Methodology
Career Services at the University of Pennsylvania annually surveys graduating students about their post-graduation plans; this report looks at 1,429 undergraduates who received their degrees from August 2018–May 2019, who were working full-time within six months of their graduation. The report groups employers by industry in order to look at hiring timelines, offer methods, job titles, and salaries.
2019 POST-GRADUATION INDUSTRY REPORT

Consulting

When They Accepted Their Offer
183 responses

- 2% in Sep or Earlier
- 8% in Oct
- 23% in Nov
- 32% in Dec
- 3% in Jan
- 4% in Feb
- 3% in March
- 7% in April
- 1% in May
- 2% in June
- 0% in July
- 1% in August
- 2% in Sep or Later

75% received their offers before December.

How They Heard About the Opportunity
166 responses

- On Campus Interviewing (OCI): 51%
- Previous Employer (Non-OCI): 16%
- Other Career Services Resources: 14%
- Applied Directly: 10%
- Previous Employer (through OCI): 3%
- Contacts at Penn: 2%
- Other: 2%
- Contacts Outside of Penn: 1%

Industry Breakdown
274 responses

- Management Consulting: 71%
- Product/Brand Management: 7%
- Entrepreneur/Founder: 6%
- Accounting: 5%
- Administration: 5%
- Human Resources: 4%
- Social Media: 4%
- Market Research: 4%
- Research: Other: 4%
- Marketing: 3%
- Sales: 2%
- Non-Profit/Government: 3%
- Other: 2%
- Healthcare/Life Sciences: 9%
- Other: 16%

Median Starting Salary
$80,000

Job Functions
270 responses

- Consulting: Management/Strategy: 75%
- Consulting: Research: 9%
- Consulting: Technology: 6%
- Data Analytics: Data Analytics: 4%
- Management: 1%
- Marketing: 1%
- Research: Other: 1%
- Market Research: 1%
- Sales: 0.4%
- Product/Brand Management: 0.4%
- Other: 0.4%
- Social Media: 0.4%
- Entrepreneur/Founder: 0.4%
- Accounting: 0.4%
- Administration: 0.4%
- Human Resources: 0.4%

89% were working in a consulting role.
2019 POST-GRADUATION INDUSTRY REPORT

Consulting

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>173</td>
<td>$80,000</td>
<td>$25,000</td>
</tr>
<tr>
<td>Healthcare/Life Sciences</td>
<td>19</td>
<td>$72,000</td>
<td>$40,000</td>
</tr>
<tr>
<td>Management Consulting</td>
<td>116</td>
<td>$85,000</td>
<td>$30,769</td>
</tr>
<tr>
<td>Non-Profit/Government</td>
<td>6</td>
<td>$69,000</td>
<td>$65,000</td>
</tr>
<tr>
<td>Other</td>
<td>32</td>
<td>$66,000</td>
<td>$25,000</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

270 Strategies, Marketing & Communications Associate
270 Strategies, Marketing and Communications Associate
A.T. Kearney, Business Analyst (4)
Accenture, Analyst (2)
Accenture, Analyst (Management Consulting) (4)
Accenture, Business Analyst (2)
Accenture, Consultant
Accenture, Consulting Analyst (3)
Accenture, Consulting Associate
Accenture, Consulting Analyst
Accenture, Digital Consultant
Accenture, Incoming Consulting Analyst (2)
Accenture, Management Consulting Analyst
Accenture, Strategy Analyst (5)
Accenture Federal Services, Analyst (Management Consulting)
Aceso Global, Analyst
Acemn, LLC, Data/Policy Analyst - Writer/Coordinator
AlphaSights, Associate (2)
Alvarez & Marsal, Analyst
Alvarez & Marsal, Business Consultant
Analysis Group, Inc., Analyst (Management Consulting) (2)
Applied Predictive Technologies, Business Consultant
Applied Predictive Technologies, Consultant
Artisan Healthcare Consulting, Associate
Atheneum Partners, Associate
Avascent, Analyst
Bain & Company, ACI
Bain & Company, Associate Consultant (19)
Ballast Research, State Research Fellow
Bates White Economic Consulting, Business Consultant
Bates White Economic Consulting, Consultant
Bates White Economic Consulting, Economic Consultant
Berkeley Research Group, Associate (2)
BlackNotch, Founder
Blueprint Research Group, Associate
Blueprint Talent Group, Consultant Intern
Booz Allen Hamilton, Consultant
Booz Allen Hamilton, Policy Consultant
BRG, Analyst (Management Consulting)
BRG, Corporate Finance Associate
BrightHouse, Management Consulting Intern
Capgemini Invent, Consultant
Censeo Consulting Group, Business Analyst
cg42, Analyst (Management Consulting)
ClearView Healthcare Partners, Analyst (4)
Cornerstone Research, Analyst (3)
Corporate Insight, Research Associate
Crossix Solutions, Inc., Marketing Data Analyst
Crossix Solutions, Inc., Marketing Data Analyst/product strategy
Decision Resources Group, Associate
Deloitte, Business Analyst (9)
Deloitte, Business Technology Analyst (6)
Deloitte, Business Technology Consulting Analyst
Deloitte, Risk and Financial Advisory Consultant
Deloitte, Strategy & Operations Analyst
Deloitte, Tax Consultant
Egon Zehnder, Analyst (Management Consulting)
Enowa, Marketing Intern
EY, Analyst (Management Consulting) (3)
EY, Associate Consultant - Transaction Real Estate
EY, Associate in Strategy and Operations
EY, Business Consultant
EY, M&A Consultant
EY, Management Consultant, BAP Advisory Program
2019 POST-GRADUATION INDUSTRY REPORT

Consulting

Employers & Job Titles (continued)

EY, Mergers & Acquisitions Consultant
EY, Staff
EY, Transaction Advisory Services - Strategy & Operations Associate
EY-Parthenon, Associate
Fortuna Advisors, Strategy Consulting
FTI Consulting, Consultant (2)
FTI Consulting, Data & Analytics Consultant
Gartner, Research Analyst
Gartner, Research Specialist
GBH Insights, Data Analyst
Gotham Consulting Partners, Consultant
Guidehouse, Associate - State & Local Government
Guidehouse, Associate Consultant
Guidehouse, Associate, State & Local Government
Guidehouse, Campus Associate
Guidehouse, Consulting Business Associate
Guido, Associate
Heidrick & Struggles International, Inc, Analyst (2)
Heidrick & Struggles International, Inc, Associate Development Program Analyst
Huron Consulting, Analyst
Huron Consulting, Life Sciences Analyst (2)
Huron Consulting Group, Consulting Analyst
IBM, Business Consultant
IBM, Digital & Social Marketing Strategist
IBM, Solution Sales Specialist
Insight Strategy Advisors (recently acquired by Precision Xtract, a Precision Value & Health Company), Analyst
IQVIA, Consulting Business Associate
Korn Ferry, R&B Analyst
Korn Ferry, Technology Analyst
KPMG LLP, Advisory Associate
KPMG LLP, Associate
KPMG LLP, Intelligent Automation Associate
L.E.K. Consulting, Associate (2)
L.E.K. Consulting, Consulting Business Associate
Malk Partners, Associate
Mason Frank International, Salesforce Recruitment Consultant
McKinsey & Company, Analyst
McKinsey & Company, Analytics Fellow (2)
McKinsey & Company, Business Analyst (24)
McKinsey & Company, Healthcare Analytics & Delivery Fellow
Mercer, Career Consulting Analyst
Mercer, Health & Benefits Associate
Myers-Holum, Inc., Technology Analyst
Navigant, Consultant
NAXION, Research Assistant (3)
Nielson, Commercial Emerging Leader Associate
Nielson, Emerging Leaders Associate
Nielson, Emerging Leaders Program
Nielson, Full Time Associate 2019 - Emerging Leaders Program
Novantas, Associate (2)
Novantas, Inc., Data Analyst
Oliver Wyman, Consultant (4)
Oliver Wyman, Management Consultant
PricewaterhouseCoopers (PwC), Consulting Business Associate (2)
PricewaterhouseCoopers (PwC), International Corporate Tax Intern
PricewaterhouseCoopers (PwC), Management Consulting Associate
PricewaterhouseCoopers (PwC), Mergers and Acquisition Tax Associate
PricewaterhouseCoopers (PwC), Private Equity Value Creation Associate Consultant
PricewaterhouseCoopers (PwC), Transfer Pricing Associate
Prophet, Associate
Putnam Associates, Associate Consultant
Putnam Associates, Management Consultant
PwC - Strategy&, Management Consultant
Renaissance Strategic Advisors, Management Consultant
Roland Berger, Junior Consultant
Seraph., Analyst
Simon-Kucher & Partners, Consultant
Sterling Therapy Consultants, Rehabilitation Technician
Strategic Research Insights, Inc (SRI), Associate Healthcare Consultant
Strategic Research Insights, Inc (SRI), Associate Manager, Market Research
Strategic Research Insights, Inc (SRI), Associate Manager, Marketing Research
Strategy&, (Formerly Booz & Company), Associate (5)
The Advisory Board, Research Analyst
The Boston Consulting Group, (3)
The Boston Consulting Group, Associate (18)
The Boston Consulting Group, Associate Consultant (3)
The Boston Consulting Group, Business Consultant
The Boston Consulting Group, Consulting Business Associate (3)
The Boston Consulting Group, Data Scientist
The Bridgespan Group, Associate Consultant
The Oxbridge Group, Associate
TRINITY, Analyst, TGaS Advisors
U.S. Medical Staffing, School Nurse
Washington Business Dynamics, LLC, Associate Consultant
WG Group, Analyst
Windrose Consulting Group, Analyst
ZS Associates, Associate
ZS Associates, Decision Analytics Associate
ZS Associates, Strategy & Insight Planning Associate
2019 POST-GRADUATION INDUSTRY REPORT

Education

When They Accepted Their Offer
42 responses

76% received their offers during or after the spring semester.

