# Summer 2019 Industry Report

## Consulting
- Healthcare/Life Sciences
- Management Consulting
- Non-Profit/Government

## Consumer Products
- Education
- Elementary/Secondary Education
- Higher Education (including Research Labs)
- Other

## Engineering/Manufacturing
- Aerospace
- Computer Products - Hardware
- Electronics/Robotics
- Engineering
- Manufacturing

## Financial Services
- Diversified Financial Services
- Hedge Fund
- Investment Banking/Brokerage
- Investment Management/Counsel
- Private Equity
- Venture Capital

## Government
- Federal Government
- State/Local Government
- Other

## Healthcare
- Community/Public Health Center
- Health Maintenance Organization
- Hospital
- Nursing Home/Long Term Care Facility
- Private Practice

## Marketing/Advertising/Public Relations

## Media/Journalism/Entertainment

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

## Pharmaceuticals/Biotechnology

## Real Estate/Construction

## Retail/Wholesale

## Sports/Hospitality/Food Service

## Technology

### Full-time Monthly Salaries

#### by Industry

#### by Job Function

## Methodology

Career Services at the University of Pennsylvania annually surveys undergraduate students about their summer experiences. This report groups job & internship employers by industry in order to look at hiring timelines, offer methods, job titles, and monthly salaries.
SUMMER 2019 INDUSTRY REPORT

Consulting

Type of Work/Internship

133 responses

<table>
<thead>
<tr>
<th>Type</th>
<th>Paid Full-time</th>
<th>Paid Part-time</th>
<th>Unpaid/Volunteer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rising Seniors</td>
<td>99%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rising Juniors</td>
<td>84%</td>
<td>6%</td>
<td>6%</td>
</tr>
<tr>
<td>Rising Sophomores</td>
<td>60%</td>
<td>12%</td>
<td>20%</td>
</tr>
</tbody>
</table>

Average Monthly Salary

99 responses

- $4,881 Full-time
- $941 Part-time

Industry Breakdown

133 responses

- Management Consulting, 65%
- Non-Profit/Government, 8%
- Healthcare/Life Sciences, 8%
- Other, 20%

How They Heard About the Opportunity

132 responses

- Handshake: 19%
- On Campus Interviewing (OCI): 17%
- Contacts Outside of Penn: 17%
- Applied Directly: 12%
- Penn Professor/Staff/Alumni/etc.: 11%
- Online Job/Internship Site: 9%
- Other Career Services Resources: 6%
- Penn Sponsored Internship: 4%
- Previous Employer: 2%
- Other Penn Resource: 2%
- Other: 2%

When They Accepted Their Offer

131 responses

- Before Aug: 8%
- Sep: 2%
- Oct: 27%
- Nov: 13%
- Dec: 3%
- Jan: 2%
- Feb: 5%
- Mar: 12%
- Apr: 16%
- May: 9%
- Jun or Later: 3%
SUMMER 2019 INDUSTRY REPORT

Consulting

Full-Time Monthly Salaries 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>95</td>
<td>$5,120</td>
<td>$180</td>
</tr>
<tr>
<td>Healthcare/Life Sciences</td>
<td>9</td>
<td>$5,000</td>
<td>$3,200</td>
</tr>
<tr>
<td>Management Consulting</td>
<td>68</td>
<td>$5,875</td>
<td>$180</td>
</tr>
<tr>
<td>Non-Profit/Government</td>
<td>5</td>
<td>$2,500</td>
<td>$2,300</td>
</tr>
<tr>
<td>Other</td>
<td>13</td>
<td>$2,975</td>
<td>$1,600</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

- **Accenture**, Consulting Summer Analyst +
- **Accenture**, Consulting Summer Analyst *
- **Accenture**, Strategy Analyst +
- **Accenture**, Strategy Intern +
- **Accenture**, Strategy Summer Intern *
- **AgileThought**, Team Planning and Strategy Intern ○
- **AT Kearney**, Business Analyst +
- **AT Kearney**, Summer Business Analyst +
- **Back Bay Life Science Advisors**, Summer Analyst +
- **Back Bay Life Science Advisors**, Summer Analyst *
- **Bain & Company**, Associate Consultant Intern (6) +
- **Bates White**, Summer Consultant +
- **Berkeley Research Group**, Summer Associate +
- **Big Squeezy**, Team Member and Consultant ○
- **Blueprint Talent Group**, Consultant Intern *
- **Booz Allen Hamilton**, Intern ○
- **Boston Consulting Group (BCG)**, Associate +
- **Boston Consulting Group (BCG)**, Extern ○
- **Boston Consulting Group (BCG)**, Intern +
- **Boston Consulting Group (BCG)**, Research Analyst *
- **Boston Consulting Group (BCG)**, Summer Associate (10) +
- **Boston Consulting Group (BCG)**, Summer Associate (2) *
- **Boston Consulting Group (BCG)**, Summer Associate Consultant (2) +
- **CBPartners**, Summer Analyst +
- **ClearView Healthcare Partners**, Summer Analyst +
- **Codex Group - Book Intelligence**, Strategy Analyst Intern +
- **Community Volunteers in Medicine**, Pain Scribe ○
- **Compass Lexecon**, Aviation Intern +
- **Conduent**, Corporate Strategy Intern ○
- **Deloitte**, Global Technology Services Intern *

Job Functions

132 responses

<table>
<thead>
<tr>
<th>Job Function</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting: Management/Strategy</td>
<td>63%</td>
</tr>
<tr>
<td>Consulting: Research</td>
<td>7%</td>
</tr>
<tr>
<td>Consulting: Technology</td>
<td>5%</td>
</tr>
<tr>
<td>Research: Other</td>
<td>4%</td>
</tr>
<tr>
<td>Business Development</td>
<td>3%</td>
</tr>
<tr>
<td>Finance: Investment Banking</td>
<td>2%</td>
</tr>
<tr>
<td>Marketing</td>
<td>2%</td>
</tr>
<tr>
<td>Data Analytics: Data Analytics</td>
<td>2%</td>
</tr>
<tr>
<td>Other</td>
<td>13%</td>
</tr>
</tbody>
</table>

74% were working in a consulting role.
Consulting

Employers & Job Titles

Deloitte, Intern +
Deloitte, Intern (2) ○
Deloitte, Summer Intern +
Deloitte, Summer Intern ○
Deloitte, Summer Scholar (3) +
Deloitte, Transfer Pricing Intern +
Econsult Solutions Inc., Research Assistant Intern *
El OpenLAB Consulting S.A.S, Summer Analyst & Researcher *
Emerton, Strategy Consulting Intern *
Epic Research LLC, Marketing Analyst +
EY, Intern *
EY, M&A Consulting Intern +
EY, Mergers & Acquisitions Consulting Intern +
EY, S&O Intern +
EY, Summer Associate +
EY, Summer Intern +
EY, Summer Intern *
EY, Summer M&A Consultant +
Finch Brands, Brand Strategy Intern +
Finch Brands, Brand Strategy Intern *
FTI Consulting, Data & Analytics Intern +
FTI Consulting, Strategic Communications Intern +
Gartner, Research Specialist Intern +
Glover Park Group, Intern ○
Howard Fischer Associates, Market Analyst +
ICS Consulting Inc., Data Analyst *
Kerus, Marketing Intern (2) ○
Kerus, Product Operations Intern (2) ○
KPMG, Corporate Finance Intern *
KPMG, Management Consulting Intern *
KPMG, Strategy Advisory Intern *
Latam Impact Program ○
Leadership Solutions Inc., Associate Consultant Intern *
Lewis & Ellis ○
Lynk Global, Client Solutions Research Analyst Intern *
McKinsey & Company, Business Analyst (2) +
McKinsey & Company, Business Analyst *
McKinsey & Company, Freshman Summer Business Analyst ○
McKinsey & Company, Summer Advanced Analytics Fellow +
McKinsey & Company, Summer Analyst ○
McKinsey & Company, Summer Business Analyst +
McKinsey & Company, Summer Business Analyst ○
Merger, Multinational Clients Group M&A Intern *
Mercer, Strategic Partnerships and Research Platforms Intern *
MGT Consulting, Summer Analyst *
Navigant, Summer Associate +
Navigant Consulting, Engineering Team Intern +
NERA, Intern *
Oliver Wyman, Research Assistant *
Oliver Wyman, Summer Consultant (2) +
PricewaterhouseCoopers (PwC) ○
PricewaterhouseCoopers (PwC), Consulting Intern *
PricewaterhouseCoopers (PwC), Corporate Finance and Investment Banking Analyst ○
PricewaterhouseCoopers (PwC), Cybersecurity Consultant Intern +
PricewaterhouseCoopers (PwC), Intern +
PricewaterhouseCoopers (PwC), Technology Consulting (Data & Analytics) Intern +
PricewaterhouseCoopers (PwC), Technology Consulting Intern (2) +
Putnam Associates, Summer Associate Consultant +
Revelwood, IT Policy Intern ○
RWR Advisory, Research Analyst *
STG, Intern *
Strategic Results, Marketing Analyst *
Strategy&, Advance Intern +
Strategy&, Associate Intern +
Strategy&, Summer Associate (3) +
Strategy&, Summer Associate *
Strategy&, Summer Associate Intern +
Teneo, Summer Intern +
The Frost Group, Fundraising Intern ○
Veronica Perez & Associates, Summer Associate ○
Wunderman Thompson, Intern ○
Zeektek, Technical Sales and Recruiting Intern *
ZS Associates, Decision Analytics Associate Intern +
ZS Associates, Strategy and Insight Planning Associate Intern +
ZS Associates, Strategy Insights and Planning Associate +
ZS Associates, Strategy Insights and Planning Associate Intern *
### Type of Work/Internship

**38 responses**

<table>
<thead>
<tr>
<th>Type of Work/Internship</th>
<th>Paid</th>
<th>Unpaid/ Volunteer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rising Seniors</td>
<td>81%</td>
<td>13%</td>
</tr>
<tr>
<td>Rising Juniors</td>
<td>78%</td>
<td>22%</td>
</tr>
<tr>
<td>Rising Sophomores</td>
<td>92%</td>
<td>8%</td>
</tr>
<tr>
<td><strong># of Students</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rising Seniors</td>
<td>16</td>
<td></td>
</tr>
<tr>
<td>Rising Juniors</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>Rising Sophomores</td>
<td>13</td>
<td></td>
</tr>
</tbody>
</table>

### Average Monthly Salary

**25 responses**

- **$2,602**
  - Avg. 41 Hours per Week

### How They Heard About the Opportunity

**38 responses**

- Contacts Outside of Penn: 32%
- Applied Directly: 18%
- Online Job/Internship Site: 18%
- Handshake: 16%
- On Campus Interviewing (OCI): 5%
- Penn Sponsored Internship: 5%
- Penn Professor/Staff/Alumni/etc.: 3%
- Previous Employer: 3%
- Other: 0%
- Other Career Services Resources: 0%
- Other Penn Resource: 0%

