sep</td>
<td>4%</td>
</tr>
<tr>
<td>Oct</td>
<td>4%</td>
</tr>
<tr>
<td>Nov</td>
<td>4%</td>
</tr>
<tr>
<td>Dec</td>
<td>9%</td>
</tr>
<tr>
<td>Jan</td>
<td>9%</td>
</tr>
<tr>
<td>Feb</td>
<td>9%</td>
</tr>
<tr>
<td>Mar</td>
<td>17%</td>
</tr>
<tr>
<td>Apr</td>
<td>15%</td>
</tr>
<tr>
<td>May</td>
<td>9%</td>
</tr>
<tr>
<td>Jun</td>
<td>9%</td>
</tr>
<tr>
<td>Jul</td>
<td>17%</td>
</tr>
<tr>
<td>Aug</td>
<td>11%</td>
</tr>
<tr>
<td>Sep or Later</td>
<td>4%</td>
</tr>
</tbody>
</table>

Industry Breakdown
64 responses

- Public Interest/Advocacy: 81%
- Social Services: 11%
- Cultural Institutions/Arts and Cultural Affairs: 8%

How They Got Their Offer
28 responses

- Applied Directly: 36%
- Penn Contact (Professor, Advisor, etc.): 29%
- Previous Employer (Non-OCR): 14%
- Other Career Services Resources: 11%
- Non-Penn Contact: 4%
- Previous Employer (through OCR): 4%
- Other: 4%
- On Campus Recruiting (OCR): 0%

Job Function Breakdown
54 responses

<table>
<thead>
<tr>
<th>Function</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nonprofit / Social Services</td>
<td>43%</td>
</tr>
<tr>
<td>Government</td>
<td>21%</td>
</tr>
<tr>
<td>Management</td>
<td>13%</td>
</tr>
<tr>
<td>Arts and Culture</td>
<td>6%</td>
</tr>
<tr>
<td>Education</td>
<td>3%</td>
</tr>
<tr>
<td>Information Technology</td>
<td>3%</td>
</tr>
<tr>
<td>Law</td>
<td>3%</td>
</tr>
<tr>
<td>Consulting</td>
<td>2%</td>
</tr>
<tr>
<td>Data Analytics</td>
<td>2%</td>
</tr>
<tr>
<td>Engineering</td>
<td>2%</td>
</tr>
<tr>
<td>Marketing</td>
<td>2%</td>
</tr>
<tr>
<td>Scientific Research</td>
<td>2%</td>
</tr>
</tbody>
</table>

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%
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>$60,000</td>
</tr>
<tr>
<td>Social Services</td>
<td>3</td>
<td>$39,520</td>
<td>$75,000</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**, Intern
**Champions Action Network**, Project Manager
**Chicago Furniture Bank**, CoFounder
**Chicago Furniture Bank**, CEO
**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
**Mpal 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
**O'TR 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**, PiA 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

How They Got Their Offer

11 responses

Median Starting Salary

$67,500

Job Function Breakdown

25 responses

Real Estate

Finance

Communications

Consulting

Engineering

Information Technology

Management

Other

68%

8%

4%

4%

4%

4%

4%

4%

68%
## 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.

*Stipends less than $20,000 not reported.

## 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

When They Accepted Their Offer

- Aug or Earlier: 11%
- Sep: 16%
- Oct: 21%
- Nov: 16%
- Dec: 16%
- Jan: 5%
- Feb: 11%
- Mar: 16%
- Apr: 5%
- May: 16%
- Jun: 16%
- Jul: 16%
- Aug: 5%
- Sep or Later: 11%

How They Got Their Offer

- On Campus Recruiting (OCR): 25%
- Previous Employer (through OCR): 25%
- Applied Directly: 17%
- Other Career Services Resources: 8%
- Penn Contact (Professor, Advisor, etc.): 8%
- Previous Employer (Non-OCR): 8%
- Non-Penn Contact: 8%
- Other: 0%

Job Function Breakdown

- Marketing: 23%
- Management: 23%
- Data Analytics: 8%
- Real Estate: 8%
- Communications: 8%
- Consulting: 8%
- Engineering: 8%
- Finance: 8%
- Other: 8%