Year

How They Heard About the Opportunity
38 responses

Job Functions
87 responses

49% were working in a research role.

Industry Breakdown
92 responses

Median Starting Salary
$40,000
2019 POST-GRADUATION INDUSTRY REPORT

Education

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>37</td>
<td>$40,000</td>
<td>$29,120</td>
</tr>
<tr>
<td>Elementary/Secondary Education</td>
<td>10</td>
<td>$51,250</td>
<td>$37,000</td>
</tr>
<tr>
<td>Higher Education - Non-Research</td>
<td>22</td>
<td>$37,500</td>
<td>$30,000</td>
</tr>
<tr>
<td>Higher Education - Research Lab</td>
<td>3</td>
<td>$40,000</td>
<td>$29,120</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

Aldine Independent School District, Teacher
Amplify Education Incorporated, Business Contact Coordinator
Ascend Public Charter Schools, 7th Grade Humanities Teacher
Ascend Public Charter Schools, Teacher
Berlitz (International School in Istanbul), English Teacher for Turkish/Persian students
Brilla College Prep Elem Cs, TFA Corps Member/Teacher
Carnegie Prep, Tutor
Center of Excellence in Environmental Toxicology, Research Fellow
Chicago Psd-Network 7, TFA Corps Member/Teacher
CICS Loomis-Longwood Elementary, Teach for America, Elementary Teacher City Year Boston, Teacher’s Assistant
Columbia Justice Lab, Project Coordinator
Dearest, Inc., Frontend Web Developer
Icahn School of Medicine at Mount Sinai, Research Associate
IDEA Public Schools, 6th Grade Math Teacher
Information Sciences Institute, Research Engineer
Ivy Camps USA, Assistant Director
Ivyuan, Education Counselor
King’s Academy, Teaching Fellow
Massachusetts Institute of Technology, Electron and Surface Microscopy Instrumentation Engineer
Max Planck Institute for Biophysical Chemistry, Predoctoral Student
NYC Department of Education, Behavioral and Attendance Initiative Program Associate
Palliative and Advanced Illness Research Center, Clinical Research Coordinator
Panorama Education, Software Developer
School District of Philadelphia, Stanford Center on Poverty and Inequality, American Voices Project Research Fellow
Sioux Falls School District 49-5, German Teacher
Stanford Center on Poverty and Inequality, Research Fellow
Stanford School of Medicine, Stanford School of Medicine, Research Assistant
Stooges Education, Education Consultant
Success Academy Charter Schools, Associate Teacher (2)
Success Academy Charter Schools, Elementary School Associate Teacher
TAPIF (Teaching Assistance Program in France), Foreign Language Teaching Assistant
Teach For America, Teach For America, Accelerate Fellow
Teach For America, Corps Member
Teach For America, English as a Second Language Teacher
Teach For America, High School Chemistry Teacher
Teach For America, High School English Teacher
Teach For America, High School Math Teacher
Teach For America, High School Public Teacher
Teach For America, Middle School Science Teacher
Teach For America, Teacher (4)
Teach for the Philippines, Strategic Development Consultant
University of California San Francisco, Nurse
University of Colorado Denver, Professional Research Assistant
University of Miami, Research Technician
University of Pennsylvania, Clinical Laboratory Technician
University of Pennsylvania, Clinical Research Coordinator (3)
University of Pennsylvania, Design & Construction Project Management Assistant Intern
Education

Employers & Job Titles (continued)

University of Pennsylvania, Financial Wellness Program Manager
University of Pennsylvania, IT Support Specialist
University of Pennsylvania, Lab Technician
University of Pennsylvania, Laboratory Technician
University of Pennsylvania, Research Assistant
University of Pennsylvania, Research Coordinator
University of Pennsylvania, Research Specialist
University of Pennsylvania, Research Technician
University of Pennsylvania - Annenberg Public Policy Center, Media Coder/Research Assistant
University of Pennsylvania - Center for the Advanced Study of India, Administrative Coordinator
University of Pennsylvania - Computational Memory Lab, Research Specialist
University of Pennsylvania - Law School, Research Assistant
University of Pennsylvania - Office of Investments, Investment Analyst
University of Pennsylvania - Penn Athletics, Director of Men's Basketball Operations
University of Pennsylvania - Penn Libraries,
University of Pennsylvania - Perelman School of Medicine, ALS Research Specialist
University of Pennsylvania - Perelman School of Medicine, Clinical Research Coordinator (4)
University of Pennsylvania - Perelman School of Medicine, Research Administrative Coordinator
University of Pennsylvania - Perelman School of Medicine, Research Assistant
University of Pennsylvania - Perelman School of Medicine, Research Specialist (4)
University of Pennsylvania - Perelman School of Medicine, Research Technician
University of Pennsylvania - Perry World House, Research Fellow
University of Pennsylvania - Residential & Hospitality Services, Customer Service Coordinator
University of Pennsylvania - Residential & Hospitality Services, Research Aide
University of Pennsylvania - School of Nursing, Research Assistant
University of Pennsylvania - Student Health Services, Registered Nurse
University of Pennsylvania - The Wharton School, Asst. Project Manager
University of Pennsylvania - The Wharton School, Research Coordinator
University of Southern California, Project Assistant
Zip Code Wilmington, Apprentice Software Engineer
2019 POST-GRADUATION INDUSTRY REPORT

Engineering/Manufacturing

When They Accepted Their Offer
9 responses

<table>
<thead>
<tr>
<th>Month</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sep or Earlier</td>
<td>11%</td>
</tr>
<tr>
<td>Aug</td>
<td>11%</td>
</tr>
<tr>
<td>Sep</td>
<td>11%</td>
</tr>
<tr>
<td>Oct</td>
<td>11%</td>
</tr>
<tr>
<td>Nov</td>
<td>11%</td>
</tr>
<tr>
<td>Dec</td>
<td>11%</td>
</tr>
<tr>
<td>Jan</td>
<td>11%</td>
</tr>
<tr>
<td>Feb</td>
<td>11%</td>
</tr>
<tr>
<td>Mar</td>
<td>11%</td>
</tr>
<tr>
<td>Apr</td>
<td>11%</td>
</tr>
<tr>
<td>May</td>
<td>44%</td>
</tr>
<tr>
<td>Jun</td>
<td>11%</td>
</tr>
<tr>
<td>Jul</td>
<td>11%</td>
</tr>
<tr>
<td>Aug</td>
<td>11%</td>
</tr>
<tr>
<td>Sep or Later</td>
<td>0%</td>
</tr>
</tbody>
</table>

Median Starting Salary
$85,000

How They Heard About the Opportunity
9 responses

<table>
<thead>
<tr>
<th>Source</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applied Directly</td>
<td>44%</td>
</tr>
<tr>
<td>Previous Employer (through OCI)</td>
<td>33%</td>
</tr>
<tr>
<td>Other</td>
<td>11%</td>
</tr>
<tr>
<td>Contacts Outside of Penn</td>
<td>11%</td>
</tr>
<tr>
<td>Other Career Services Resources</td>
<td>0%</td>
</tr>
<tr>
<td>Contacts at Penn</td>
<td>0%</td>
</tr>
<tr>
<td>On Campus Interviewing (OCI)</td>
<td>0%</td>
</tr>
<tr>
<td>Previous Employer (Non-OCI)</td>
<td>0%</td>
</tr>
</tbody>
</table>

Job Functions
22 responses

- Research & Development: 32%
- Software Development/Engineering: 18%
- Manufacturing: 14%
- Testing/Quality/Evaluation: 14%
- Entrepreneur/Founder: 5%
- Other: 5%
- Product Design/Development: 5%
- Sales: 5%
- Systems Engineering/Analysis: 5%

Industry Breakdown
22 responses

- Aerospace: 45%
- Electronics/Robotics: 23%
- Manufacturing - Other: 18%
- Engineering: 9%
- Computer Products - Hardware: 5%
## 2019 POST-GRADUATION INDUSTRY REPORT

### Engineering/Manufacturing

#### Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering/Manufacturing</td>
<td>9</td>
<td>$85,000</td>
<td>$55,000-$135,000</td>
</tr>
<tr>
<td>Aerospace</td>
<td>6</td>
<td>$85,000</td>
<td>$58,800-$104,000</td>
</tr>
<tr>
<td>Computer Products - Hardware</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Electronics/Robotics</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Manufacturing - 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.

#### Employers & Job Titles

- **APG Cash Drawer**, Project Manager
- **Boeing Company**, Mechanical and Structural Analysis Engineer
- **Boeing Company**, Mechanical Engineer
- **Boeing Company**, Structural Analysis Engineer
- **Built Robotics**, Robotics Software Engineer
- **Cocoa Press LLC**, Founder, CEO
- **Hexmodal Technologies**, Software Developer
- **Lockheed Martin**, Associate Manufacturing Engineer
- **Lutron Electronics**, Project Electrical Engineer
- **Material Sciences Corporation**, Engineer
- **Millennium Space Systems**, Avionics Engineer
- **Nuro**, Software Engineer
- **Nuro**, Software Infrastructure Engineer
- **SpaceX**, Manufacturing Engineer
- **SpaceX**, Mechanical Design Engineer
- **SpaceX**, Structures Engineer in Vehicle Engineering
- **SpaceX**, Test Automation Engineer
- **Texas Instruments**, Failure Analysis Engineer
- **The Aerospace Corporation**, Member of Technical Staff
- **Vyaire Medical**, Research and Development Engineer
- **W.L. Gore & Associates**, New Product Development Engineer
2019 POST-GRADUATION INDUSTRY REPORT

Financial Services

When They Accepted Their Offer

248 responses

88% received offers in during or before the fall semester.

2% 7% 8% 7% 0% 2% 4% 2% 2% 0% 0% 1% 0% 0%
Sep or Earlier Aug Sep Oct Nov Dec Jan Feb Mar Apr May Jun Jul Aug Sep or Later

How They Heard About the Opportunity

217 responses

53% received return offers from a previous employer.