### When They Accepted Their Offer

**38 responses**

- Before Aug: 8%
- Sep: 8%
- Oct: 11%
- Nov: 8%
- Dec: 3%
- Jan: 11%
- Feb: 13%
- Mar: 11%
- Apr: 16%
- May: 13%
- Jun or Later: 13%
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Consumer Products

Full-Time Monthly Salaries by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consumer Products</td>
<td>25</td>
<td>$2,720</td>
<td>$100</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

- **Amway**, Cosmetics Process Engineering Intern +
- **Anheuser Busch**, Global Management Trainee Intern +
- **Colgate Palmolive**, Intern ○
- **Colgate Palmolive Pakistan**, Intern ○
- **Compañía Cervecería de Nicaragua**, Research Analyst *
- **Consumer Reports**, Privacy Testing Intern *
- **Curology**, Quantitative Marketing Intern +
- **DAP**, Digital Marketing Intern *
- **Digger Specialties**, Powder Coating Booth Operator ○
- **Edrington**, Marketing Intern *
- **Framy**, Social Media and Marketing Intern ○
- **Fully**, Systems Intern ○
- **Jessies of Linwood**, Barista ○
- **Leland Mercantile** ○
- **L’Oreal**, Intern +
- **L’Oreal**, Marketing Intern +
- **MatchaBar**, Marketing Intern +
- **Montaro**, Intern ○
- **Nordstrom**, Sales Associate ○
- **PepsiCo**, Global Strategy Intern +
- **PepsiCo**, Intern *
- **PepsiCo**, Marketing Intern (2) +
- **Procter & Gamble**, Sales Account Executive Intern +
- **Publishers Clearing House**, E-commerce Intern +
- **Purolite**, Marketing Intern +
- **Reckitt Benckiser**, Sales Analyst *
- **Shahi Exports**, Intern *
- **Shahi Exports**, Organizational Development Intern ○
- **Sonos, Inc**, Research Intern +
- **SPC Group**, Product Coordination Intern ○
- **The Hain Celestial Group**, Brand Management Intern +
- **The Hershey Company**, Data Engineering Intern *
- **The Hershey Company**, Global Customs and Trade Compliance Intern ○
- **The J.M. Smucker Company**, Data Science Intern +

Job Functions

36 responses

- Marketing: 44%
- Sales: 8%
- Consulting: Management/Strategy: 6%
- Data Analytics: Data Science: 6%
- Product/Brand Management: 6%
- Web Design/Development: 6%
- Business Development: 3%
- Data Analytics: Data Analytics: 3%
- Market Research: 3%
- Product Design/Development: 3%
- Research & Development: 3%
- Restaurant/Food Services: 3%
- Social Media: 3%
- Software Development/Engineering: 3%
- Testing/Quality/Evaluation: 3%

* Rising Senior
* Rising Junior
○ Rising Sophomore

- **The Kraft Heinz Company**, Corporate Management Intern *
- **Under Armour**, Intern +
- **Vita Coco**, Marketing Intern ○
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Education

Type of Work/Internship
450 responses

<table>
<thead>
<tr>
<th>Year</th>
<th>Rising Seniors</th>
<th>Rising Juniors</th>
<th>Rising Sophomores</th>
</tr>
</thead>
<tbody>
<tr>
<td>68%</td>
<td>17%</td>
<td>8%</td>
<td>7%</td>
</tr>
<tr>
<td>77%</td>
<td>18%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>72%</td>
<td>19%</td>
<td>7%</td>
<td></td>
</tr>
</tbody>
</table>

Average Monthly Salary
225 responses

- Paid Full-time: $1,688 (Avg. 38 Hours per Week)
- Paid Part-time: $894 (Avg. 21 Hours per Week)

Industry Breakdown
460 responses

- Higher Education - Research Lab, 61%
- Higher Education - Non-Research, 21%
- Elementary/Secondary Education, 9%
- Other, 9%

How They Heard About the Opportunity
446 responses

- Penn Professor/Staff/Alumni/etc.: 30%
- Other Penn Resource: 16%
- Penn Sponsored Internship: 15%
- Applied Directly: 15%
- Contacts Outside of Penn: 8%
- Previous Employer: 5%
- Online Job/Internship Site: 5%
- Handshake: 3%
- Other Career Services Resources: 2%
- Other: 1%
- On Campus Interviewing (OCI): 0%

When They Accepted Their Offer
451 responses

- Before Aug: 12%
- Sep: 0.4%
- Oct: 0.4%
- Nov: 1%
- Dec: 1%
- Jan: 4%
- Feb: 7%
- Mar: 25%
- Apr: 28%
- May: 17%
- Jun or Later: 4%
### Education

#### Full-Time Monthly Salaries 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>162</td>
<td>$1,610</td>
<td>$300</td>
</tr>
<tr>
<td>Elementary/Secondary Education</td>
<td>19</td>
<td>$1,500</td>
<td>$350</td>
</tr>
<tr>
<td>Higher Education - Non-Research</td>
<td>26</td>
<td>$1,925</td>
<td>$1,000</td>
</tr>
<tr>
<td>Higher Education - Research Lab</td>
<td>102</td>
<td>$1,600</td>
<td>$300</td>
</tr>
</tbody>
</table>

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

#### Employers & Job Titles

**Academica**, Special Projects Associate ○

**ACLE**, Trainee Tutor +

**American University of Beirut**, Arabic Teaching Assistant +

**Arab American Family Center**, Teacher +

**Architected Materials Laboratory**, Undergraduate Researcher ○

**Association of American Medical Colleges**, Medical School Operations Intern ○

**BBYO**, Leadership Development Staff ○

**Berkeley Academy**, Teacher *

**Boyce Thompson Institute**, Research Intern *

**Breakthrough Collaborative**, Teaching Fellow *

**Breakthrough Collaborative**, Teaching Fellow ○

**Breakthrough Miami**, Teaching Fellow *

**Caltech**, SURF Fellow +

**CDF Freedom School**, Servant Leader Intern ○

**Center for the Study of Neuroeconomics at George Mason University**, Research Assistant +

**Changing Brain Lab**, Research Assistant ○

**Child Language Lab- New York University**, Research Intern *

**China Folk House**, Intern ○

**Cold Spring Harbor Laboratory**, Course Aide *

**Computational Memory Lab**, Data Scientist *

**Consortium for Policy Research in Education**, Research Assistant +

**Copenhagen Business School**, Research Assistant ○

**Cremins Lab**, Undergraduate Researcher *

**CURENT, University of Tennessee, Knoxville**, REU Participant *

**Daldal Laboratories**, Lab Assistant ○

**Developing Minds Lab**, Research Assistant *

**Developing Minds Lab**, Research Assistant *

**Developing Minds Lab**, Research Assistant ○

**Discovery Daycare**, Daycare Teacher ○

**Dr. Julia Gray, Shira Pindyck**, Research Assistant ○

#### Job Functions

<table>
<thead>
<tr>
<th>Job Functions</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research: Other</td>
<td>28%</td>
</tr>
<tr>
<td>Research: Biomedical Teaching</td>
<td>21%</td>
</tr>
<tr>
<td>Research: Economics</td>
<td>10%</td>
</tr>
<tr>
<td>Administration</td>
<td>5%</td>
</tr>
<tr>
<td>Research: Clinical</td>
<td>4%</td>
</tr>
<tr>
<td>Coaching/Tutoring</td>
<td>3%</td>
</tr>
<tr>
<td>Research: Energy/Environmental Research</td>
<td>3%</td>
</tr>
<tr>
<td>Software Development/Engineering</td>
<td>3%</td>
</tr>
<tr>
<td>Program Planning</td>
<td>3%</td>
</tr>
<tr>
<td>Data Analytics: Data Science</td>
<td>2%</td>
</tr>
<tr>
<td>Policy/Analysis</td>
<td>2%</td>
</tr>
<tr>
<td>Data Analytics: Data Analyses</td>
<td>1%</td>
</tr>
<tr>
<td>Research &amp; Development</td>
<td>1%</td>
</tr>
<tr>
<td>Counseling</td>
<td>1%</td>
</tr>
<tr>
<td>Management</td>
<td>1%</td>
</tr>
<tr>
<td>Museum/Art Gallery/Curatorial</td>
<td>1%</td>
</tr>
<tr>
<td>Web Design/Development</td>
<td>1%</td>
</tr>
<tr>
<td>Direct Service</td>
<td>1%</td>
</tr>
<tr>
<td>Business Development</td>
<td>1%</td>
</tr>
<tr>
<td>Consulting: Research</td>
<td>1%</td>
</tr>
<tr>
<td>Graphic Design</td>
<td>1%</td>
</tr>
<tr>
<td>Other</td>
<td>5%</td>
</tr>
</tbody>
</table>