Marketing

- Buyer/Merchandising: 79%
- Product/Brand Management: 14%
- Social Media: 7%

Management

- General Management: 71%
- Administrative Asst./Office Management: 14%
- Human Resources: 14%
Retail/Wholesale

30 responses

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retail/Wholesale</td>
<td>13</td>
<td>$57,000</td>
<td>$50,000</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$87,000</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

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
### Technology

#### Job Function Breakdown

- **Information Technology**: 45%
  - 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**: 27%
  - Buyer/Merchandising: 33%
  - Product/Brand Management: 27%
  - New Business Development: 20%
  - Sales/Sales Account Management: 10%
  - Marketing Analysis/Research: 8%
  - Social Media: 2%

- **Management**: 7%
  - Operations: 53%
  - General Management: 20%
  - Entrepreneur/Founder: 13%
  - Human Resources: 7%
  - Administrative Asst./Office Management: 7%

- **Other**: 1%

#### When They Accepted Their Offer

- 2017: 8%
- Sep: 4%
- Oct: 17%
- Nov: 17%
- Dec: 13%
- Jan: 6%
- Feb: 8%
- Mar: 5%
- Apr: 6%
- May: 6%
- Jun: 5%
- Jul: 2%
- Aug: 1%
- Sep or Later: 1%

#### How They Got Their Offer

- 2018: 25%
- Applied Directly: 24%
- Previous Employer (through OCR): 11%
- On Campus Recruiting (OCR): 11%
- Penn Contact (Professor, Advisor, etc.): 10%
- Other Career Services Resources: 9%
- Non-Penn Contact: 6%
- Other: 4%

#### Median Starting Salary

$89,750
## 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>
</tbody>
</table>

*Fewer than 3 reported salaries not published to maintain confidentiality.
*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**, Customer Success Manager
- **AppNexus**, Software Engineer
- **Art.sy**, 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**, Category Specialist (10)
- **JetBlack**, Operations/Marketing Analyst
- **Kensho**, Business Development Manager
- **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
2018 POST-GRADUATION INDUSTRY REPORT

Technology

225 responses

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
- Revature 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
# 2018 POST-GRADUATION INDUSTRY REPORT

## 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 - $73,000</td>
</tr>
<tr>
<td>Advertising/Public Relations</td>
<td>14</td>
<td>$52,500</td>
<td>$27,000 - $65,000</td>
</tr>
<tr>
<td>Media/Entertainment</td>
<td>17</td>
<td>$52,000</td>
<td>$29,250 - $73,000</td>
</tr>
<tr>
<td>Publishing/Printing</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Consulting</td>
<td>200</td>
<td>$75,000</td>
<td>$35,000 - $100,000</td>
</tr>
<tr>
<td>Design</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Education</td>
<td>51</td>
<td>$40,000</td>
<td>$20,000 - $75,000</td>
</tr>
<tr>
<td>Elementary/Secondary Education</td>
<td>23</td>
<td>$42,000</td>
<td>$28,000 - $60,000</td>
</tr>
<tr>
<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>
<tr>
<td>Energy/Natural Resources/Utilities</td>
<td>5</td>
<td>$60,000</td>
<td>$45,000 - $72,500</td>
</tr>
<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>
</tr>
<tr>
<td>Investment Management/Counsel</td>
<td>49</td>
<td>$80,000</td>
<td>$44,000 - $135,000</td>
</tr>
<tr>
<td>Private Equity</td>
<td>23</td>
<td>$80,000</td>
<td>$70,000 - $90,000</td>
</tr>
<tr>
<td>Venture Capital</td>
<td>10</td>
<td>$77,500</td>
<td>$60,000 - $100,000</td>
</tr>
<tr>
<td>Government</td>
<td>13</td>
<td>$44,376</td>
<td>$20,000 - $68,000</td>
</tr>
<tr>
<td>Federal Government</td>
<td>8</td>
<td>$45,688</td>
<td>$20,000 - $68,000</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 - $31,200</td>
</tr>
<tr>
<td>Healthcare</td>
<td>32</td>
<td>$44,340</td>
<td>$24,000 - $99,450</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 - $65,000</td>
</tr>
<tr>
<td>Hospital</td>
<td>27</td>
<td>$43,680</td>
<td>$30,000 - $99,450</td>
</tr>
<tr>
<td>Hospitality / Leisure / Sports</td>
<td>6</td>
<td>$50,000</td>
<td>$35,000 - $70,000</td>
</tr>
<tr>
<td>Insurance</td>
<td>6</td>
<td>$63,000</td>
<td>$55,000 - $75,000</td>
</tr>
<tr>
<td>Legal Services</td>
<td>24</td>
<td>$44,000</td>
<td>$32,000 - $70,000</td>
</tr>
</tbody>
</table>

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

*Stipends less than $20,000 not reported.