Previous Employer (Non-OCI) 27%
Previous Employer (through OCI) 27%
On Campus Interviewing (OCI) 15%
Applied Directly 12%
Contacts Outside of Penn 7%
Other Career Services Resources 6%
Contacts at Penn 4%
Other 2%

Industry Breakdown

422 responses

80% were working in a finance role.

Investment Banking/ Brokerage, 66%
Venture Capital, 2%
Hedge Fund, 4%
Investment Management/ Counsel, 15%
Private Equity, 7%
Diversified Financial Services, 6%

Job Functions

410 responses

Finance: Investment Banking 47%
Finance: Investment...
Finance: Private Equity
Software Development/Engineering
Finance: Trading
Finance: Securities Research
Data Analytics: Data Analytics
Finance: Commercial Banking/Lending
Consulting: Management/Strategy
Real Estate Investment
Finance: Risk Management
Finance: Financial Planning & Analysis
Finance: Venture Capital
Finance: Sales
Data Analytics: Data Science
Research & Development
Management
Product/Project Management...
Product/Brand Management
Legal Support
Technology Analysis
Marketing
Accounting
Administration
Human Resources

Median Starting Salary

$85,000
2019 POST-GRADUATION INDUSTRY REPORT

Financial Services

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>236</td>
<td>$85,000</td>
<td>$47,000</td>
</tr>
<tr>
<td>Diversified Financial Services (including commercial/retail banking)</td>
<td>19</td>
<td>$85,000</td>
<td>$55,000</td>
</tr>
<tr>
<td>Hedge Fund</td>
<td>9</td>
<td>$100,000</td>
<td>$50,000</td>
</tr>
<tr>
<td>Investment Banking/Brokerage</td>
<td>154</td>
<td>$85,000</td>
<td>$47,000</td>
</tr>
<tr>
<td>Investment Management/Counsel</td>
<td>38</td>
<td>$85,000</td>
<td>$60,000</td>
</tr>
<tr>
<td>Private Equity</td>
<td>15</td>
<td>$85,000</td>
<td>$50,000</td>
</tr>
<tr>
<td>Venture Capital</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

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Employers & Job Titles

1199SEIU Funds, Investment Analyst
Alex Brown, Client Advisor (Private Wealth)
Allen & Company, Analyst
AllianceBernstein, Debt Investments Analyst
AllianceBernstein, Equities Analyst
AllianceBernstein, Equity Research Associate
AllianceBernstein, Quantitative Analyst (Finance)
Altamont Capital Partners, Analyst
American Express, Analyst - Strategic Planning Group
American Express, Analyst Marketing
American Express, Business Analyst
American Express, Credit and Fraud Risk Analyst
Apollo Global Management, Global Corporate Credit Analyst
AQR Capital Management, Business Development Analyst
AQR Capital Management, Research Analyst
Audax Group, Private Debt Analyst
Aura, Business Analyst
Bain Capital, Private Equity Analyst
Bank of America, Financial Analyst
Bank of America, Healthcare Investment Banking Analyst
Bank of America, Investment Banking Analyst (3)
Bank of America, Investment Banking Analyst - Financial Sponsors Group
Bank of America, Relationship manager
Bank of America, Software Developer
Bank of New York Mellon (BNYMellon), Global Client Management Associate
Barclays, Analyst (2)
Barclays, Investment Banking Analyst (6)
Barclays, Sales and Trading Analyst
Bares Capital Management, Research Analyst
Battery Ventures, Investment Analyst
Bellwether Asset Management, Analyst
Bellwether Asset Management, Financial Analyst
Berenson & Company, Analyst
Bessemer Venture Partners, Investor
Betterment, Product Designer (Internet and Software)
BlackRock, Analyst (3)
BlackRock, Analyst (Investment Banking)
BlackRock, Data Analyst
BlackRock, Marketing Analyst
BlackRock, Private Equity Analyst
Blackstone, Analyst (4)
Blackstone, Business Analyst
Blackstone, Software Engineer
BlueCrest Capital Management, Credit Analyst
BMO Financial Group, Financial Analyst
BMO Financial Group, Investment Banking Analyst
BNP Paribas, Consulting Americas Analyst
BNP Paribas, Global Markets Analyst
Bridge Investment Group, Debt Strategy Analyst
Bridgewater Associates, Investment Engineer (3)
Bridgewater Associates, Technical Associate
Bridgewater Associates, Technology Associate (2)
BTIG, LLC, Associate
Butterfly Equity, Investment Analyst
Campisano Capital, Business Development/Investment Analyst
Cantor Fitzgerald, Sales and Trading Analyst
Cantor Fitzgerald, Security Trading Analyst
Capital Group, Investment Operations Associate
Capital One, Analyst and Product Management Associate
Capital One, Business Analyst (4)
Capital One, Corporate Strategy
2019 POST-GRADUATION INDUSTRY REPORT

Financial Services

Employers & Job Titles (continued)

Capital One, Product Management and Analytics Associate
Capital One, Software Developer
Capital One, Software Engineer (4)
Capital One, Software Engineering Associate
Centerview Partners, Analyst
Centerview Partners, Investment Banking Analyst (3)
Cerberus Capital Management, Analyst
CG Petsky Prunier, Investment Banking Analyst
Chatham Financial, Software Developer
Chronograph, Analyst
Citadel LLC, Software Engineer
Citi, Analyst
Citi, Analyst (Investment Banking)
Citi, Emerging Credit Trading Analyst
Citi, Emerging Markets Strategy Analyst
Citi, Equity Research Associate
Citi, Institutional Equity Sales
Citi, Investment Banking Analyst (9)
Citi, Prime, Futures, and Security Services Analyst
Citi, Strategic Equity Solutions Analyst
Clearsight Advisors, Investment Banking Analyst (2)
Clew Partners, Investment Analyst
Code Advisors, Analyst
Code Advisors, Investment Banking Analyst
Cove Hill Partners, Analyst
Cowen, Analyst
Cowen, Investment Banking Analyst
Cowen, Product Lead & Head of Data, Vice President, Kyber Data Science
Credit Suisse, Analyst (2)
Credit Suisse, Analyst (Investment Banking) (2)
Credit Suisse, Analyst (Management Consulting)
Credit Suisse, Equity Trader
Credit Suisse, Fixed Income Analyst
Credit Suisse, Investment Banking Analyst (6)
Credit Suisse, Leveraged Finance Analyst
Cyrus Capital Partners, LP, Investment Analyst
DC Advisory (A Daita Securities Inc Company), Investment Banking Analyst (2)
Deutsche Bank, Analyst
Deutsche Bank, Analyst (Investment Banking)
Deutsche Bank, Global Marketing Analyst
Deutsche Bank, Investment Banking Analyst (3)
Deutsche Bank, Regulation, Compliance, Anti-Financial Crime Analyst
DoubleLine Group LP, Risk Management Analyst
Durham Capital Corporation, Investment Banking Analyst
E*TRADE Financial, Operations Analyst
Evercore, Analyst (5)
Evercore, Analyst (Investment Banking)
Evercore, Investment Banking Analyst (4)
Evercore, Investment Banking M&A Analyst
Evercore, M&A Analyst
Exter Finance, Business Strategy Analyst
Financo, Inc., Analyst
Financo, Inc., Investment Banking Analyst
Flow Traders, Junior Trader
Foros Group, Analyst (2)
Foros Group, Investment Banking Analyst
Freddie Mac, Internal Auditor
General Atlantic, Analyst
GLC Advisors & Co., LLC, Restructuring Analyst
Goldman Sachs, Analyst (7)
Goldman Sachs, Analyst (Investment Banking) (2)
Goldman Sachs, Analyst, Human Capital Management
Goldman Sachs, Analyst, Investment Management
Goldman Sachs, Banking Analyst
Goldman Sachs, Business Analyst (4)
Goldman Sachs, Financial Analyst
Goldman Sachs, Full-Stack Software Engineer
Goldman Sachs, Global Investment Research Analyst
Goldman Sachs, Investment Banking Analyst (15)
Goldman Sachs, Legal Analyst to the Derivatives Documentation Group
Goldman Sachs, Market risk analyst
Goldman Sachs, Operations Analyst
Goldman Sachs, Real Estate Private Equity Analyst
Goldman Sachs, Securities Analyst
Goldman Sachs, Securities Strategist
Goldman Sachs, Securities Strats Analyst
Goldman Sachs, Software Engineer
Goldman Sachs, Technology Analyst (2)
Guggenheim Partners, Investment Banking Analyst (3)
Guidepost Growth Equity, Analyst
Harris Williams, Analyst (Investment Banking)
Harrison Street, Acquisitions Analyst
Harrison Street, Asset Management Analyst
Houlihan Lokey, Analyst
Houlihan Lokey, Financial Analyst (2)
Houlihan Lokey, Financial Restructuring Analyst
Houlihan Lokey, Investment Banking Analyst (5)
HVS Hodges Ward Elliott, Analyst
Insight Venture Partners, Investment Analyst (2)
Insight Venture Programs, J.P. Morgan, Analyst (2)
J.P. Morgan, Full Time Analyst
J.P. Morgan, Investment Banking Analyst
J.P. Morgan, Wealth Management Analyst
Jane Street, Quantitative Trader (Finance)
Jefferies, Equity Research Associate
Jefferies, Investment Banking Analyst
JLFranklin Wealth Planning, Business Operations Manager
Employers & Job Titles (continued)