60% were working in a research role.
SUMMER 2019 INDUSTRY REPORT

Education

Employers & Job Titles

Early Learning Center, Assistant Teacher ○
Eden Lab, Research Assistant +
Eden Lab, Research Assistant ○
Educapaz, Research Intern ○
Elitespath, Intern/Mentor ○
Engineering for Kids, Instructor ○
Erasmus University, Research Assistant +
ESAP, Residential Teaching Assistant ○
Etonkids Educational Group, Summer Intern ○
Fang-Yen Lab, Research Assistant *
Fox Chapel Area School District, STEAM Curriculum Project Director ○
Free Library of Philadelphia, Work-Study ○
Galapagos Education and Research Alliance, Undergraduate Researcher *
GenHERation, Marketing Manager *
Georgetown University Medical Center, Data Analysis and Marketing Intern ○
Georgia Institute of Technology, Research Assistant *
Girls Who Code, Teaching Assistant ○
Hao Shen Lab, Student Research Assistant +
Harvard University, Summer Intern *
Hickory Hill Swim & Tennis Club, Coach/Lesson Instructor *
iD Tech, Instructor (3) ○
IESE Business School, Summer Intern ○
iGEM/Penn Engineering, Engineer +
Indiana University School of Medicine-Medical Scientist Training Program, Research Assistant/Undergraduate Researcher *
Ivy Labs, Writing Specialist ○
JEI Learning Center, Teaching Assistant ○
JKCP, Residential Teaching Assistant ○
Kelly Writers House, Summer Workshop Student Intern ○
Kineo, Business Analyst ○
Kinney Center for Autism Education and Support, Scholar ○
Kumon, Teacher/Grader ○
Laboratory of Dr. Robert Vonderheide, Undergraduate Research Assistant *
LDI, Health Policy Intern +
Leadership in the Business World, Residential Teaching Assistant (2) ○
Leap Skills, Intern *
Leap Skills, Intern ○
Learning Policy Institute, Communications/Policy and Research Intern +
Linguistic Data Consortium, Administrative Assistant *
Makuu College Impact Program, Curriculum Curator/Mentor +
McKay Orthopedic Research Center, Research Assistant +
Meadowbrook Country Day Camp, Lifeguard/Lake Specialist ○
Montshire Museum of Science, Exhibits Intern ○
MSE Communications Department, Communications Intern ○
Museum Library, Library Student Associate *
National Constitution Center, Education Department Intern ○
National Institute of Public Finance and Policy, Technology Policy Research Intern ○
National University of Singapore, Research Assistant *
National University of Singapore, Research Intern ○
New Student Orientation & Academic Initiatives, NSO Team Coordinator *
New Student Orientation & Academic Initiatives, Team Coordinator +
Noodle Partners, Technical Project Management Intern ○
Northeast Charter Schools Network, Policy Intern *
OGR, Project Manager +
Paraclete, Assistant Teacher +
Penn Medicine - Bartolomei Lab, Research Assistant *
Penn Medicine - Microbiology, Undergraduate Researcher ○
Penn Medicine - Riley Lab, Research Assistant ○
Penn Medicine - Riley Lab, Undergraduate Researcher +
Philadelphia Urban Missions Program, Coordinator ○
Platt Laboratory, Research Assistant ○
Plaza Child Care, Teaching Assistant ○
Porf. Dan Hopkins, Research Assistant +
Practice Makes Perfect, Teaching Fellow +
Psychology Lab, Research Assistant +
Ramah in the Rockies, Programmer +
Renmin University of China, Research Assistant *
Risbud Laboratory, Thomas Jefferson University, Research Intern/Assistant ○
Ruscio Lab, Research Assistant +
RWTH Aachen University, Research Assistant *
Sage Corps, Fellowship ○
Sand Tots Nursery School, Assistant ○
School District of Philadelphia, Data Quality Intern *
School District of Philadelphia, Data Analysis Intern *
Science Workshop, Intern ○
Scripps Institution of Oceanography, Student Researcher +
Scripps Institution of Oceanography, Summer Researcher +
SFRS, Financial Aid Advisor *
Singapore Management University, Social Media Intern ○
Skooldio, Business Development Intern ○
Smilow Center for Translational Research, Research Assistant (2) ○
SUMMER 2019 INDUSTRY REPORT

Education

Employers & Job Titles

Smilow Center for Translational Research, Researcher +
St. Joseph's Services, Adult Literacy Teacher +
St. Mary's Nursery School, Teacher Assistant ○
Stanford University, Lab Intern ○
Steppingstone Scholars, Teacher *
Success Academy Charter Schools, Training Services Intern *
Summer at AIS, Student Worker/Counselor ○
Teach For America, Operations Associate ○
Texas A&M University, Research Assistant ○
The Princeton Review, Course Instructor *
The Rockefeller University, Undergraduate Researcher through Summer Undergraduate Research Fellowship (SURF) program ○
Trinity College Dublin via GRIP, Research Intern +
University of Chicago – Chicago Project on Security and Threats, Data Research Assistant ○
University of Maryland School of Medicine, Research Assistant +
University of Minho, Legal Research Assistant ○
University of Oklahoma, Intern +
University of Oklahoma, Research Assistant *
University of Pennsylvania +
University of Pennsylvania *
University of Pennsylvania ○
University of Pennsylvania, Assistant Researcher *
University of Pennsylvania, Chemical Engineering Researcher +
University of Pennsylvania, Coach +
University of Pennsylvania, Coordinator +
University of Pennsylvania, Intern *
University of Pennsylvania, Intern (2) ○
University of Pennsylvania, Office Assistant ○
University of Pennsylvania, PURM Research Assistant *
University of Pennsylvania, Rachleff Scholar Research Assistant *
University of Pennsylvania, Rachleff Scholars Program Intern *
University of Pennsylvania, Research Assistant (8) +
University of Pennsylvania, Research Assistant (21) *
University of Pennsylvania, Research Assistant (28) ○
University of Pennsylvania, Research Assistant, Course Development Assistant +
University of Pennsylvania, Research Assistant/Machine Lab Assistant +
University of Pennsylvania, Research Assistant ○
University of Pennsylvania, Research Coordinator +
University of Pennsylvania, Research Fellow +
University of Pennsylvania, Research Fellow (2) ○
University of Pennsylvania, Research Intern +
University of Pennsylvania - Bonini Lab, Student Research Assistant *
University of Pennsylvania, Research Intern *
University of Pennsylvania, Research Intern (2) ○
University of Pennsylvania, Research Student ○
University of Pennsylvania, Research Undergrad ○
University of Pennsylvania, Researcher +
University of Pennsylvania, Researcher *
University of Pennsylvania, Researcher ○
University of Pennsylvania, Residential Teaching Assistant (4) ○
University of Pennsylvania, RTA *
University of Pennsylvania, SEM Trainer ○
University of Pennsylvania, Software Engineering Research Assistant ○
University of Pennsylvania, Student Researcher (2) *
University of Pennsylvania, Student Researcher ○
University of Pennsylvania, Student Runner ○
University of Pennsylvania, Summer Research Intern +
University of Pennsylvania, Summer Research Intern *
University of Pennsylvania, Undergraduate Research Assistant (2) *
University of Pennsylvania, Undergraduate Research Assistant (2) ○
University of Pennsylvania, Undergraduate Research Fellow ○
University of Pennsylvania, Undergraduate Researcher (3) *
University of Pennsylvania, Undergraduate Researcher (4) ○
University of Pennsylvania, Undergraduate Sustainability Intern +
University of Pennsylvania, Visual Studies Summer Intern +
University of Pennsylvania - Annenberg Public Policy Center, CHAMP Media Coder *
University of Pennsylvania - Annenberg Public Policy Center, Researcher ○
University of Pennsylvania - Annenberg School for Communication, Undergraduate Research Assistant *
University of Pennsylvania - Annenberg School for Communication Library, Metadata Assistant *
University of Pennsylvania - Betley Lab, Neuroscience Undergraduate Researcher ○
University of Pennsylvania - Bioengineering Department, Research Partner +
University of Pennsylvania - Biology Department, Undergraduate Researcher *
University of Pennsylvania - Bonini Lab, Research Assistant *
University of Pennsylvania - Career Services, Career Services Work Study +
University of Pennsylvania - Brannon Lab, Researcher *
University of Pennsylvania - Center for Neurobiology and Behavior (Penn Medicine), Research Assistant +
Education

Employers & Job Titles

University of Pennsylvania - Center for Neurobiology and Behavior (Penn Medicine), Research Assistant
University of Pennsylvania - Center for Neuroengineering and Therapeutics, Research Assistant
University of Pennsylvania - Center for Neuroengineering and Therapeutics, Research Assistant +
University of Pennsylvania - Center for Neuroengineering and Therapeutics, Student Researcher *
University of Pennsylvania - Center for Neuromodulation for Depression and Stress, Research Assistant *
University of Pennsylvania - Center for Public Health Initiatives, Research Assistant *
University of Pennsylvania - Center for Weight and Eating Disorders, Research Assistant *
University of Pennsylvania - Chemistry Department, Undergraduate Researcher *
University of Pennsylvania - Chemistry Department, Rappe Group, Undergraduate Researcher *
University of Pennsylvania - Civic House, Program Director +
University of Pennsylvania - Civic House, Lab Manager and Researcher *
University of Pennsylvania - CURF, Research Assistant
University of Pennsylvania - CURF, Research Assistant (Data Analytics) ○
University of Pennsylvania - Department of Biostatistics and Epidemiology, Research Assistant +
University of Pennsylvania - Department of Dermatology/Ophthalomology, Undergraduate Researcher ○
University of Pennsylvania - Department of Earth and Environmental Science, Hayden Fellow ○
University of Pennsylvania - Department of History, Research Assistant *
University of Pennsylvania - Department of New Student Orientation, Orientation Coordinator *
University of Pennsylvania - Department of Physics, Research Assistant ○
University of Pennsylvania - Department of Physics and Astronomy, Student Researcher +
University of Pennsylvania - Department of Psychology, Accounting Intern *
University of Pennsylvania - Distributed Systems Laboratory, Research Intern ○
University of Pennsylvania - Electronic Photonic Microsystems Lab, Undergraduate Researcher *
University of Pennsylvania - Engineering Summer Academy at Penn, Residential Teaching Assistant +
University of Pennsylvania - Engineering Summer Academy at Penn, Residential Teaching Assistant (3) ○
University of Pennsylvania - FengLab, Research Assistant +
University of Pennsylvania - GRASP Lab, Research Assistant ○
University of Pennsylvania - GRASP Lab, Undergraduate Researcher +
University of Pennsylvania - GRIP, Intern *
University of Pennsylvania - GRIP, Research Assistant ○
University of Pennsylvania - GRIP Science Workshops HK, Teacher / Facilitator ○
University of Pennsylvania - Hayes Lab, Research Assistant *
University of Pennsylvania - High Energy Physics Department, AIT-WATCHMAN Collaboration Research Assistant *
University of Pennsylvania - High Energy Physics Department, Research Assistant *
University of Pennsylvania - Hospitality Services, Guest Services Attendant *
University of Pennsylvania - Hospitality Services, Intern ○
University of Pennsylvania - Hospitality Services, Operations Employee ○
University of Pennsylvania - Kelly Writers House, Web Master ○
University of Pennsylvania - Knowledge@Wharton High School, Administrative Assistant ○
University of Pennsylvania - Knowledge@Wharton High School, Residential Advisor and Teaching Assistant ○
University of Pennsylvania - Knowledge@Wharton High School, Teaching Assistant & Residential Advisor ○
University of Pennsylvania - Knowledge@Wharton High School, Teaching Assistant/Resident Assistant ○
University of Pennsylvania - Law School, Research Assistant ○
Education