Continued on Next Page
## 2018 POST-GRADUATION INDUSTRY REPORT

### Salaries

**Salary by Industry (continued)**

<table>
<thead>
<tr>
<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>
<td>Biomedical Products/Pharmaceuticals</td>
<td>7</td>
<td>$60,000</td>
<td>$50,000</td>
</tr>
<tr>
<td>Chemicals/Gases</td>
<td>4</td>
<td>$69,000</td>
<td>$64,000</td>
</tr>
<tr>
<td>Computer Products - Hardware</td>
<td>3</td>
<td>$105,000</td>
<td>$87,000</td>
</tr>
<tr>
<td>Consumer Products</td>
<td>11</td>
<td>$70,000</td>
<td>$45,000</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>
<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>
<td>$20,000</td>
</tr>
<tr>
<td>Social Services</td>
<td>3</td>
<td>$39,520</td>
<td>$30,000</td>
</tr>
<tr>
<td><strong>Other</strong></td>
<td>3</td>
<td>$57,000</td>
<td>$50,000</td>
</tr>
<tr>
<td>Real Estate/Construction</td>
<td>14</td>
<td>$67,500</td>
<td>$50,000</td>
</tr>
<tr>
<td>Retail/Wholesale</td>
<td>13</td>
<td>$57,000</td>
<td>$50,000</td>
</tr>
<tr>
<td>Technology</td>
<td>136</td>
<td>$89,750</td>
<td>$31,200</td>
</tr>
<tr>
<td>Telecommunications</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Transportation</td>
<td>4</td>
<td>$62,000</td>
<td>$38,000</td>
</tr>
</tbody>
</table>

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

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

## Salary by Job Function

<table>
<thead>
<tr>
<th>Function</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Architecture</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Arts and Culture</td>
<td>4</td>
<td>$52,500</td>
<td>$20,000</td>
</tr>
<tr>
<td>Graphics/Design</td>
<td>3</td>
<td>$60,000</td>
<td>$45,000</td>
</tr>
<tr>
<td>Museum/Art Gallery/Curatorial</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Communications</td>
<td>19</td>
<td>$50,000</td>
<td>$27,000</td>
</tr>
<tr>
<td>Advertising/Account Management/Media Planning</td>
<td>8</td>
<td>$48,500</td>
<td>$27,000</td>
</tr>
<tr>
<td>Editing</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Journalism/Other Writing</td>
<td>3</td>
<td>$48,000</td>
<td>$29,250</td>
</tr>
<tr>
<td>Production</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Public Relations</td>
<td>4</td>
<td>$56,000</td>
<td>$50,000</td>
</tr>
<tr>
<td>Technical Writing (Scientific)</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Consulting</td>
<td>198</td>
<td>$75,000</td>
<td>$35,000</td>
</tr>
<tr>
<td>Management/Strategy</td>
<td>171</td>
<td>$75,000</td>
<td>$35,000</td>
</tr>
<tr>
<td>Research</td>
<td>6</td>
<td>$60,000</td>
<td>$42,000</td>
</tr>
<tr>
<td>Technical/Information Systems</td>
<td>21</td>
<td>$73,000</td>
<td>$40,000</td>
</tr>
<tr>
<td>Data Analytics</td>
<td>31</td>
<td>$69,000</td>
<td>$31,200</td>
</tr>
<tr>
<td>Data Analyst</td>
<td>31</td>
<td>$69,000</td>
<td>$31,200</td>
</tr>
<tr>
<td>Economics</td>
<td>3</td>
<td>$60,000</td>
<td>$52,000</td>
</tr>
<tr>
<td>Economic Research/Econometrics</td>
<td>3</td>
<td>$60,000</td>
<td>$52,000</td>
</tr>
<tr>
<td>Education</td>
<td>39</td>
<td>$40,000</td>
<td>$20,000</td>
</tr>
<tr>
<td>Administration</td>
<td>4</td>
<td>$38,250</td>
<td>$35,000</td>
</tr>
<tr>
<td>Research</td>
<td>8</td>
<td>$38,500</td>
<td>$31,000</td>
</tr>
<tr>
<td>Teaching</td>
<td>26</td>
<td>$40,000</td>
<td>$20,000</td>
</tr>
<tr>
<td>Testing/Evaluation</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Energy/Environment</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Exploration and Production</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Research</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Engineering</td>
<td>18</td>
<td>$76,500</td>
<td>$55,000</td>
</tr>
<tr>
<td>Design</td>
<td>3</td>
<td>$88,000</td>
<td>$65,000</td>
</tr>
<tr>
<td>Manufacturing/Production</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Project Management</td>
<td>3</td>
<td>$80,000</td>
<td>$66,500</td>
</tr>
<tr>
<td>Quality Assurance</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Research &amp; Development</td>
<td>3</td>
<td>$75,000</td>
<td>$55,000</td>
</tr>
<tr>
<td>Systems</td>
<td>5</td>
<td>$75,000</td>
<td>$60,000</td>
</tr>
<tr>
<td>Testing</td>
<td>3</td>
<td>$75,000</td>
<td>$55,000</td>
</tr>
</tbody>
</table>