JPMorgan Chase & Co., Analyst (5)
JPMorgan Chase & Co., Analyst (Investment Banking)
JPMorgan Chase & Co., Banking analyst
JPMorgan Chase & Co., Business Analyst (3)
JPMorgan Chase & Co., Equity Research Analyst
JPMorgan Chase & Co., Financial Analyst
JP Morgan Chase & Co., Analyst (Investment Banking)
JP Morgan Chase & Co., Banking analyst
JP Morgan Chase & Co., Business Analyst (3)
JP Morgan Chase & Co., Equity Research Analyst
JP Morgan Chase & Co., Financial Institutions Group Analyst
JP Morgan Chase & Co., Healthcare Analyst
JP Morgan Chase & Co., Investment Banking Analyst
JP Morgan Chase & Co., Software Engineer (2)
Kayne Anderson Capital Advisors, Associate, Growth Private Equity
Kohlberg Kravis & Roberts & Co. Inc. ("KKR"), Internal Audit Professional
Kohlberg Kravis & Roberts & Co. Inc. ("KKR"), Investment Professional
Kylin Management LLC, Analyst
Lazard, Analyst (Management Consulting)
Lazard, Investment Analyst
Lazard, Investment Banking Analyst (3)
LionTree, Investment Banking Analyst (2)
Lloyds Bank, Analyst
Locust Walk, Analyst
Long Ridge Equity Partners, Growth Equity Analyst
LyonRoss Capital Management, Investment Analyst
M&T Bank, Management Development Associate
M. Klein and Company, Analyst
Macquarie, Investment Banking Analyst
Madison International Realty, LLC, Analyst
Mariner Investment Group, LLC, Investment Analyst
Mizuho Bank Ltd., Analyst
Mizuho Bank Ltd., Incoming Analyst
Mizuhu Bank Ltd., Investment Banking Analyst (2)
Moelis & Company, Analyst
Moelis & Company, Investment Banking Analyst (4)
Monticello Asset Management, Associate
Morgan Stanley, Analyst (2)
Morgan Stanley, Analyst (Investment Banking)
Morgan Stanley, Business Analyst
Morgan Stanley, Financial Analyst
Morgan Stanley, Global Capital Markets Analyst
Morgan Stanley, Investment Banking Analyst (16)
Morgan Stanley, Private Equity Analyst
Morgan Stanley, Real Estate Investing Analyst
Morgan Stanley, Technology Analyst
Morgan Stanley, Wealth Management Analyst
Morgan Stanley, Wealth Management Rotational Analyst
MTS Health Partners, Analyst
MTS Health Partners, Investment Banking Analyst
MUFG, Investment Banking Analyst
Natixis CIB Americas, Treasury Analyst
Oak Hill Advisors, L.P., Analyst
Oak Hill Advisors, L.P., Investment Analyst
Off Road Capital Partners, Associate
Oppenheimer & Co. Inc., Management Trainee
Oppenheimer Funds, Equity Research Associate
Oz Management, Real estate analyst
Peregrine Investments, Analyst
Perella Weinberg Partners, Analyst
Perella Weinberg Partners, Business Analyst
Perella Weinberg Partners, M&A Advisory Analyst
PGIM | The Global Investment Management Businesses of Prudential Financial, Inc., Analyst
PIMCO, Account Analyst (2)
PIMCO, Analyst
PJ SOLOMON, Analyst (2)
PJT Partners, Investment Banking Analyst
PJT Partners, Analyst (2)
PJT Partners, Investment Banking Analyst (2)
PJT Partners, Restructuring & Special Situations Analyst
PJT Partners, Restructuring and Special Situations Analyst
Point72, Associate
Point72, Associate Analyst
Post Road Group, Analyst
Project A Ventures, Investment Team
Punch Card Capital, Investment analyst
Quanedge Capital, Quantitative Analyst (Finance)
Quanedge Capital, Quantitative Research Analyst
Rabobank, Analyst
Rabobank, Banking Analyst
Rabobank, M&A Intern
RBC Capital Markets, Analyst
RBC Capital Markets, Analyst (Investment Banking) (2)
RBC Capital Markets, Banking Analyst
RBC Capital Markets, Global Markets Analyst
RBC Capital Markets, Investment Banking Analyst (2)
Rialto Capital, Investment Management Analyst
Robinhood, Software Engineer
Rothschild & Co, Investment Banking Analyst
Schonfeld Strategic Advisors, Software Developer
Sequoia Capital China, TMT Analyst
Silver Lake, Analyst
Silver Lake, Investment Analyst
Silver Point Capital, Analyst
Financial Services

Employers & Job Titles (continued)

- **Silversmith Capital Partners**, Growth Equity Investor
- **Societe Generale**, Investment Banking Analyst
- **SoftBank Investment Advisers**, Investment Analyst
- **Solebury Capital**, Business Analytics Specialist
- **Spectrum Group Management**, Analyst
- **Starwood Capital Group**, Analyst
- **Starwood Capital Group**, Investment Analyst
- **StepStone Group**, Analyst
- **StepStone Group**, Investment Analyst
- **Stifel Financial Corp**, Healthcare Investment Banking Analyst
- **Sumitomo Mitsui Banking Corporation**, Business Analyst
- **Susquehanna International Group, LLP (SIG)**, Assistant Quantitative Trader
- **Susquehanna International Group, LLP (SIG)**, Equity Research Associate
- **Susquehanna International Group, LLP (SIG)**, Growth Equity Analyst
- **Susquehanna International Group, LLP (SIG)**, Quantitative Trader
- **Tap Advisors**, Investment Banking Analyst
- **TD Securities**, Analyst
- **TD Securities**, Global Markets Analyst
- **TD Securities**, Investment Banking Analyst
- **The Baupost Group**, Investment Analyst
- **The Raine Group**, Analyst
- **The Raine Group**, Investment Banking/Growth Equity
- **The Raine Group LLC**, Analyst
- **The Riverside Company**, Private Equity Analyst
- **Trinity Investments**, Analyst
- **Two Sigma**, Software Engineer (2)
- **U.S. Bank**, Credit Review Specialist
- **U.S. Bank**, FX Sales/Trading Analyst
- **UBS**, Analyst
- **UBS**, Client Services Analyst
- **UBS**, Investment Banking Analyst
- **Vanguard**, Client Relationship
- **Vanguard**, Emerging Leader Development Program
- **Vanguard**, Investment Analyst
- **Visa**, Associate Product Manager
- **Vista Equity Partners**, Data Analyst
- **VOLANT TRADING**, Quantitative Trader
- **Warburg Pincus**, Analyst (2)
- **Weiss Multi-Strategy Advisers LLC**, Data Science Analyst
- **Wells Fargo**, Investment Banking Analyst
- **Wells Fargo Securities**, Investment Banking Analyst (2)
- **Wells Fargo Securities - IBCM**, Analyst
- **Wells Fargo Securities - IBCM**, Analyst (Management Consulting)
- **Wells Fargo Securities - IBCM**, Sales and Trading Analyst
2019 POST-GRADUATION INDUSTRY REPORT

Government

When They Accepted Their Offer
21 responses

76% received offers during or after the spring semester.

How They Heard About the Opportunity
20 responses

33% were working in a research role.

Job Functions
30 responses

Industry Breakdown
31 responses

Federal Government, 71%
State/Local Government, 10%
Other, 19%
Government

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>20</td>
<td>$46,467</td>
<td>$24,000</td>
</tr>
<tr>
<td>Federal Government</td>
<td>14</td>
<td>$47,258</td>
<td>$26,000</td>
</tr>
<tr>
<td>Other</td>
<td>4</td>
<td>$30,300</td>
<td>$24,000</td>
</tr>
<tr>
<td>State/Local Government</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

- Air Force Research Laboratory, Optical Scientist
- Civil Complaint Review Board, Investigator
- Consumer Financial Protection Bureau, Economist Research Assistant
- Defense Logistics Agency, Contract Specialist
- Federal Reserve Bank of Chicago, Research Assistant
- Federal Reserve Bank of New York, Economic Research Analyst
- Federal Reserve Bank of Philadelphia, Economic Research Assistant
- Federal Reserve Board of Governors, Research Assistant
- Fulbright Program - U.S. Department of State, Art Research
- Fulbright Program - U.S. Department of State, English Teaching Assistant (2)
- Fulbright Program - U.S. Department of State, Fulbright Scholar
- Fulbright Program - U.S. Department of State, Young Professional Journalist Program
- Ministry of Home Affairs Singapore, Police Officer
- Montana Department of Revenue, Enterprise Business Analyst
- National Heart, Lung, and Blood Institute (NHLBI), IRTA Postbac
- National Institutes of Health, Postbaccalaureate Fellow
- National Institutes of Health, Research Assistant
- New Zealand Permanent Mission to the United Nations, Adviser (Intern)
- NYC Department of Citywide Administrative Services, Urban Fellow
- Peace Corps, English Teacher
- Philadelphia Department of Public Health, 2 Year Fellowship
- U.S. Army, Mechanical Engineer
- U.S. Department of Justice, Management and Program Analyst
- U.S. Department of Justice, Paralegal
- U.S. Department of Justice, Paralegal Specialist
- U.S. General Services Administration (GSA), Project Manager
- U.S. State Department, Diplomatic Fellow for Congress-Bundestag Youth Exchange for Young Professionals
- United States House of Representatives, Staff Assistant
- USDA Forest Service, Research Intern
- White House Initiative for Educational Excellence for African-Americans, Intern
When They Accepted Their Offer

- 86% received offers during or after the spring semester.

How They Heard About the Opportunity

- Applied Directly: 46%
- Previous Employer (Non-OCI): 20%
- Other Career Services Resources: 13%
- Contacts Outside of Penn: 10%
- Contacts at Penn: 3%
- On Campus Interviewing (OCI): 3%
- Other: 3%
- Previous Employer (through OCI): 2%

Job Functions

- Nursing: 38%
- Research: Clinical: 22%
- Clinical Other - Non-Nursing: 16%
- Research: Biomedical: 9%
- Administration: 4%
- Research: Other: 4%
- Data Analytics: Data Analytics: 2%
- Finance: Financial Planning & Analysis: 2%
- Business Development: 1%
- Data Analytics: Data Science: 1%
- Management: 1%
- Software Development/Engineering: 1%

Industry Breakdown

- Hospital: 86%
- Nursing Home/Long Term Care Facility: 1%
- Community/Public Health Center: 4%
- Private Practice: 10%
2019 POST-GRADUATION INDUSTRY REPORT

Healthcare

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>66</td>
<td>$43,768</td>
<td>$20,400</td>
</tr>
<tr>
<td>Community/Public Health Center</td>
<td>3</td>
<td>$56,160</td>
<td>$30,000</td>
</tr>
<tr>
<td>Hospital</td>
<td>55</td>
<td>$45,000</td>
<td>$25,000</td>
</tr>
<tr>
<td>Private Practice</td>
<td>8</td>
<td>$34,760</td>
<td>$20,400</td>
</tr>
</tbody>
</table>

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

*Stipends less than $20,000 not reported.