Employers & Job Titles

University of Pennsylvania - Law School, Research Assistant ○
University of Pennsylvania - Legal Studies Department, Research Assistant ○
University of Pennsylvania - Leonard Davis Institute of Health Economics +
University of Pennsylvania - Leonard Davis Institute of Health Economics, SUMR Scholar *
University of Pennsylvania - Leonard Davis Institute of Health Economics, SUMR Program, Research Assistant/Research Mentee *
University of Pennsylvania - Life Sciences Business Office, Office Assistant *
University of Pennsylvania - Linguistics Department, Illustrator ○
University of Pennsylvania - Maillard Lab, Research Assistant +
University of Pennsylvania - Mechanical Engineering Labs, Lab Technician +
University of Pennsylvania - Med School Luo Lab, Undergraduate Researcher *
University of Pennsylvania - Medical School, Research Assistant +
University of Pennsylvania - Microbiology Department, Researcher +
University of Pennsylvania - ModLab, Research Assistant ○
University of Pennsylvania - ModLab, Research Assistant *
University of Pennsylvania - Naxcivan Archaeological Project, Student Research Assistant *
University of Pennsylvania - Netter Center for Community Partnerships *
University of Pennsylvania - Netter Center for Community Partnerships, 1st/2nd Grade Instructor *
University of Pennsylvania - Netter Center for Community Partnerships, Coordinator *
University of Pennsylvania - Netter Center for Community Partnerships, Intern (2) ○
University of Pennsylvania - Netter Center for Community Partnerships, Penn Program for Public Service Intern +
University of Pennsylvania - Netter Center for Community Partnerships, PPPS Intern ○
University of Pennsylvania - Netter Center for Community Partnerships, Summer Associate *
University of Pennsylvania - Netter Center for Community Partnerships, Summer Intern ○
University of Pennsylvania - Netter Center for Community Partnerships, UACS Summer Associate +
University of Pennsylvania - Neuroscience Research, Dani Lab, Lab Assistant *
University of Pennsylvania - Office of New Student Orientation and Academic Initiatives, NSOAI Team Coordinator +
University of Pennsylvania - Office of the President, Summer Intern ○
University of Pennsylvania - Office of Undergraduate Admissions, Admissions Assistant +
University of Pennsylvania - Parkinson’s Disease and Movement Disorders Center, Intern / Clinical Research Assistant ○
University of Pennsylvania - Penn Admissions, Admissions Officer Assistant ○
University of Pennsylvania - Penn Admissions, Admissions Visitor Center Worker +
University of Pennsylvania - Penn Admissions, AVC Front Desk Worker ○
University of Pennsylvania - Penn Admissions, Tour Guide ○
University of Pennsylvania - Penn Biology, Research Assistant *
University of Pennsylvania - Penn Center for Sleep, Undergraduate Researcher ○
University of Pennsylvania - Penn Dental, Research Assistant *
University of Pennsylvania - Penn Dental Medicine, Research Assistant +
University of Pennsylvania - Penn Design, Research Assistant *
University of Pennsylvania - Penn English Language Programs, Program Assistant ○
University of Pennsylvania - Penn Genetics, Research Assistant +
University of Pennsylvania - Penn Hillel, Work Study Student ○
University of Pennsylvania - Penn Hospitality Services, Guess Services Manager *
University of Pennsylvania - Penn Hospitality Services, Information Technology Advisor *
University of Pennsylvania - Penn Law, Research Assistant (2) *
SUMMER 2019 INDUSTRY REPORT

Education

Employers & Job Titles

University of Pennsylvania - Penn Law, Research Assistant ○
University of Pennsylvania - Penn Libraries, Project Manager *
University of Pennsylvania - Penn Press, Business/Acquisitions Intern *
University of Pennsylvania - Penn Program for Opinion Research and Election Studies (PORES), Fox-PORES Fellow *
University of Pennsylvania - Penn Program for Opinion Research and Election Studies (PORES), PORES Summer Fellow +
University of Pennsylvania - Penn Program for Opinion Research and Election Studies (PORES), Research Assistant ○
University of Pennsylvania - Penn Program for Opinion Research and Election Studies (PORES), Student Fellow ○
University of Pennsylvania - Penn Program for Opinion Research and Election Studies (PORES), Summer Fellow *
University of Pennsylvania - Penn Program for Opinion Research and Election Studies (PORES), Undergraduate Research Assistant ○
University of Pennsylvania - Penn Program on Regulation, Research Assistant *
University of Pennsylvania - Penn Radiology, Student Researcher +
University of Pennsylvania - Penn Rehabilitation Robotics, Research Assistant *
University of Pennsylvania - Penn Residential & Hospitality Services, Building Operations Intern ○
University of Pennsylvania - Penn Student Design, Graphic Designer/Web Developer *
University of Pennsylvania - Penn Tennis Center, Front Desk Assistant *
University of Pennsylvania - Penn Undergraduate Research Mentoring Program (PURM), Clinical Research Intern *
University of Pennsylvania - Penn Undergraduate Research Mentoring Program (PURM), Independent Researcher ○
University of Pennsylvania - Penn Undergraduate Research Mentoring Program (PURM), Intern ○
University of Pennsylvania - Penn Undergraduate Research Mentoring Program (PURM), Research Assistant (4) *
University of Pennsylvania - Penn Undergraduate Research Mentoring Program (PURM), Research Assistant (10) ○
University of Pennsylvania - Penn Undergraduate Research Mentoring Program (PURM), Researcher ○
University of Pennsylvania - Penn Undergraduate Research Mentoring Program (PURM), Student Researcher ○
University of Pennsylvania - Penn Undergraduate Research Mentoring Program (PURM), Summer Research Assistant *
University of Pennsylvania - Penn Undergraduate Research Mentoring Program (PURM), Undergraduate Researcher ○
University of Pennsylvania - Penn Vet, Lab Technician *
University of Pennsylvania - Penn Vet, Research Assistant ○
University of Pennsylvania - Penn Vet Working Dog Center, Research Intern ○
University of Pennsylvania - Penn Wharton Budget Model, Intern ○
University of Pennsylvania - Penn Wharton Budget Model, Research Assistant ○
University of Pennsylvania - PennCAP, Peer Mentor *
University of Pennsylvania - PennCAP, Peer Mentor (3) ○
University of Pennsylvania - PennCAP, Senior Peer Mentor +
University of Pennsylvania - Perelman School of Medicine *
University of Pennsylvania - Perelman School of Medicine, Lab Assistant ○
University of Pennsylvania - Perelman School of Medicine, Regulatory Compliance Assistant *
University of Pennsylvania - Perelman School of Medicine, Research Assistant (2) +
University of Pennsylvania - Perelman School of Medicine, Research Assistant (4) *
University of Pennsylvania - Perelman School of Medicine, Research Assistant (2) ○
University of Pennsylvania - Perelman School of Medicine, Researcher +
University of Pennsylvania - Perelman School of Medicine, Undergraduate Research Assistant +
University of Pennsylvania - Perelman School of Medicine, Undergraduate Researcher *
University of Pennsylvania - Perelman School of Medicine - Department of Biostatistics, Epidemiology, & Informatics, Summer Researcher *
University of Pennsylvania - Perelman School of Medicine - Department of Neuroscience, Song/Ming Lab, Undergraduate Research Assistant ○
University of Pennsylvania - Perelman School of Medicine - Department of Pathology and Laboratory Medicine, Research Assistant +
Education

Employers & Job Titles

University of Pennsylvania - Perelman School of Medicine - Department of Radiology Research, Research Assistant *
University of Pennsylvania - Perelman School of Medicine - Departments of Psychiatry and Genetics, Research Assistant *
University of Pennsylvania - Perry World House, Program Assistant +
University of Pennsylvania - Positive Psychology Center, Project Leader *
University of Pennsylvania - PRECISE Center, Research Assistant +
University of Pennsylvania - Provost Nursing Summer Mentorship Program, Nursing SMP Coordinator +
University of Pennsylvania - Psychology Department, Research Assistant +
University of Pennsylvania - Psychology Department, Research Assistant *
University of Pennsylvania - Psychology Department, Research Assistant ○
University of Pennsylvania - Public Health/Behavioral Economics Lab, Research Assistant ○
University of Pennsylvania - Rachleff Scholars, Summer Research Scholar *
University of Pennsylvania - Residential Services, Building Operations Intern - Head Move-In Coordinator ○
University of Pennsylvania - Sankofa Farm and the Sociology Department, Farm Fellow/Research Assistant ○
University of Pennsylvania - School of Social Policy and Practice, Research Assistant +
University of Pennsylvania - School of Veterinary Medicine, Research Assistant +
University of Pennsylvania - Sediment Dynamics Lab, Research Assistant *
University of Pennsylvania - Student Health, Graphic Designer *
University of Pennsylvania - Vagelos MLS, Undergraduate Researcher *
University of Pennsylvania - Van Pelt Library, Circulation Desk Employee ○
University of Pennsylvania - Van Pelt Library, Stacks Worker ○
University of Pennsylvania - VIPER, Research Assistant (2) *
University of Pennsylvania - VIPER, Vojvodic Lab, CBE Department, Research Assistant ○
University of Pennsylvania - Wharton Accounting Department, Research Assistant *
University of Pennsylvania - Wharton Behavioral Lab, Research Assistant +
University of Pennsylvania - Wharton Finance and Bepp, Research Assistant *
University of Pennsylvania - Wharton Impact Venture Association, Summer Associate +
University of Pennsylvania - Wharton School, Moneyball RTA *
University of Pennsylvania - Wharton School, PURM Research Assistant ○
University of Pennsylvania - Wharton School, Research Assistant +
University of Pennsylvania - Wharton School, Research Assistant (2) *
University of Pennsylvania - Wharton School, Research Assistant (2) ○
University of Pennsylvania - Wharton School, TA *
University of Pennsylvania - Wharton Small Business Development Center, Client Services Assistant *
University of Pennsylvania - Wharton Social Impact Research Experience (SIRE), Research Assistant ○
University of Pennsylvania - Wharton Student Support, Computer Help Desk Assistant ○
University of Texas at El Paso Nuclear and Surface Physics Laboratory, Undergraduate Research Assistant ○
University of Tokyo, Research Intern ○
VA Medical Center, Research Assistant ○
VoluntarItaly, Animator ○
Wellen Lab, Research Assistant *
William Penn Charter School, Head Counselor ○
Wistar Institute, Research Assistant +
Yale Research Initiative on Innovation and Scale, Research Assistant +
Yale University *
Yale University, Research Assistant *
Engineering/Manufacturing

Type of Work/Internship
49 responses

- Rising Seniors: 90% Paid, 10% Unpaid/Part-time
- Rising Juniors: 90% Paid, 10% Unpaid/Part-time
- Rising Sophomores: 84% Paid, 16% Unpaid/Part-time

Average Monthly Salary
34 responses

- $1,719 Full-time
- Avg. 41 Hours per Week

Industry Breakdown
49 responses

- Aerospace: 24%
- Manufacturing: 35%
- Electronics/Robotics: 24%
- Automotive: 10%
- Computer Products: 6%
- Other: 35%

How They Heard About the Opportunity
48 responses

- Contacts Outside of Penn: 42%
- Online Job/Internship Site: 19%
- Applied Directly: 17%
- Penn Professor/Staff/Alumni/etc.: 8%
- On Campus Interviewing (OCI): 6%
- Handshake: 2%
- Other Career Services Resources: 2%
- Other Penn Resource: 2%
- Penn Sponsored Internship: 0%
- Previous Employer: 0%