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

*Stipends less than $20,000 not reported.

Continued on Next Page
## Salaries

### Salary by Job Function (continued)

<table>
<thead>
<tr>
<th>Job Function</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Finance</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Commercial Banking/Lending</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Financial Planning &amp; Analysis (non-banking)</td>
<td>15</td>
<td>$65,000</td>
<td>$44,000</td>
</tr>
<tr>
<td>Investment Banking Analyst</td>
<td>143</td>
<td>$85,000</td>
<td>$55,000</td>
</tr>
<tr>
<td>Investment Management/Counsel</td>
<td>23</td>
<td>$75,000</td>
<td>$45,000</td>
</tr>
<tr>
<td>Private Equity Analyst</td>
<td>27</td>
<td>$85,000</td>
<td>$55,000</td>
</tr>
<tr>
<td>Risk Management</td>
<td>8</td>
<td>$76,500</td>
<td>$63,000</td>
</tr>
<tr>
<td>Sales</td>
<td>8</td>
<td>$85,000</td>
<td>$65,000</td>
</tr>
<tr>
<td>Securities Research Analyst</td>
<td>10</td>
<td>$100,000</td>
<td>$85,000</td>
</tr>
<tr>
<td>Trading</td>
<td>10</td>
<td>$92,500</td>
<td>$70,000</td>
</tr>
<tr>
<td>Venture Capital Analyst</td>
<td>8</td>
<td>$82,500</td>
<td>$60,000</td>
</tr>
<tr>
<td><strong>Government</strong></td>
<td>8</td>
<td>$38,400</td>
<td>$20,000</td>
</tr>
<tr>
<td>Legislative Aide/Staff</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Lobbying</td>
<td>3</td>
<td>$36,000</td>
<td>$33,600</td>
</tr>
<tr>
<td>Peace Corps/AmeriCorps Volunteer</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Public Management</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Healthcare</strong></td>
<td>23</td>
<td>$37,500</td>
<td>$20,000</td>
</tr>
<tr>
<td>Clinical Research</td>
<td>18</td>
<td>$39,500</td>
<td>$20,000</td>
</tr>
<tr>
<td>Hospital/HMO Administration</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Other Clinical - Non-Nursing</td>
<td>3</td>
<td>$30,000</td>
<td>$24,000</td>
</tr>
<tr>
<td>Public Health Administration</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Information Technology</strong></td>
<td>95</td>
<td>$108,000</td>
<td>$32,240</td>
</tr>
<tr>
<td>Product Designer</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Program Manager</td>
<td>11</td>
<td>$108,000</td>
<td>$65,000</td>
</tr>
<tr>
<td>Software Developer/Engineer</td>
<td>63</td>
<td>$110,000</td>
<td>$47,000</td>
</tr>
<tr>
<td>Systems Engineer/Analyst</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Technical Director</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Technical Support Specialist</td>
<td>6</td>
<td>$65,500</td>
<td>$32,240</td>
</tr>
<tr>
<td>Technology Analyst</td>
<td>9</td>
<td>$85,000</td>
<td>$65,000</td>
</tr>
<tr>
<td>Web Designer/Developer</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Insurance</strong></td>
<td>5</td>
<td>$70,000</td>
<td>$63,000</td>
</tr>
<tr>
<td>Actuarial</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Risk</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Sales</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Law</strong></td>
<td>25</td>
<td>$45,000</td>
<td>$32,000</td>
</tr>
<tr>
<td>Paralegal</td>
<td>25</td>
<td>$45,000</td>
<td>$32,000</td>
</tr>
</tbody>
</table>