Employers & Job Titles

- Abramson Cancer Center, Registered Nurse / Clinical Researcher
- Advocate - The Orthopedic Center, Medical Assistant
- Albert Einstein Medical Center, Registered Nurse
- Ambra Health, Analyst
- Ariadne Labs, Implementation Specialist
- Ark Animal Hospital, Vet Assistant
- Bay State Physical Therapy, Physical Therapy Aide
- BAYADA Home Health Care, Client Services Associate
- Boston Medical Center, Registered Nurse
- Children's Hospital Colorado, Pediatric Registered Nurse
- Children's Hospital of Philadelphia, Cancer Researcher
- Children's Hospital of Philadelphia, Cardiovascular Intensive Care Nurse
- Children's Hospital of Philadelphia, Clinical research
- Children's Hospital of Philadelphia, Clinical Research Assistant (3)
- Children's Hospital of Philadelphia, Clinical Research Coordinator (2)
- Children's Hospital of Philadelphia, CTA
- Children's Hospital of Philadelphia, Neonatal Intensive Care Nurse
- Children's Hospital of Philadelphia, Pediatric Registered Nurse
- Children's Hospital of Philadelphia, Registered Nurse (7)
- Children's Hospital of Philadelphia, Registered Nurse - Nephrology & Hematology Research
- Children's Hospital of Philadelphia, Research Coordinator
- Children's Hospital of Philadelphia, Research Technician
- Children's Hospital of Philadelphia, Research Technician II
- Children's Hospital of Philadelphia, Student Nurse
- Children's Hospital of Philadelphia, Undergraduate Research Assistant
- Christiana Care Health System, Neonatal Intensive Care Nurse
- Christiana Care Health System, Registered Nurse (2)
- Cleveland Clinic, Nurse
- Cleveland Clinic, Registered Nurse
- Cohen Children's Medical Center, Clinical Research Coordinator
- Columbia University Medical Center, Research Technician
- Cone Health, Registered Nurse
- DaVita, Inc., Business Analyst
- DaVita, Inc., Redwoods Analyst (2)
- Edo Medical Associates, Medical Assistant
- Emory Healthcare, Registered Nurse
- ENT & Allergy Centers of Texas, Medical Scribe
- Envision Healthcare, Medical Scribe
- Flatiron Health, Software Engineer
- Fountain Medical Associates, Medical Assistant
- Geisinger, Registered Nurse
- Generation Next Fertility, Medical Assistant/Scribe
- Genesis, Registered Nurse
- Intermountain Healthcare, Registered Nurse
- Johns Hopkins Hospital, Registered Nurse (4)
- Lifespan, Research Assistant
- Main Line Health, Registered Nurse (2)
- Massachusetts General Hospital, Clinical Research Coordinator (2)
- Massachusetts General Hospital, Registered Nurse
- Massachusetts General Hospital, Research Assistant
- Massachusetts General Hospital, Research Technician (3)
- MedStar Georgetown University Hospital, Registered Nurse (3)
- Memorial Sloan Kettering Cancer Center, Pediatric Registered Nurse
- Memorial Sloan Kettering Cancer Center, Registered Nurse
Healthcare

Employers & Job Titles (continued)

Mercedes-Benz Financial Services, Loan Officer
Motorola Solutions, Data Analyst
Motorola Solutions, Technical Support Specialist
Party City, Merchandising Specialist
Penn Medicine - Hospital of the University of Pennsylvania, Clinical Research Coordinator (2)
Penn Medicine - Hospital of the University of Pennsylvania, Medical Health Researcher
Penn Medicine - Princeton Health, Nurse
Penn Medicine - Princeton Health, Registered Nurse (2)
Penn Medicine - Sleep Medicine, Sleep Research Specialist
Penn Presbyterian Medical Center, CNA
Pharmacy One, Pharmacist
Princeton Health Partners, Registered Nurse (2)
Sutter Health Hospital, Registered Nurse
University of Illinois Hospital, Snack Kitchen Manager
University of Pittsburgh Medical Center, Staff Nurse
Weill Cornell Medicine, Research Assistant
Weill Cornell Medicine, Senior Patient Coordinator
Weill Cornell Medicine, Technician

Mercy Health System of Southeastern Pennsylvania, Registered Nurse
National Health Corps, MAT Care Coordinator
Nemours/duPont Hospital for Children, Registered Nurse
NJ Total Health, Medical Assistant
Northwell Health, Academic Associate
Northwell Health, Surgical Scholar and Clinical Research Coordinator
Northwestern Medicine, Medical Staff Coordinator
NYU Langone Health, Clinical Research Coordinator
NYU Langone Health, Program Coordinator
NYU Langone Health, Registered Nurse
NYU Langone Health, Research Data Associate
Oak Street Health, Medical Scribe
Penn Medicine, Clinical Nurse
Penn Medicine, Clinical Nurse 1
Penn Medicine, Clinical Nurse I
Penn Medicine, Clinical Research Assistant
Penn Medicine, Clinical Research Assistant B
Penn Medicine, Clinical Research Coordinator (4)
Penn Medicine, Psychologist Research Assistant
Penn Medicine, Registered Nurse (9)
Penn Medicine, Research Assistant
Penn Medicine - Hospital of the University of Pennsylvania, Analyst
Penn Medicine - Hospital of the University of Pennsylvania, Clinical Research Assistant

Healthcare Employers & Job Titles (continued)
2019 POST-GRADUATION INDUSTRY REPORT

Legal Services

When They Accepted Their Offer
22 responses

91% received offers during or after the spring semester.

How They Heard About the Opportunity
18 responses

<table>
<thead>
<tr>
<th>Method</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applied Directly</td>
<td>44%</td>
</tr>
<tr>
<td>Other Career Services Resources</td>
<td>28%</td>
</tr>
<tr>
<td>Contacts Outside of Penn</td>
<td>22%</td>
</tr>
<tr>
<td>Contacts at Penn</td>
<td>6%</td>
</tr>
<tr>
<td>On Campus Interviewing (OCI)</td>
<td>0%</td>
</tr>
<tr>
<td>Other</td>
<td>0%</td>
</tr>
<tr>
<td>Previous Employer (Non-OCI)</td>
<td>0%</td>
</tr>
<tr>
<td>Previous Employer (through OCI)</td>
<td>0%</td>
</tr>
</tbody>
</table>

Median Starting Salary
$46,000

Job Functions
82 responses

100% were working in a Legal Support role.
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>19</td>
<td>$46,000</td>
<td>$37,440 - $60,000</td>
</tr>
</tbody>
</table>

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

*Stipends less than $20,000 not reported.

Employers & Job Titles

Akin Gump Strauss Hauer & Feld LLP, Litigation Practice Coordinator
Akin Gump Strauss Hauer & Feld LLP, Paralegal
Arent Fox LLP, Project Assistant
Cadwalader, Wickersham & Taft LLP, Financial Services Paralegal
Cassidy Levy Kent LLP, Paralegal
Chemtob Moss Forman & Beyda, LLP, Paralegal
Clarick Gueron Reisbaum LLP, Legal Assistant
Cravath, Swaine & Moore LLP, Corporate Legal Assistant
Davis Polk & Wardwell LLP, Corporate Legal Assistant
Davis Polk & Wardwell LLP, Corporate Legal Assistant - Finance Group
Davis Polk & Wardwell LLP, Legal Assistant
Davis Polk & Wardwell LLP, Litigation Legal Assistant
Dovel & Luner, LLP, Legal Assistant
Gibson, Dunn & Crutcher LLP, Summer Associate
Kang Haggerty & Fetbroyt LLC, Paralegal
Kobre & Kim, Analyst
Latham & Watkins, Business Services Training Program
Law Offices of Donald Mooers, Legal Assistant
Levine Lee LLP, Legal Analyst
Manhattan District Attorney's Office, Trial Preparation Assistant in the Sex Crimes Unit
McMillen Urick Tocci and Jones, Legal Assistant
Meyerson & O'Neill, Paralegal
Milibank LLP, Paralegal
Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C., Project Analyst
Morgan, Lewis & Bockius, Paralegal
Morvillo Abramowitz Grand Iason & Anello PC, Paralegal
Paul, Weiss, Rifkind, Wharton & Garrison LLP, Paralegal
Philadelphia District Attorney's Office, Paralegal Charging Unit
Proskauer Rose, LLP, Project Assistant/Paralegal
Quinn Emanuel Urquhart & Sullivan LLP, Paralegal
Sanford Heisler Sharp, LLP, Legal Assistant
Simon & Simon, PC, Litigation Paralegal
Steptoe & Johnson LLP, International Trade Assistant (2)
Sullivan & Cromwell LLP, Legal Assistant
Ward Greenberg Heller and Reidy, LLP, Paralegal
### Marketing/Advertising/Public Relations

#### When They Accepted Their Offer
12 responses

- **83%** received offers during or after the spring semester.