When They Accepted Their Offer
49 responses

- 2018: 6% Before Aug, 6% Sep, 6% Oct, 4% Nov, 12% Dec, 10% Jan, 16% Feb, 24% Mar
- 2019: 12% Apr, 12% May, 8% Jun or Later
### Engineering/Manufacturing

#### Full-Time Monthly Salaries 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>34</td>
<td>$2,540</td>
<td>$300 - $6,600</td>
</tr>
<tr>
<td>Aerospace</td>
<td>9</td>
<td>$3,967</td>
<td>$2,500 - $6,600</td>
</tr>
<tr>
<td>Automotive</td>
<td>3</td>
<td>$2,400</td>
<td>$1,300 - $2,700</td>
</tr>
<tr>
<td>Computer Products - Hardware</td>
<td>1</td>
<td>-</td>
<td>- -</td>
</tr>
<tr>
<td>Electronics/Robotics</td>
<td>7</td>
<td>$3,000</td>
<td>$700 - $4,320</td>
</tr>
<tr>
<td>Manufacturing - Other</td>
<td>14</td>
<td>$2,120</td>
<td>$300 - $4,000</td>
</tr>
</tbody>
</table>

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

### Employers & Job Titles

- **Amsted Rail**, Finance Intern ○
- **Andium**, Full Stack Software Engineering Intern +
- **Asia Symbol Pulp & Paper Co., Ltd**, LEAN Supply Chain Intern +
- **BMW Manufacturing Co.**, Tool Design Intern ○
- **Boeing Company**, Mechanical Engineering Intern +
- **Boeing Company**, Stress Analyst +
- **Boeing Company**, Test Engineering Intern +
- **Bridgestone Americas, Inc.** ○
- **Brooks Automation**, Reliability Intern +
- **By Rosie Jane**, Production Associate ○
- **CCL Industries**, Engineering Intern *
- **CEMEX**, Continuous Improvement Engineering +
- **CNES (National Centre for Space Studies in France)**, Intern ○
- **Collins Aerospace**, Turbomachinery Engineering Intern ○
- **Daimler AG**, Intern *
- **DAIRLAB**, Summer Researcher *
- **Elixinol LLC**, Marketing Intern +
- **Encore Precast**, Mold Prepper/Concrete Pourer/General Laborer ○
- **Esquel Group**, Summer Intern ○
- **Exyn Technologies**, Product Development Intern +
- **Hardwire**, Intern ○
- **Ideal Industries**, Marketing Intern *
- **Intel**, Software Engineering Intern *
- **IQ Motion Control**, Mechanical Engineering Intern *
- **IQ Motion Control**, Software Engineering and Data Science Intern *
- **John Deere**, Product Engineering Intern +
- **Kloudless**, Summer Business Analyst ○
- **L&T Precision Corporation**, Lead Marketing Intern ○
- **Latvijas Finieris**, Economics Data Specialist ○

### Job Functions

- **Systems Engineering/Analysis**: 22%
- **Software Development/Engineering**: 15%
- **Manufacturing**: 9%
- **Product Design/Development**: 7%
- **Marketing**: 7%
- **Product/Brand Management**: 4%
- **Research & Development**: 4%
- **Research: Other**: 4%
- **Market Research**: 4%
- **Finance: Sales**: 2%
- **Graphic Design**: 2%
- **Human Resources**: 2%
- **Accounting**: 2%
- **Data Analytics: Data Science**: 2%
- **Testing/Quality/Evaluation**: 2%
- **Consulting: Management/Strategy**: 2%
- **Sales**: 2%
- **Construction**: 2%
- **Buying/Merchandising**: 2%
- **Technology Analysis**: 2%
Employers & Job Titles

Leviton Manufacturing, Packaging Design Intern ○
Lockheed Martin, Intern *
National Aeronautics and Space Administration (NASA), Office of Diversity Intern +
National Aeronautics and Space Administration (NASA), Research Assistant +
National Aeronautics and Space Administration (NASA), Systems Engineering Intern ○
Northrop Grumman, Technical Intern *
Nvidia, Software Intern +
Price Sales Inc., Intern ○
Robotic Research LLC, Mechanical Engineering Intern +
Sensetime, Research Intern ○
Sparks Marketing Corp, Graphic Design Intern +
Squishy Robotics, Software Engineering Intern ○
Starkenn Sports - GIANT Bicycles, Product Management Intern *
Sung Lab, Researcher ○
Tesla Motors, Global Supply Intern +
The Timken Company, Global Metallurgical Quality Intern +
Triumph Group, Reliability/Safety Engineer +
Viterbi SURE, Research Assistant ○
Volta Labs, Computer Engineering Intern +
Woodward Inc., Materials Engineering Intern +
SUMMER 2019 INDUSTRY REPORT

Financial Services

Type of Work/Internship
353 responses

<table>
<thead>
<tr>
<th></th>
<th>Paid</th>
<th>Unpaid/Volunteer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rising Seniors</td>
<td>99%</td>
<td>3%</td>
</tr>
<tr>
<td>Rising Juniors</td>
<td>87%</td>
<td>9%</td>
</tr>
<tr>
<td>Rising Sophomores</td>
<td>55%</td>
<td>32%</td>
</tr>
</tbody>
</table>

Average Monthly Salary
236 responses

<table>
<thead>
<tr>
<th></th>
<th>Paid Full-time</th>
<th>Paid Part-time</th>
<th>Unpaid/Volunteer</th>
</tr>
</thead>
<tbody>
<tr>
<td>$5,155</td>
<td>Avg. 53 Hours per Week</td>
<td>$2,077</td>
<td>Avg. 27 Hours per Week</td>
</tr>
</tbody>
</table>

Industry Breakdown
359 responses

<table>
<thead>
<tr>
<th>Industry</th>
<th># of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Venture Capital</td>
<td>168</td>
</tr>
<tr>
<td>Hedge Fund</td>
<td>116</td>
</tr>
<tr>
<td>Investment Management/Counsel</td>
<td>69</td>
</tr>
<tr>
<td>Private Equity</td>
<td>69</td>
</tr>
<tr>
<td>Diversified Financial Services</td>
<td>21</td>
</tr>
<tr>
<td>Investment Banking/Brokerage</td>
<td>13</td>
</tr>
<tr>
<td>Investment Banking/ Brokerage</td>
<td>13</td>
</tr>
<tr>
<td>Diversified Financial Services</td>
<td>21</td>
</tr>
</tbody>
</table>

How They Heard About the Opportunity
353 responses

<table>
<thead>
<tr>
<th>How They Heard About the Opportunity</th>
<th># of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contacts Outside of Penn</td>
<td>25%</td>
</tr>
<tr>
<td>Applied Directly</td>
<td>24%</td>
</tr>
<tr>
<td>Handshake</td>
<td>16%</td>
</tr>
<tr>
<td>On Campus Interviewing (OCI)</td>
<td>10%</td>
</tr>
<tr>
<td>Penn Professor/Staff/Alumni/etc.</td>
<td>10%</td>
</tr>
<tr>
<td>Online Job/Internship Site</td>
<td>6%</td>
</tr>
<tr>
<td>Previous Employer</td>
<td>3%</td>
</tr>
<tr>
<td>Other Penn Resource</td>
<td>3%</td>
</tr>
<tr>
<td>Other Career Services Resources</td>
<td>2%</td>
</tr>
<tr>
<td>Penn Sponsored Internship</td>
<td>1%</td>
</tr>
</tbody>
</table>

When They Accepted Their Offer
355 responses

<table>
<thead>
<tr>
<th>When They Accepted Their Offer</th>
<th># of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Before Aug</td>
<td>20%</td>
</tr>
<tr>
<td>Sep</td>
<td>6%</td>
</tr>
<tr>
<td>Oct</td>
<td>15%</td>
</tr>
<tr>
<td>Nov</td>
<td>7%</td>
</tr>
<tr>
<td>Dec</td>
<td>5%</td>
</tr>
<tr>
<td>Jan</td>
<td>5%</td>
</tr>
<tr>
<td>Feb</td>
<td>8%</td>
</tr>
<tr>
<td>Mar</td>
<td>10%</td>
</tr>
<tr>
<td>Apr</td>
<td>12%</td>
</tr>
<tr>
<td>May</td>
<td>10%</td>
</tr>
<tr>
<td>Jun or Later</td>
<td>2%</td>
</tr>
</tbody>
</table>
Financial Services

Full-Time Monthly Salaries by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median ($K)</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial Services</td>
<td>229</td>
<td>$5,000</td>
<td>$250</td>
</tr>
<tr>
<td>Diversified Financial Services (including commercial/retail banking)</td>
<td>50</td>
<td>$3,120</td>
<td>$500</td>
</tr>
<tr>
<td>Hedge Fund</td>
<td>11</td>
<td>$9,000</td>
<td>$1,600</td>
</tr>
<tr>
<td>Investment Banking/Brokerage</td>
<td>109</td>
<td>$6,800</td>
<td>$600</td>
</tr>
<tr>
<td>Investment Management/Counsel</td>
<td>22</td>
<td>$3,075</td>
<td>$250</td>
</tr>
<tr>
<td>Private Equity</td>
<td>30</td>
<td>$2,500</td>
<td>$380</td>
</tr>
<tr>
<td>Venture Capital</td>
<td>7</td>
<td>$2,100</td>
<td>$1,600</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

Abu Dhabi Islamic Bank, Intern ○
Ackrell Capital, Analyst ○
Advent International, Deal Team Summer Intern *
Aegon, Intern *
AFREXIM Bank, Financial Analyst ○
AleaCapital, Summer Analyst +
Alexsar, Analyst *
Alexsar Capital LLC, Analyst Intern *
Alkami, Summer Intern *
Alliance Holdings, Private Equity Intern *
American Express, Marketing Intern +
American Express, Product Management Intern +
American Express, Product Owner +
American Express, Summer Analyst +
ANGIN, Business Developer *
ANGIN, Summer Analyst ○
Apollo Global Management, Financial Analyst *
Apollo Global Management, Summer Analyst *
AQR Capital Management, Business Development Intern +
AQR Capital Management, Quantitative Research Summer Analyst +
Ares Management, Rotational Summer Analyst *
Ares Management, Summer Analyst +
Asset-Map, Intern ○
Audax Group, Summer Analyst +
B. Riley Wealth Mgmt., Summer Intern *
Bain Capital, Summer Analyst +
Bank of America, Global Risk Summer Analyst +
Bank of America, Global Technology Analyst Intern *
Bank of America, Investment Banking Summer Analyst (2) +