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

*Stipends less than $20,000 not reported.

Continued on Next Page
# 2018 POST-GRADUATION INDUSTRY REPORT

## Salaries

**Salary by Job Function (continued)**

<table>
<thead>
<tr>
<th>Job Function</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management</td>
<td>36</td>
<td>$57,500</td>
<td>$20,000</td>
</tr>
<tr>
<td>Administrative Asst./Office Management</td>
<td>5</td>
<td>$40,000</td>
<td>$20,000</td>
</tr>
<tr>
<td>Entrepreneur/Founder</td>
<td>4</td>
<td>$50,000</td>
<td>$50,000</td>
</tr>
<tr>
<td>General Management</td>
<td>15</td>
<td>$70,000</td>
<td>$45,000</td>
</tr>
<tr>
<td>Human Resources</td>
<td>4</td>
<td>$62,500</td>
<td>$39,520</td>
</tr>
<tr>
<td>Operations</td>
<td>8</td>
<td>$56,250</td>
<td>$30,000</td>
</tr>
<tr>
<td>Marketing</td>
<td>71</td>
<td>$60,000</td>
<td>$35,000</td>
</tr>
<tr>
<td>Buyer/Merchandising</td>
<td>16</td>
<td>$60,000</td>
<td>$57,000</td>
</tr>
<tr>
<td>Marketing Analysis/Research</td>
<td>16</td>
<td>$62,500</td>
<td>$35,000</td>
</tr>
<tr>
<td>New Business Development</td>
<td>10</td>
<td>$71,250</td>
<td>$36,000</td>
</tr>
<tr>
<td>Product/Brand Management</td>
<td>18</td>
<td>$70,000</td>
<td>$40,000</td>
</tr>
<tr>
<td>Sales/Sales Account Management</td>
<td>9</td>
<td>$60,000</td>
<td>$42,000</td>
</tr>
<tr>
<td>Social Media</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Nonprofit/Social Services</td>
<td>8</td>
<td>$38,500</td>
<td>$20,000</td>
</tr>
<tr>
<td>Administration</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Direct Service</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Program Evaluation</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Program Planning</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Research</td>
<td>3</td>
<td>$24,000</td>
<td>$20,000</td>
</tr>
<tr>
<td>Nursing</td>
<td>9</td>
<td>$65,000</td>
<td>$43,000</td>
</tr>
<tr>
<td>Staff Nurse</td>
<td>9</td>
<td>$65,000</td>
<td>$43,000</td>
</tr>
<tr>
<td>Other</td>
<td>4</td>
<td>$62,750</td>
<td>$46,000</td>
</tr>
<tr>
<td>Other</td>
<td>4</td>
<td>$62,750</td>
<td>$46,000</td>
</tr>
<tr>
<td>Real Estate</td>
<td>14</td>
<td>$72,500</td>
<td>$50,000</td>
</tr>
<tr>
<td>Real Estate Investment Analyst</td>
<td>13</td>
<td>$75,000</td>
<td>$50,000</td>
</tr>
<tr>
<td>Sales</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Scientific Research</td>
<td>14</td>
<td>$34,000</td>
<td>$30,000</td>
</tr>
<tr>
<td>Biomedical (other)</td>
<td>13</td>
<td>$34,000</td>
<td>$30,000</td>
</tr>
<tr>
<td>Chemistry</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

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

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