#### Median Starting Salary
$54,250

#### How They Heard About the Opportunity
12 responses

<table>
<thead>
<tr>
<th>Source</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applied Direct</td>
<td>50%</td>
</tr>
<tr>
<td>On Campus Interviewing (OCI)</td>
<td>17%</td>
</tr>
<tr>
<td>Other Career Services Resources</td>
<td>8%</td>
</tr>
<tr>
<td>Contacts at Penn</td>
<td>8%</td>
</tr>
<tr>
<td>Contacts Outside of Penn</td>
<td>8%</td>
</tr>
<tr>
<td>Previous Employer (through OCI)</td>
<td>8%</td>
</tr>
<tr>
<td>Other</td>
<td>0%</td>
</tr>
<tr>
<td>Previous Employer (Non-OCI)</td>
<td>0%</td>
</tr>
</tbody>
</table>

#### Job Functions
25 responses

<table>
<thead>
<tr>
<th>Function</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marketing</td>
<td>24%</td>
</tr>
<tr>
<td>Advertising/Media Planning</td>
<td>16%</td>
</tr>
<tr>
<td>Business Development</td>
<td>8%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>8%</td>
</tr>
<tr>
<td>Public Relations</td>
<td>8%</td>
</tr>
<tr>
<td>Clinical Other - Non-Nursing</td>
<td>4%</td>
</tr>
<tr>
<td>Consulting: Management/Strategy</td>
<td>4%</td>
</tr>
<tr>
<td>Data Analytics: Data Analytics</td>
<td>4%</td>
</tr>
<tr>
<td>Graphic Design</td>
<td>4%</td>
</tr>
<tr>
<td>Management</td>
<td>4%</td>
</tr>
<tr>
<td>Market Research</td>
<td>4%</td>
</tr>
<tr>
<td>Other</td>
<td>4%</td>
</tr>
<tr>
<td>Social Media</td>
<td>4%</td>
</tr>
<tr>
<td>Software Development/Engineering</td>
<td>4%</td>
</tr>
</tbody>
</table>
2019 POST-GRADUATION INDUSTRY REPORT

Marketing/Advertising/Public Relations

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marketing/Advertising/Public Relations</td>
<td>12</td>
<td>$54,250</td>
<td>$45,000 $75,000</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

Advertise Purple - Affiliate Marketing Agency, Account Manager
APCO Worldwide, Project Assistant
Boosted, Mechanical Engineer
Digital Media Rights, Supervisor of Acquisitions and Programming
Digitas North America, Data and Analysis Analyst
FMCG Direct, Marketing Analyst
Gasthalter & Co. LP, Junior Associate
Gotham Surgical an Arthrex Company, Medical Education Associate
Group M, Paid Search Associate
Hello Sunshine, Development Intern
ICF Next, Marketing Specialist
Intersection, Junior Mechanical Engineer
Joele Frank, Public Relations Counselor
Kepler Group, Software Engineer
L&T Co., Design Associate
Lippincott, brand strategy consultant
Maison MRKT, Digital Marketing Strategist
MBI Inc., Product Marketing Manager
NXTFactor, Managing Partner
PMG, Graduate
SelfMade, Head Partnership Coordinator
The Hayes Initiative, Junior Associate
TubeScience, Creative Strategist
Warren for President, Field Organizer
Zeno Group, Corporate Intern
2019 POST-GRADUATION INDUSTRY REPORT

Media/Journalism/Entertainment

When They Accepted Their Offer

29 responses

72% received offers during or after the spring semester.

Median Starting Salary

$48,000

How They Heard About the Opportunity

26 responses

27% received return offers from a previous employer.

Job Functions

54 responses

- Production (Media): 20%
- Administration: 11%
- Software Development/Engineering: 7%
- Editing: 7%
- Finance: Financial Planning & Analysis: 6%
- Management: 6%
- Writing: Journalism/Other Writing: 6%
- Research: Other: 6%
- Other: 4%
- Advertising/Media Planning: 4%
- Animation: 4%
- Business Development: 4%
- Web Design/Development: 2%
- Social Media: 2%
- Public Relations: 2%
- Product/Project Management (Technology): 2%
- Product/Brand Management: 2%
- Marketing: 2%
- Consulting: Research: 2%
- Consulting: Management/Strategy: 2%
- Performing Arts: 2%
2019 POST-GRADUATION INDUSTRY REPORT

Media/Journalism/Entertainment

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Media/Journalism/Entertainment</td>
<td>25</td>
<td>$48,000</td>
<td>$21,600</td>
</tr>
</tbody>
</table>

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*Stipends less than $20,000 not reported.

Employers & Job Titles

101 Studios, Director of Financial Planning and Analysis
Atlantic Media, National Journal Policy and Data Visualization Fellow
Bleecher Report, Social Analytics Coordinator
Blue Sky Studios, Software Engineer
British Telecom, Business Leadership Development Program Graduate
Bulletin Intelligence, Analyst
CBS News, News Associate
Circle Of Confusion, Literary Assistant
Comcast NBCUniversal, CORE Tech Associate
Creative Artist Agency, Assistant
Creative Artist Agency, Brans Consulting Assistant
DreamWorks Animation, Software Engineer
Entertainment One, Office Production Assistant
Fox Business Network, Production Assistant for FBN:am
Full Frontal with Samantha Bee, General Production and Post-Production
Gathr Films, Intern
Grupo Televisa, Partnerships Coordinator
HBO, Consumer Marketing
Horizon Media, Inc., Assistant Brand Strategist
Horizon Media, Inc., Brand Strategy Intern
ICM Partners, Mailroom Trainee
LeftRight, Researcher
Liberties Journal, Managing Editor
Management 360, Floater
Marc Platt Productions, Development Intern
Medium, Software Engineer
Minim LD, Office PA

NBC Sports Group, Olympic Researcher
NBCUniversal, Ad Sales Associate Program
NBCUniversal, Page
NBCUniversal, West Coast Page
Netflix, Coordinator
Nexo Productions, Creative Director
Observer.com, Editorial Intern
Pitchfork, Editorial Fellow
Public Broadcasting Service, Production and Operations Assistant
Pulitzer Center on Crisis Reporting, Education Intern
Roundabout Theatre Company, Marketing Apprentice
The New York Times, Software Engineer
The Walt Disney Company, Associate Media and Art Pipeline Developer
The Walt Disney Company, Business Analyst
The Walt Disney Company, Corporate Financial Analyst
The Walt Disney Company, Decision Support Analyst
The Walt Disney Company, Intern in Modeling, Simulation
The Washington Post, Reporter
Turner Sports, Digital Account Coordinator
TYT Network, Digital Producer/Publisher
United Talent Agency, Incoming Agent Trainee
Viacom, Distribution and Business Development Coordinator
Viacom, Sales Operations Coordinator
VIP Ent., General Manager
Walt Disney Imagineering, Professional Intern - Post Turnover Project Management
William Morris Endeavor, Floating Assistant
WXPN, Music Blogger
Nonprofit

When They Accepted Their Offer

35 responses

97% received offers during or after the spring semester.

How They Heard About the Opportunity

34 responses

<table>
<thead>
<tr>
<th>How They Heard About the Opportunity</th>
<th>34 responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applied Directly</td>
<td>53%</td>
</tr>
<tr>
<td>Previous Employer (Non-OCI)</td>
<td>18%</td>
</tr>
<tr>
<td>Contacts Outside of Penn</td>
<td>12%</td>
</tr>
<tr>
<td>Contacts at Penn</td>
<td>9%</td>
</tr>
<tr>
<td>Other Career Services Resources</td>
<td>6%</td>
</tr>
<tr>
<td>Previous Employer (through OCI)</td>
<td>3%</td>
</tr>
<tr>
<td>On Campus Interviewing (OCI)</td>
<td>0%</td>
</tr>
<tr>
<td>Other</td>
<td>0%</td>
</tr>
</tbody>
</table>

Industry Breakdown

56 responses

<table>
<thead>
<tr>
<th>Industry Breakdown</th>
<th>56 responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social Services, 25%</td>
<td></td>
</tr>
<tr>
<td>Cultural Institutions/Arts and Cultural Affairs, 9%</td>
<td></td>
</tr>
<tr>
<td>Public Interest/Advocacy, 66%</td>
<td></td>
</tr>
</tbody>
</table>

Job Functions

55 responses

<table>
<thead>
<tr>
<th>Job Functions</th>
<th>55 responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research: Other</td>
<td>18%</td>
</tr>
<tr>
<td>Program Planning</td>
<td>15%</td>
</tr>
<tr>
<td>Direct Service</td>
<td>9%</td>
</tr>
<tr>
<td>Fund Raising/Promotion</td>
<td>9%</td>
</tr>
<tr>
<td>Administration</td>
<td>7%</td>
</tr>
<tr>
<td>Policy/Analysis</td>
<td>5%</td>
</tr>
<tr>
<td>Data Analytics: Data Analytics</td>
<td>5%</td>
</tr>
<tr>
<td>Teaching</td>
<td>4%</td>
</tr>
<tr>
<td>Museum/Art Gallery/Curatorial</td>
<td>4%</td>
</tr>
<tr>
<td>Management</td>
<td>2%</td>
</tr>
<tr>
<td>Finance: Financial Planning &amp;...</td>
<td>2%</td>
</tr>
<tr>
<td>Testing/Quality/Evaluation</td>
<td>2%</td>
</tr>
<tr>
<td>Program Evaluation</td>
<td>2%</td>
</tr>
<tr>
<td>Entrepreneur/Founder</td>
<td>2%</td>
</tr>
<tr>
<td>Public Relations</td>
<td>2%</td>
</tr>
<tr>
<td>Research &amp; Development</td>
<td>2%</td>
</tr>
<tr>
<td>Research: Clinical</td>
<td>2%</td>
</tr>
<tr>
<td>Coaching/Tutoring</td>
<td>2%</td>
</tr>
<tr>
<td>Sales</td>
<td>2%</td>
</tr>
<tr>
<td>Social Media</td>
<td>2%</td>
</tr>
<tr>
<td>Clinical Other - Non-Nursing</td>
<td>2%</td>
</tr>
<tr>
<td>Other</td>
<td>2%</td>
</tr>
</tbody>
</table>
2019 POST-GRADUATION INDUSTRY REPORT