Job Functions

350 responses

- Finance: Investment Banking - 24%
- Finance: Private Equity - 13%
- Finance: Investment Management - 12%
- Software Development/Engineering - 7%
- Finance: Securities Research - 7%
- Finance: Trading - 5%
- Finance: Venture Capital - 5%
- Finance: Financial Planning & Analysis - 4%
- Finance: Commercial Banking/Lending - 3%
- Finance: Sales - 3%
- Product/Project Management (Tech) - 2%
- Data Analytics: Data Analytics - 2%
- Finance: Risk Management - 2%
- Business Development - 2%
- Marketing - 2%
- Product/Brand Management - 1%
- Administration - 1%
- Market Research - 1%
- Other - 5%

75% were hired in a financial role.
### Financial Services

#### Employers & Job Titles

<table>
<thead>
<tr>
<th>Employer/Mutual Fund</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bank of America</td>
<td>Leadership Development HRDP Summer Analyst +</td>
</tr>
<tr>
<td>Bank of America</td>
<td>Merrill Lynch Advisor Development Program Summer Analyst +</td>
</tr>
<tr>
<td>Bank of America</td>
<td>Quantitative Analytics Summer Analyst +</td>
</tr>
<tr>
<td>Bank of America</td>
<td>Sales and Trading Summer Analyst +</td>
</tr>
<tr>
<td>Bank of America</td>
<td>Seasonal Client Associate +</td>
</tr>
<tr>
<td>Bank of America</td>
<td>Strategy and Management Summer Analyst +</td>
</tr>
<tr>
<td>Bank of America</td>
<td>Summer Analyst (2) +</td>
</tr>
<tr>
<td>Bank of America</td>
<td>Technology Analyst Intern *</td>
</tr>
<tr>
<td>Bank of China</td>
<td>Analyst ○</td>
</tr>
<tr>
<td>Bank of Montreal</td>
<td>Summer Analyst +</td>
</tr>
<tr>
<td>BankMobile</td>
<td>Project Assistant *</td>
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<tr>
<td>BankMobile</td>
<td>Software Development Intern ○</td>
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<tr>
<td>Barclays</td>
<td>Summer Analyst (3) +</td>
</tr>
<tr>
<td>Barclays</td>
<td>Summer Software Developer Analyst +</td>
</tr>
<tr>
<td>Beach Point Capital Management LLC Europe</td>
<td>Financial Analyst Intern ○</td>
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<tr>
<td>Belvedere Trading</td>
<td>Software Engineering Intern +</td>
</tr>
<tr>
<td>Betterment</td>
<td>Engineering Intern +</td>
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<tr>
<td>Birch Grove Capital</td>
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<tr>
<td>BlackRock</td>
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</tr>
<tr>
<td>BMA Capital</td>
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</tr>
<tr>
<td>Brandywine Global Investment Management</td>
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<td>BRC Partners</td>
<td>Summer Intern ○</td>
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<tr>
<td>Brevet Capital Management</td>
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</tr>
<tr>
<td>Bridgewater Associates</td>
<td>Investment Engineer Intern (2) +</td>
</tr>
<tr>
<td>Bridgewater Associates</td>
<td>Investment Engineering Intern +</td>
</tr>
<tr>
<td>Brown Brothers Harriman</td>
<td>Systems Intern +</td>
</tr>
<tr>
<td>Bruin Point Partners</td>
<td>Private Equity Intern *</td>
</tr>
<tr>
<td>Bryant Park Capital</td>
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</tr>
<tr>
<td>BTG Pactual</td>
<td>Equity Research Intern *</td>
</tr>
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<td>BTG Pactual</td>
<td>Fund Administration Summer Analyst ○</td>
</tr>
<tr>
<td>BTG Pactual</td>
<td>Summer Analyst *</td>
</tr>
<tr>
<td>Cantor Fitzgerald</td>
<td>Equity Research Intern +</td>
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<td>Cantor Fitzgerald</td>
<td>Sales and Trading Rotational Program +</td>
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<td>Cantor Fitzgerald</td>
<td>Sales and Trading Summer Analyst +</td>
</tr>
<tr>
<td>Capital Group American Funds</td>
<td>Summer Associate +</td>
</tr>
<tr>
<td>Capital One</td>
<td>Business Analyst Intern (2) +</td>
</tr>
<tr>
<td>Capital One</td>
<td>Product Management and Analytics Intern +</td>
</tr>
<tr>
<td>Capital One</td>
<td>Product Management and Data Analytics +</td>
</tr>
<tr>
<td>Capital One</td>
<td>Software Engineer Intern *</td>
</tr>
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<td>Capital One</td>
<td>Software Engineering Intern *</td>
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<tr>
<td>Capital One</td>
<td>Technology Intern +</td>
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<tr>
<td>CardConnect</td>
<td>Software Development Intern *</td>
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<table>
<thead>
<tr>
<th>Employer/Mutual Fund</th>
<th>Position</th>
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<tbody>
<tr>
<td>CB Insights</td>
<td>Intelligence Unit Intern *</td>
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<tr>
<td>CAMP Capital Advisors</td>
<td>Summer Analyst +</td>
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<tr>
<td>CDPQ</td>
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</tr>
<tr>
<td>Cedarlake Capital</td>
<td>Summer Analyst *</td>
</tr>
<tr>
<td>Cellulant Limited Nigeria</td>
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<tr>
<td>Centerview Partners</td>
<td>Summer Analyst (2) +</td>
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<tr>
<td>Central American Bank for Economic Integration</td>
<td>Business Intelligence Intern ○</td>
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<tr>
<td>CGS-CIMB Securities India Pvt. Ltd.</td>
<td>Equity Research Intern ○</td>
</tr>
<tr>
<td>Charterhouse</td>
<td>Summer Intern *</td>
</tr>
<tr>
<td>ChrysCapital</td>
<td>Intern ○</td>
</tr>
<tr>
<td>Citi</td>
<td>Cards Summer Analyst +</td>
</tr>
<tr>
<td>Citi</td>
<td>Summer Analyst +</td>
</tr>
<tr>
<td>City Hall Capital</td>
<td>Summer Analyst *</td>
</tr>
<tr>
<td>Clearbrook Global Advisors</td>
<td>Research Analyst Intern *</td>
</tr>
<tr>
<td>Closed Loop Partners</td>
<td>Investment Intern *</td>
</tr>
<tr>
<td>Collider Ventures</td>
<td>Project Manager ○</td>
</tr>
<tr>
<td>Commerce Bank</td>
<td>Business Analyst Intern ○</td>
</tr>
<tr>
<td>Copeland Capital</td>
<td>Investment Intern *</td>
</tr>
<tr>
<td>Cowen and Co</td>
<td>Investment Banking Summer Analyst +</td>
</tr>
<tr>
<td>Credit Suisse</td>
<td>Investment Banking Summer Analyst (2) +</td>
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<tr>
<td>Credit Suisse</td>
<td>Summer Analyst (3) +</td>
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<tr>
<td>Crimsonox Capital</td>
<td>Financial Analyst Intern ○</td>
</tr>
<tr>
<td>Deepak Colonisers Pvt Ltd</td>
<td>Summer Intern *</td>
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<tr>
<td>Denizbank Turkey</td>
<td>Credit Risk Control and Risk Modeling Validation Intern ○</td>
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<tr>
<td>Deutsche Bank</td>
<td>Corporate Banking Summer Analyst +</td>
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<td>Investment Banking Analyst *</td>
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<td>Deutsche Bank</td>
<td>Summer Analyst +</td>
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<td>Diversis Capital</td>
<td>Summer Analyst *</td>
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<td>Duff &amp; Phelps</td>
<td>Product Design and Development Intern *</td>
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<td>EFG Hermes</td>
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<td>Everbright Securities</td>
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<td>Evercore</td>
<td>Summer Analyst (2) +</td>
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<td>F2 Capital</td>
<td>Investment Team Analyst *</td>
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<td>Fairfield County Bank</td>
<td>Summer Intern ○</td>
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<td>Falcon Wealth Advisors</td>
<td>Investment Analyst ○</td>
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<td>Fidelity Investments</td>
<td>Equity Associate Sector Specialist Intern *</td>
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<td>Fidelity Investments</td>
<td>Wealth Management Intern *</td>
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<tr>
<td>First Republic Bank</td>
<td>Digital Channels Intern *</td>
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<tr>
<td>FIS Group</td>
<td>Marketing Intern +</td>
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<tr>
<td>Flagstar Bank</td>
<td>Consumer Lending Intern ○</td>
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# Financial Services

## Employers & Job Titles

<table>
<thead>
<tr>
<th>Company</th>
<th>Job Title</th>
</tr>
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</table>
| Forester Capital, LLC | Intern *
| Freedom Wealth Management | Intern ○
| GCM Grosvenor | European Hedge Fund Strategies Investment Research Intern +
| Girls Who Invest | Venture Capital Summer Analyst *
| Girls Who Invest/Penn Office of Investments | Summer Investment Analyst *
| Glenmede Investment Management | Institutional Sales Intern *
| Gilot Capital Partners | Summer Intern ○
| Global Atlantic Financial Group | Investments Intern +
| Goldman Sachs | Fundamental Equities Intern *
| Goldman Sachs | Investment Banking Summer Analyst (4) +
| Goldman Sachs | Investment Banking Summer Analyst *
| Goldman Sachs | Securities Summer Analyst *
| Goldman Sachs | Strat Summer Analyst +
| Goldman Sachs | Summer Analyst (10) +
| Goldman Sachs | Summer Analyst (3) *
| Goldman Sachs | Summer Engineering Analyst *
| Goldman Sachs | Summer Financial Analyst *
| Goldman Sachs | Summer technology analyst +
| Goldman Sachs | Technology Analyst +
| Golub Capital | Summer Analyst ○
| Goode Partners | Private Equity Summer Analyst *
| Gordon Brothers | International Strategy Intern *
| GreenOak Real Estate | Intern +
| GreensLedge | Intern ○
| Grupo Guayacán | Summer Associate ○
| Guggenheim Securities | Equity Research Summer Associate +
| Guggenheim Securities | Investment Banking Summer Analyst +
| Harbert Management Corporation | Summer Analyst *
| HCI Equity Partners | Intern *
| Health Catalyst Capital | Intern *
| Hill Path Capital | Summer Analyst *
| Houlihan Lokey | Summer Analyst +
| Houlihan Lokey | Summer Financial Analyst +
| HT Capital Advisors | Investment Banking Summer Analyst +
| IA Capital Group | Summer Analyst *
| iAngels | Investor Relations Analyst ○
| igc Partners | M&A Summer Analyst ○
| Insight Partners | Summer Analyst +
| Invictus Capital | Financial Analyst ○
| Ion Crossover Partners | Analyst ○
| Jackson Hewitt | Product Development Intern ○
| Jane Street Capital | Software Development Engineering Intern +
| Jefferies | IBanking +
| Jefferies | Summer Analyst (2) +
| JPMorgan Chase & Co., | Investment Banking Intern +
| JPMorgan Chase & Co., | Investment Banking Summer Analyst (4) +
| JPMorgan Chase & Co., | Markets Summer Analyst +
| JPMorgan Chase & Co., | Public Finance Summer Analyst +
| JPMorgan Chase & Co., | Sales and trading *
| JPMorgan Chase & Co., | Securitized Products Group Trading Intern +
| JPMorgan Chase & Co., | Software Engineering Intern +
| JPMorgan Chase & Co., | Software Engineering Intern *
| JPMorgan Chase & Co., | Summer Analyst (6) +
| JPMorgan Chase & Co., | Summer Analyst (5) *
| Katana Financial LLC | Analyst & Assistant Trader *
| Kaulkin Ginsberg | Summer Analyst ○
| Kayne Anderson Capital Advisors | Summer Associate +
| Landmark Ventures | Intern *
| Lateef | Analyst *
| Lazard | Summer Analyst +
| Leeden Park | Summer Analyst ○
| Leith Wheeler | Summer Analyst *
| Lincoln Financial Group | Data Analytics Intern +
| Litigate | Summer Intern ○
| Littlejohn LLC | Private Equity Analyst *
| LMT Investments | Summer Analyst ○
| Lopair | ○
| M&T Bank | Quantitative Analyst *
| M. Klein and Company | Investment Banking Summer Analyst +
| Macquarie | Relationship Management Summer Analyst *
| Macquarie | Summer Analyst (3) +
| Maison Capital | Analyst +
| MAP Private Equity | Sales and Business Intelligence Summer Analyst +
| Marathon Asset Management | Intern +
| Maverick Ventures Israel | Investment Analyst Intern *
| McKinsey Investment Office | *
| Merrill Lynch | Global Wealth Management Advisor Intern ○
| Merrill Lynch | Intern ○
| Metronome Partners | Investment Banking Summer Analyst *
| Minsheng Securities | Summer Intern ○
| Moelis & Company | Investment Banking Summer Analyst (3) +
| Monroe Capital | Intern *
| Moody's Analytics | Business Analyst - Strategy & Innovation +
| Morgan Stanley | Business Analyst Intern +

* Rising Junior
○ Rising Sophomore
+ Rising Senior
Financial Services

Employers & Job Titles

Morgan Stanley, Compliance Summer Analyst +
Morgan Stanley, Freshman Enhancement Program Intern ○
Morgan Stanley, Intern ○
Morgan Stanley, Investment Banking Summer Analyst (2) +
Morgan Stanley, Summer Analyst (11) +
Morgan Stanley, Summer Analyst ○
Morgan Stanley, Summer Investment Banking Analyst +
Morgan Stanley, Technology Summer Analyst *
Morgan Stanley, Technology Summer Analyst +
N26, Bank Intern +
Notre Dame FCU, Credit Counseling Summer Intern ○
Nova Wealth Management, Investment Intern ○
OceanSound Partners, Summer Analyst ○
OpenGate Capital, Summer Analyst +
OpenGate Capital, Summer Analyst *
Optiver *
Osborn Williams & Donohoe, LLC, Research Analyst *
P. Schoenfeld Asset Management, Summer Analyst *
Pacer Partners, Summer Analyst *
Panorama Point Partners, Investment Intern +
Pantera Capital, Quantitative Strategies Summer Analyst *
Parliament Capital Management, Summer Analyst ○
Perella Weinberg Partners, Summer Analyst +
Peso Capital, Financial Analyst ○
Peso Capital, Summer Financial Analyst ○
Peterson Partners, Search Fund Analyst *
PIMCO, Account Analyst +
PIMCO, Summer Analyst *
PIMCO, Summer Portfolio Analyst +
Pine Street Group, Associate *
Piper Jaffray, Summer Investment Banking Analyst *
Piramal Capital Housing Finance Ltd, Data Analytics Intern ○
PJT Partners, Restructuring and Special Sit Summer Analyst +
PJT Partners, Summer Analyst +
PJT Partners Holdings LP, Summer Analyst +
PNC Capital Markets, Public Finance Intern +
Point 72 - Canvas FRG, Summer Research Intern +
Popular, Inc., Credit Risk Analytics Intern *
Prudential Financial, Compliance Intern ○
Quicken Loans, Product Owner Intern ○
Quicken Loans, Strategy Analytics Intern *
Rabobank, Summer Analyst +
Radian Group Inc., Pricing Intern +
Raymond James, Intern ○
RCP Advisors, Data Analyst ○
Refinitiv, Syndicated Bank Loans Analyst *
Reliance Asset and Wealth Management, Research Analyst *
Riverlane Capital, Summer Analyst *
Rockefeller Capital Management, Summer Analyst +
RockFence Capital, Intern ○
S&P Global Market Intelligence, Industry Research Intern *
Santander Consumer Bank, Intern +
Schafer Cullen Capital Management, Summer Analyst *
Scoggin Management LP, Summer Analyst *
Seedcamp, Summer Intern ○
Sierra Ventures, Analyst ○
Singular Asset Mgmt., Summer Analyst *
Societe Generale, Global Finance Investment Banking Summer Analyst +
Societe Generale, Global Markets Summer Intern *
SoFi, Data Science Intern *
Starboard Value, Summer Associate *
StepStone Group, Portfolio Analyst *
Stifel Financial Corp., Intern on Structured Investments Team *
Stifel Financial Corp., Investment Banking Summer Analyst +
Stone Co., Institutional Relations Analyst ○
Stone Co., People and Performance Analyst *
Sumitomo Mitsubishi Banking Corporation Nikko Securities, Summer Intern +
Summit Partners, Associate *
Sygnia Asset Management, Intern ○
TAP Advisors, Investment Banking Summer Analyst *
TD Securities, Summer Analyst +
The Blackstone Group, Analyst +
The Blackstone Group, Summer Analyst +
The D. E. Shaw Group, Proprietary Trading Intern +
The D. E. Shaw Group, Software Developer Intern +
The Floor, Fintech Summer Analyst *
The Public Financial Management Group, Management and Budget Consulting Intern +
Three Stones Capital Limited, Credit Analyst +
Trans-Pacific Technology Fund, Summer Analyst ○
Trumid Financial, Rotational Intern *
Tudor Pickering Holt, Summer Analyst +
Tungsten Partners, Intern *
Twenty Lake Holdings, Private Equity Summer Analyst *
Two Sigma, Software Engineering Intern +
U.S. Bank, Digital Engagement Intern +
U.S. Bank, Digital Engagement Intern *
Financial Services

Employers & Job Titles

UBS, Business Analyst +
UBS, Investment Banking Summer Analyst *
UTIMCO, Intern *
V3 Capital Partners, Intern ○
Valley Bank, Technology-Project Management Intern *
Vanguard, Global Business Access and Continuity Intern +
Viola, Analyst *
VisionFund International, Portfolio Analyst Intern ○
Wedbush Securities, Equity Research Intern +
Wellesley Partners, Intern +
Wells Fargo, Sales & Trading Summer Analyst +
Wells Fargo, Wealth and Investment Management Intern *
West Chester Capital Advisors, Investment Analyst ○
Westlake Securities, Summer Analyst *
Williams Capital, Corporate Finance Intern *
Ziegler Capital management, Strategy Intern ○
Zions Bank, Bank Administration Intern ○
Zions Bank, Real Estate Credit Analyst Intern ○
SUMMER 2019 INDUSTRY REPORT

Government

Type of Work/Internship
69 responses

<table>
<thead>
<tr>
<th></th>
<th>Rising Seniors</th>
<th>Rising Juniors</th>
<th>Rising Sophomores</th>
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</thead>
<tbody>
<tr>
<td>Paid</td>
<td>50%</td>
<td>35%</td>
<td>24%</td>
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<tr>
<td>Full-time</td>
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<td></td>
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<tr>
<td>Paid</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Part-time</td>
<td>7%</td>
<td>46%</td>
<td>52%</td>
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<td>Unpaid/Volunteer</td>
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<td></td>
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<tr>
<td>Full-time</td>
<td>36%</td>
<td>19%</td>
<td>17%</td>
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<tr>
<td>Part-time</td>
<td>7%</td>
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# of Students

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<thead>
<tr>
<th></th>
<th>14</th>
<th>26</th>
<th>29</th>
</tr>
</thead>
</table>

Average Monthly Salary
15 responses

- Federal Government, 63%
- State/Local Government, 27%
- Other, 10%

Average Monthly Salary
- $2,111
- Avg. 39 Hours per Week
- Too few responses
- Avg. 22 Hours per Week

Industry Breakdown
72 responses

- Federal Government, 63%
- State/Local Government, 27%
- Other, 10%

How They Heard About the Opportunity
70 responses

- Applied Directly: 30%
- Contacts Outside of Penn: 29%
- Handshake: 10%
- Online Job/Internship Site: 10%
- Penn Professor/Staff/Alumni/etc.: 9%
- Penn Sponsored Internship: 7%
- Other Penn Resource: 4%
- Previous Employer: 1%
- On Campus Interviewing (OCI): 0%
- Other: 0%

When They Accepted Their Offer
70 responses

- Before Aug: 3%
- Sep: 1%
- Oct: 3%
- Nov: 1%
- Dec: 7%
- Jan: 26%
- Feb: 33%
- Mar: 21%
- Apr: 4%
SUMMER 2019 INDUSTRY REPORT

Government

Full-Time Monthly Salaries by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
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</thead>
<tbody>
<tr>
<td>Government</td>
<td>15</td>
<td>$2,000</td>
<td>$900 $3,416</td>
</tr>
<tr>
<td>Federal Government</td>
<td>7</td>
<td>$2,520</td>
<td>$900 $3,416</td>
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<tr>
<td>Other</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>State/Local Government</td>
<td>7</td>
<td>$2,000</td>
<td>$1,024 $2,550</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