**Nonprofit**

### 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>25</td>
<td>$43,680</td>
<td>$32,240  $110,000</td>
</tr>
<tr>
<td>Cultural Institutions/Arts and Cultural Affairs</td>
<td>3</td>
<td>$43,000</td>
<td>$42,000  $45,000</td>
</tr>
<tr>
<td>Public Interest/Advocacy</td>
<td>15</td>
<td>$44,000</td>
<td>$32,240  $110,000</td>
</tr>
<tr>
<td>Social Services</td>
<td>7</td>
<td>$40,000</td>
<td>$33,280  $50,000</td>
</tr>
</tbody>
</table>

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

### Employers & Job Titles

- **Allen Institute for Artificial Intelligence**, Predoctoral Young Investigator
- **American Institutes for Research**, ELA Item Writer
- **AmeriCorps**, Data and Policy Analyst
- **AmeriCorps**, Patient Educator
- **AmeriCorps VISTA WV Development Hub**, Community Development Analyst
- **Amy for America**, Communications Associate
- **ArtistYear**, Fellow
- **Association of American Law Schools**, Special Projects Administrator, Office of the Executive Director
- **Bucks County Housing Group**, Development and Marketing Manager
- **Campaign for Tobacco-Free Kids**, Campaign Organizer
- **Center on Budget and Policy Priorities**, Research Assistant
- **Child Trends**, Senior Research Assistant in Youth Development
- **CHILD USA**, Postgraduate Policy Fellow
- **CHRISTIE’S**, Graduate Trainee
- **College Possible**, High School Junior Coach
- **Community Living Services**, Direct Support Professional
- **Congressional Hunger Center**, 2019 Bill Emerson National Hunger Fellow
- **Democratic Congressional Campaign Committee**, Analytics Assistant
- **Dream a Dream**, Fundraising and Advocacy Fellow
- **End Citizens United**, Research Associate
- **Enterprise Community Partners**, AmeriCorps VISTA
- **FoodCorps**, Service Member
- **Global Impact**, Partner Solutions Associate
- **Grassroots Campaigns, Inc.**, Assistant Director
- **Homeward Initiative**, Research Intern: US- China Relations
- **Hudson Institute**, Program Assistant
- **JCC of Staten Island**, Marketing & Communications Coordinator
- **Movement Voter Project**, Program Coordinator
- **National Security Think Tank**, Research Intern
- **Nationalities Service Center**, Case Manager
- **Palo Alto Veterans Institute for Research (PAVIR)**, Clinical Research Assistant
- **People for the Ethical Treatment of Animals (PETA)**, Assistant Coordinator
- **Pew Research Center**, Research Assistant, Demography of Religion
- **Philadelphia Museum of Art**, Museum Studies Intern
- **Public Health Management Corporation**, Opioid Taskforce VISTA through AmeriCorps VISTA
- **Rebound Liberia**, Co-Founder
- **Rebound Liberia**, Founder, Director of Marketing, Program Director
- **Rebound Liberia**, Fundraising Director
- **Republican National Committee**, State Data Director for New Hampshire
- **Research for Action**, Research Assistant
- **Sanctuary for Families (non-profit)**, Project Assistant
- **Santa Cruz County Medical Society**, Program Specialist
- **Sotheby’s**, Administrator / Assistant
- **Sotheby’s**, Private Sales Administrator
- **Stringer for NY**, Deputy Finance Director
- **The American Jewish Joint Distribution Committee (JDC)**, Global Service Fellow
- **The Brookings Institution**, Research Assistant
- **The Jewish Federation of Greater Philadelphia**, Major Gifts Assistant
- **The Work First Foundation**, Fellow
- **United Nations Food and Agriculture Organization**, Intern
- **United Way of Miami Dade**, Senior Manager for Prospect Research
- **Urban Institute**, Data Science Analyst
- **Urban Teachers**, Teacher
- **Winrock International**, Talent Acquisition Intern
- **World Resources Institute**, Engagement Coordinator
2019 POST-GRADUATION INDUSTRY REPORT
Pharmaceuticals/Biotechnology

When They Accepted Their Offer
11 responses

- Sep or Earlier: 9%
- Aug: 9%
- Sep: 9%
- Oct: 9%
- Nov: 9%
- Dec: 9%
- Jan: 9%
- Feb: 9%
- Mar: 9%
- Apr: 9%
- May: 9%
- Jun: 9%
- Jul: 9%
- Aug: 9%
- Sep or Later: 18%

Median Starting Salary
$68,000

How They Heard About the Opportunity
8 responses

- Applied Directly: 38%
- Other Career Services Resources: 13%
- Contacts at Penn: 13%
- On Campus Interviewing (OCI): 13%
- Previous Employer (Non-OCI): 13%
- Previous Employer (through OCI): 13%
- Other: 0%
- Contacts Outside of Penn: 0%

Job Functions
22 responses

- Research: Biomedical: 18%
- Research & Development: 14%
- Data Analytics: Data Analytics: 9%
- Entrepreneur/Founder: 9%
- Software Development/Engineering: 9%
- Systems Engineering/Analysis: 9%
- Consulting: Research: 5%
- Finance: Financial Planning & Analysis: 5%
- Management: 5%
- Other: 5%
- Policy/Analysis: 5%
- Product/Brand Management: 5%
- Research: Clinical: 5%
2019 POST-GRADUATION INDUSTRY REPORT

Pharmaceuticals/Biotechnology

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pharmaceuticals/Biotechnology</td>
<td>11</td>
<td>$68,000</td>
<td>$30,000</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

4Catalyzer, Machine Learning Research Engineer
Alnylam Pharmaceuticals, Inc, Associate
Amgen, Rotational Leadership Associate
Auris Health, Inc, Systems Engineer
Bristol-Myers Squibb, Associate Research Scientist
Catalant, Software Engineer
CSL Behring, Global Market Access and Pricing
Drugs for Neglected Disease Initiative, Policy and Advocacy Intern
Ecole Polytechnique de Lausanne, Research Associate
Genesis Biotechnology Group, Laboratory Technician
GlaxoSmithKline, Commercial Management Associate
GlaxoSmithKline, Financial Analyst
InnaMed, President
Novartis, Scientific Associate II
PharmaCadence Analytical Services, Research Associate
Reason Research, Associate Research Analyst
Roivant Sciences, Analyst
Roivant Sciences, Rotational Analyst
Scout Bio, Research Associate
Strella Biotecnology, Founder
Stryker, Engineer
Verb Surgical - a Google and Johnson & Johnson joint venture, Systems Integration
Verily Life Sciences, Software Engineer
Retail/Wholesale

When They Accepted Their Offer
8 responses

<table>
<thead>
<tr>
<th>Month</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sep or Earlier</td>
<td>13%</td>
<td>13%</td>
</tr>
<tr>
<td>Aug</td>
<td>13%</td>
<td>13%</td>
</tr>
<tr>
<td>Sep</td>
<td>13%</td>
<td>13%</td>
</tr>
<tr>
<td>Oct</td>
<td>13%</td>
<td>13%</td>
</tr>
<tr>
<td>Nov</td>
<td>13%</td>
<td>13%</td>
</tr>
<tr>
<td>Dec</td>
<td>13%</td>
<td></td>
</tr>
<tr>
<td>Jan</td>
<td></td>
<td>13%</td>
</tr>
<tr>
<td>Feb</td>
<td>13%</td>
<td></td>
</tr>
<tr>
<td>Mar</td>
<td>13%</td>
<td></td>
</tr>
<tr>
<td>Apr</td>
<td></td>
<td>13%</td>
</tr>
<tr>
<td>May</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jun</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jul</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Aug</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sep or Later</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Median Starting Salary
$55,000

Job Functions
20 responses

- Buying/Merchandising: 40%
- Data Analytics: 10%
- Market Research: 10%
- Sales: 10%
- Graphic Design: 5%
- Management: 5%
- Other: 5%
- Product/Brand Management: 5%
- Research: 5%
- Software Development/Engineering: 5%

How They Heard About the Opportunity
7 responses

- Applied Directly: 43%
- On Campus Interviewing (OCI): 29%
- Previous Employer (Non-OCI): 14%
- Previous Employer (through OCI): 14%
- Other Career Services Resources: 0%
- Contacts at Penn: 0%
- Other: 0%
- Contacts Outside of Penn: 0%
2019 POST-GRADUATION INDUSTRY REPORT

Retail/Wholesale

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>8</td>
<td>$55,000</td>
<td>$33,280</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

- Bloomingdale’s, Merchandise Buyer
- Clark Associates, Inc., Marketing Data Analyst
- Gap, Inc., Incoming Rotational Management Program (RMP) Trainee in Merchandising
- Gap, Inc., RMP Trainee in Merchandising
- H&M, Leadership Development Program (2)
- Haddad Brands, Sourcing Associate
- Lapstone & Hammer, Creative Associate and Retail Specialist
- Macy’s, Inc., Product Development
- Michael Platt, Research Assistant
- Olem Shoe Corp, Analyst
- Proenza Schouler, Communications Assistant
- QVC, Associate Software Engineer
- Ralph Lauren, Associate, Innovation
- Ross Stores, Inc., Assistant Buyer
- TechStyle Fashion Group, Data Analyst
- The Dump, Project Manager
- Theory, Director of International Sales
- Tibi, Digital Marketing Coordinator
- URBN (Anthropologie, BHLDN, Free People, Terrain, Urban Outfitters), Training & Development Coordinator
- Williams-Sonoma, Inc., Assistant Art Director
2019 POST-GRADUATION INDUSTRY REPORT

Technology

When They Accepted Their Offer
150 responses

Median Starting Salary
$90,500

How They Heard About the Opportunity
137 responses

Job Functions
232 responses

- Software Development/Engineering: 36%
- Product/Project Management (Technology): 11%
- Other: 6%
- Consulting: Management/Strategy: 5%
- Management: 4%
- Data Analytics: Data Analytics: 4%
- Data Analytics: Data Science: 4%
- Product/Brand Management: 3%
- Market Research: 3%
- Consulting: Technology: 3%
- Business Development: 3%
- Buying/Merchandising: 2%
- Research & Development: 2%
- Finance: Financial Planning & Analysis: 2%
- Administration: 2%
- Sales: 1%
- Marketing: 1%
- Entrepreneur/Founder: 1%
- Policy/Analysis: 0.4%
- Finance: Sales: 0.4%
- Web Design/Development: 0.4%
- Research: Other: 0.4%
- Editing: 0.4%
- Social Media: 0.4%
- Advertising/Media Planning: 0.4%
- Teaching: 0.4%
- Technology Analysis: 0.4%
- Research: Biomedical: 0.4%
2019 POST-GRADUATION INDUSTRY REPORT

Technology

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>143</td>
<td>$90,500</td>
<td>$24,000</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

Adobe Systems, Associate Consultant
Adobe Systems, Associate Technical Consultant
Adobe Systems, Digital Strategy Analyst
Adobe Systems, Digital Strategy Consultant
Adobe Systems, Solutions Consultant
Affinity.co, Software Engineer
Airbnb, Software Engineer (2)
Alphagora, Chief Technology Officer
Amazon, Product Marketing
Amazon, Product Marketing Manager
Amazon, Software Developer Engineer
Amazon, Software Development Engineer (2)
Amazon, Software Development Engineer 1
Amazon, Software Engineer
Amazon Robotics, Software Development Engineer
Amazon Robotics, Software Engineer
Amazon Web Services, Product Marketing Manager
Analytical Graphics, Inc., Software Engineer
Appian Corporation, Product Manager
Apple, 3D Software Engineer
Apple, Business Development and Strategy Analyst
Apple, Product Design Engineer
Apple, Technical Specialist
AppLovin, Growth Analyst I
Arcesium, LLC, Software Engineer
Asana, Software Engineer
Atlassian, Associate Product Manager
Atlassian, Software Engineer
Axon, Product Manager

Berkshire Grey, Inc., Robotics Software Engineer
Blend, Software Engineer
Bloomberg, Financial Products Analytics Analyst
Bloomberg, Software Engineer (3)
Bounce Exchange, Customer Success Associate (PR and Marketing)
Bridgeview Partners, Developer
Cadre, Data Engineer
Campuswire, Product Manager
CDW, Account Representative
CipherTrace, Analyst
Clumio, Inc., Member of Technical Staff
Confluent, Backend Software Engineer
CoreDial, Software Developer
Data Prosper, Marketing Coordinator
Datadog, Software Engineer
Dcode, Program Associate
DeepMind, Research Engineer
DocuSign, Software Engineer
DraftKings, Software Engineer
Dropbox, Product Manager
Duolingo, Software Engineer (2)
Earnest Research, Data Analyst
Eight Sleep, Growth Engineer
Epic, Applications Analyst
Epic, Implementation Consultant
Epic, Project Manager
Epic, Project Manager / Implementation Consultant
Epic, Technical Services Engineer
Epic, Technical Solutions Engineer
Epic, VFX Programmer Intern
Ericsson, Consulting Analyst

Expedia Group, Software Engineer
Fabric Technologies, Inc., Partnerships Manager
Facebook, Account Manager (3)
Facebook, Data Science, Analytics
Facebook, Data Scientist (3)
Facebook, Data Scientist, Analytics
Facebook, Global Marketing Solutions Account Manager
Facebook, Partnership Operations Escalations Analyst
Facebook, Privacy and Public Policy Associate
Facebook, Product manager (2)
Facebook, Product Specialist
Facebook, Rotational Product Manager
Facebook, Software Engineer (6)
Facebook, Technical Program Manager
Facebook, User Experience Participant recruiter
Fast Enterprises, LLC, Implementation Consultant
Flourish Change, CEO & Co-Founder
Formlabs, Quality Engineer
Foundry.ai, Data Scientist (2)
Foundry.ai, Software Engineer
Google, Inc., APMM
Google, Inc., Associate Product Manager
Google, Inc., Associate Product Marketing Manager (4)
Google, Inc., Backend Software Engineer
Google, Inc., Data Scientist
Google, Inc., Engineering Residency
Google, Inc., Engineering Resident (2)
Google, Inc., Marketing Solutions Associate Account Strategist

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Technology

Employers & Job Titles (continued)

Google, Inc., Operations Analyst
Google, Inc., Software Engineer (13)
Google, Inc., Software Engineer Resident
Google, Inc., Software Engineering
Google, Inc., Software Engineering Resident
Google, Inc., SWE
Halo Cars, Head of Partnerships
Harvest Platform, Customer Support Lead
Health Recovery Solutions, Support Engineer
IncentFit, Data Entry Specialist
Indeed, Associate Product Manager
Instagram, Data Scientist
InterSystems, Software Developer
Jet, Category Specialist
JRI America, Inc.,
JRI America, Inc., Business Analyst
JustWorks, Sales Development Associate
Kernel, Research Technician
Linkedin Corporation, Strategy & Analytics Program Analyst
Lucid, Software Engineer
Lyft, Backend Software Engineer
Mastercard, Associate Analyst (4)
Mastercard, Associate Analyst, Consulting
Mastercard, Associate Analyst, Market Research
Mastercard, Associate Product Manager (Technical)
Mastercard, Business Consultant (2)
Mastercard, Data Consultant
Mastercard, Data Engineer
Mastercard, Product Management
MathWorks, Engineering Development Group
Merrill Corporation, Regional Sales Director
Microsoft, Business Development Analyst
Microsoft, Finance Rotation Analyst (2)
Microsoft, Premier Field Engineer
Microsoft, Product Marketing Manager (2)
Microsoft, Program Manager (5)
Microsoft, Software Engineer (8)
Microsoft, Technical Account Manager
Moloco, Inc., Business Rotation Analyst
MongoDB, Software Development
MongoDB, Software Engineer
Morning Consult, Senior Associate
Nomad Health, Operations Associate (2)
NVIDIA Corporation, Software Engineer (2)
OpenDoor, Software Engineer
Palantir Technologies, Deployment Strategist
Payoneer, FP&A and Corporate Development
Peloton, Software Engineer
Proteo, Inc, Technology Consultant
Qualtrics, Product Specialist (2)
Qualtrics, Software Engineer
Rappi, Data Scientist
Rent The Runway, Inc., Engagement Marketing Associate
Revion
Ride Health, Co-Founder
Rockerbox, Optimization Analyst
Rockset, Software Engineer
SAP, Global Sponsorships Activation Coordinator
Slack, Backend Software Engineer
Snap, Inc., Software Engineer
Snapchat, Creative Strategy Intern
Somatix, Head of Strategic Partnerships
SonicCloud, Business Operations Analyst
Squarespace, Associate Data Scientist
Stoneco, Financial Analyst
Strava, Software Engineer (2)
Thinking Cap, After-school Instructor
Twitter, Associate Product Manager
Twitter, Machine Learning Engineer
Tyler Technologies, Automation Engineer
UEGroup, Research Associate
Velo Payments, Summer Analyst
Verisk, Associate, Spend Informed Analytics
Vettery, Sales Development Representative
Vioo, Co-Founder
VMware, Business Analyst
Walmart eCommerce, Category Specialist (12)
Walmart eCommerce, Fashion Editorial & Content Assistant
Walmart eCommerce, Innovative Specialist
Wayfair, Associate, Talent Acquisition
Marketing & Technology
Wayfair, Business Analyst
Wayfair, Business Analyst (Product Management)
Wealthfront, Inc., Backend Developer
### Salaries by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chemicals/Gases</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Consulting</td>
<td>173</td>
<td>$80,000</td>
<td>$25,000</td>
</tr>
<tr>
<td>Healthcare/Life Sciences</td>
<td>19</td>
<td>$72,000</td>
<td>$40,000</td>
</tr>
<tr>
<td>Management Consulting</td>
<td>116</td>
<td>$85,000</td>
<td>$30,769</td>
</tr>
<tr>
<td>Non-Profit/Government</td>
<td>6</td>
<td>$69,000</td>
<td>$65,000</td>
</tr>
<tr>
<td>Other</td>
<td>32</td>
<td>$66,000</td>
<td>$25,000</td>
</tr>
<tr>
<td>Consumer Products</td>
<td>8</td>
<td>$67,000</td>
<td>$50,000</td>
</tr>
<tr>
<td>Design/Fine Arts</td>
<td>7</td>
<td>$52,000</td>
<td>$26,400</td>
</tr>
<tr>
<td>Education</td>
<td>37</td>
<td>$40,000</td>
<td>$29,120</td>
</tr>
<tr>
<td>Elementary/Secondary Education</td>
<td>10</td>
<td>$51,250</td>
<td>$37,000</td>
</tr>
<tr>
<td>Higher Education - Non-Research</td>
<td>22</td>
<td>$37,500</td>
<td>$30,000</td>
</tr>
<tr>
<td>Higher Education - Research Lab</td>
<td>3</td>
<td>$40,000</td>
<td>$29,120</td>
</tr>
<tr>
<td>Energy/Natural Resources/Utilities</td>
<td>3</td>
<td>$65,000</td>
<td>$47,000</td>
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<tr>
<td>Engineering/Manufacturing</td>
<td>9</td>
<td>$85,000</td>
<td>$55,000</td>
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<tr>
<td>Aerospace</td>
<td>6</td>
<td>$85,000</td>
<td>$58,800</td>
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<td>Computer Products - Hardware</td>
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<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Electronics/Robotics</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Manufacturing - Other</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Financial Services</td>
<td>236</td>
<td>$85,000</td>
<td>$47,000</td>
</tr>
<tr>
<td>Diversified Financial Services (including commercial/retail banking)</td>
<td>19</td>
<td>$85,000</td>
<td>$55,000</td>
</tr>
<tr>
<td>Hedge Fund</td>
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*Fewer than 3 reported salaries not published to maintain confidentiality.

*Sglipends less than $20,000 not reported.
### Salaries by Industry (continued)

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### Salaries by Job Function

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*Stipends less than $20,000 not reported.
### Salaries by Job Function (continued)

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Salaries by Job Function *(continued)*

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