American Academy of Diplomacy, Intern +
Australian Trade and Investment Commission, Global Market and Sector Engagement Intern ○
Avalon Beach Patrol, Ocean Lifeguard *
Board of Governors of the Federal Reserve, Intern *
Centers for Disease Control and Prevention, Research Assistant ○
Committee for Economic Development, Outreach Intern *
Congressman Mike Levin, Legislative Intern ○
Councilmember Kenyatta Johnson, Legislative Intern *
Data Federal Corporation, Scanning Technician ○
Department of Health and Human Services, Innovation Intern *
Department of Homeland Security, Honors Intern ○
Department of Homeland Security Office for Civil Rights and Civil Liberties, Intern +
Department of Treasury, Data Analytics / Business Analyst Intern ○
Department of Veteran Affairs, Volunteer ○
Eighth Judicial District Court of Clark County, Summer Intern ○
Environmental Protection Agency, Summer Intern *
Farmington Recreation, Lead Counselor ○
Federal Avion Administration – William J. Hughes Technical Center, Engineering Intern +
Federal Trade Commission, Summer Intern (2) *
Florida State Attorney’s Office, State Attorney Intern ○
Gibbs and Cox, Mechanical Engineering Intern +
House of Representatives, Office of Joe Neguse, Press Intern ○
Houston Parks and Recreation, Intern +
Hunterdon County Parks, Parks & Recreation Intern ○
Instituto Nacional de Educación Tecnológica, International Cooperation Intern ○
Invest India, Intern Analyst *
Manhattan Borough President’s Office, Policy Intern *
Massachusetts State House, Legislative Intern *
Middle East Institute, Research Intern +

Job Functions

67 responses

<table>
<thead>
<tr>
<th>Function</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Legal Support</td>
<td>15%</td>
</tr>
<tr>
<td>Policy/Analysis</td>
<td>15%</td>
</tr>
<tr>
<td>Legislative Support</td>
<td>12%</td>
</tr>
<tr>
<td>Research: Other</td>
<td>7%</td>
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<tr>
<td>Research: Economics</td>
<td>6%</td>
</tr>
<tr>
<td>Administration</td>
<td>4%</td>
</tr>
<tr>
<td>Direct Service</td>
<td>4%</td>
</tr>
<tr>
<td>Data Analytics: Data Analytics</td>
<td>4%</td>
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<tr>
<td>Program Planning</td>
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<tr>
<td>Data Analytics: Data Science</td>
<td>3%</td>
</tr>
<tr>
<td>Other</td>
<td>25%</td>
</tr>
</tbody>
</table>

* Rising Senior
○ Rising Junior
○ Rising Sophomore
Government

Employers & Job Titles

Ministry of Foreign Affairs, Intern ○
Ministry of Foreign Affairs of Mongolia, Intern ○
Montgomery County Public Defender’s Office, Trial Attorney Intern +
National Commission on Military, National, and Public Service, Digital Media Intern *
Naval Surface Warfare Center, Intern *
New York City Economic Development Corporation, Intern *
NYC Criminal Court, Judge’s Intern *
Office of Congressman Andy Kim, Head Intern *
Office of Congressman Paul Ruiz, District Office Intern ○
Office of Governor Asa Hutchinson, Intern *
Office of Senator Kirsten E. Gillibrand, Outreach Intern *
Office of Senator Marco Rubio, Intern ○
Pennsylvania Department of Health, Health Policy and Administration Intern ○
Pennsylvania Representative Brian Sims, Constituent Services Intern ○
Pennsylvania Senate Democratic Campaign Committee, Summer Intern ○
Philadelphia City Council, Intern ○
Philadelphia City Planning Commission, Mayor's Intern +
Philadelphia Energy Authority, Intern +
Philadelphia Water Department, Data Analyst Intern *
Technische Universität München, Research Assistant ○
U.S. Department of Justice, Undergraduate Intern +
U.S. Department of State, Political Affairs Intern +
U.S. Embassy Paris, Economic Affairs Intern *
U.S. Equal Employment Opportunity Commission, Statistical Intern *
U.S. Food and Drug Administration, Office of Pharmaceutical Quality Summer ORISE Fellow +
U.S. House of Representatives, Caucus Intern *
U.S. House of Representatives, Congressional Intern ○
U.S. Securities and Exchange Commission, Business Honors Intern ○
U.S. Securities and Exchange Commission, Data Engineering Intern ○
U.S. Securities and Exchange Commission, Finance Intern ○
U.S. Securities and Exchange Commission, Intern *
U.S. Securities and Exchange Commission, Quantitative Research Intern ○
United Nations Human Settlements Programme, Intern +
United State House of Representatives, Office of Congressman Brad Sherman, Legislative Intern *
United State Studies Centre, Research Intern *
United States Agency for International Development, Intern ○
United States Attorney's Office - Eastern District of New York, Intern ○
United States District Court, Legal Intern ○
United States Forest Service, Forestry Aid ○
United States Senate, Legislative Intern +
US Fish and Wildlife Service *
Healthcare

Type of Work/Internship
171 responses

<table>
<thead>
<tr>
<th></th>
<th>Rising Seniors</th>
<th>Rising Juniors</th>
<th>Rising Sophomores</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paid</td>
<td>72%</td>
<td>60%</td>
<td>63%</td>
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<td>Full-time</td>
<td>15%</td>
<td>14%</td>
<td>12%</td>
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<tr>
<td>Part-time</td>
<td>10%</td>
<td>7%</td>
<td>13%</td>
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<tr>
<td>Unpaid/Volunteer</td>
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</table>

# of Students

- Rising Seniors: 61
- Rising Juniors: 58
- Rising Sophomores: 52

Average Monthly Salary
85 responses

- Paid Full-time: $1,805 (Avg. 39 Hours per Week)
- Paid Part-time: $957 (Avg. 20 Hours per Week)

Industry Breakdown
172 responses

- Hospital, 73%
- Community/Public Health Center, 13%
- Private Practice, 8%
- Health Maintenance Organization, 5%
- Nursing Home/Long Term Care Facility, 1%
- Other, 3%

How They Heard About the Opportunity
169 responses

- Other Penn Resource: 20%
- Applied Directly: 18%
- Penn Professor/Staff/Alumni/etc.: 15%
- Contacts Outside of Penn: 14%
- Penn Sponsored Internship: 9%
- Previous Employer: 8%
- Online Job/Internship Site: 8%
- Other Career Services Resources: 5%
- Handshake: 3%
- Other: 1%
- On Campus Interviewing (OCI): 0%

When They Accepted Their Offer
169 responses

- Before Aug: 12%
- Sep: 2%
- Oct: 2%
- Nov: 1%
- Dec: 3%
- Jan: 5%
- Feb: 27%
- Mar: 25%
- Apr: 20%
- May: 3%
- Jun or Later: 0%
Full-Time Monthly Salaries 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>68</td>
<td>$1,800</td>
<td>$400 - $4,579</td>
</tr>
<tr>
<td>Community/Public Health Center</td>
<td>4</td>
<td>$1,750</td>
<td>$400 - $2,720</td>
</tr>
<tr>
<td>Hospital</td>
<td>53</td>
<td>$1,760</td>
<td>$600 - $4,579</td>
</tr>
<tr>
<td>Private Practice</td>
<td>6</td>
<td>$1,820</td>
<td>$400 - $4,200</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

AmeriHealth, Corporate PR & Marketing Intern +
Aravind Eye Care System, Project Intern ○
Aravind Eye Hospital, Project Intern *
Bisu, Intern ○
Bliss Speech & Hearing Services, Summer Intern ○
Bridging the Gaps, Bridging the Gaps Community Health Intern *
Bridging the Gaps, Patient Advocate +
Bridging the Gaps, Student Intern *
Brigham and Women's Hospital, Patient Care Associate +
Broward Health, Administrative Intern +
Center for Human Development, Corporate Marketing Specialist ○
Chester Physical Therapy, Physical Therapy Assistant *
Children's Hospital Boston, Clinical Assistant *
Children's Hospital Los Angeles, Pediatric Injury Prevention Scholar - Disaster *
Children's Hospital of Philadelphia, Additive Manufacturing Intern ○
Children's Hospital of Philadelphia, Bioinformatics Research Assistant ○
Children's Hospital of Philadelphia, Clinical Research Intern ○
Children's Hospital of Philadelphia, Database and Website Manager +
Children's Hospital of Philadelphia, Lab Assistant *
Children's Hospital of Philadelphia, Nurse Extern +
Children's Hospital of Philadelphia, Nurse Extern/Fellow +
Children's Hospital of Philadelphia, Research Assistant (6) +
Children's Hospital of Philadelphia, Research Assistant (8) *
Children's Hospital of Philadelphia, Research Assistant (10) ○
Children's Hospital of Philadelphia, Research Coordinator ○
Children's Hospital of Philadelphia, Research Intern *
Children's Hospital of Philadelphia, Research Intern (2) ○
Children's Hospital of Philadelphia, Research Student *
Children's Hospital of Philadelphia, Researcher ○

Job Functions

165 responses

Research: Biomedical 33%
Research: Clinical 20%
Nursing 12%
Clinical Other - Non-Nursing 7%
Research: Other 7%
Marketing 4%
Administration 4%
Research & Development 2%
Management 2%
Business Development 2%
Data Analytics: Data Science 1%
Policy/Analysis 1%
Data Analytics: Data Science 1%
Software Development/Engineering 1%
Actuarial 1%
Web Design/Development 1%
Consulting: Research 1%
Consulting: Management/Strategy 1%
Sales 1%
Legislative Support 1%

53% were working in a biomedical or clinical research role.

+ Rising Senior
* Rising Junior
○ Rising Sophomore
SUMMER 2019 INDUSTRY REPORT

Healthcare

Employers & Job Titles

Children's Hospital of Philadelphia, Student Data Researcher *
Children's Hospital of Philadelphia, Student Lab Assistant ○
Children's Hospital of Philadelphia, Student/Research Assistant *
Children's Hospital of Philadelphia, Undergraduate Research +
Children's Hospital of Philadelphia, Undergraduate Research Assistant +
Children's Hospital of Philadelphia, Undergraduate Researcher (2) +
Children's Hospital of Philadelphia - Center for Autism Research, Research Assistant *
Children's Hospital of Philadelphia - PATHCORE Lab, Research Assistant *
Cigna/Express Scripts, Strategic Analytics & Pharmacy Operations Intern *
Cincinnati Children's Hospital Medical Center, Research Assistant *
Cleveland Clinic, Visiting Researcher *
Corpus Christi Medical Center- Bay Area, Nurse Technician *
CU Boulder Positive Emotion and Psychopathology Lab, Research Assistant *
Dahan Lab, Research Intern ○
Detroit Medical Center, Primary Investigator ○
Duke Regional Hospital, Professional Nursing Assistant +
Edith Nourse Rogers Memorial Hospital, Student Nurse Technician +
Family Medical Specialists of Florida, Clinical Research Assistant ○
Flynn Fellowship, Flynn Oncology Student Nurse Fellow +
Fox Chase Cancer Center, Summer Nurse Extern *
Franciscan University, Research Assistant ○
FTD Center, Intern +
Galen Robotics, Electrical Engineering *
Gambia Goat Dairy, Summer Intern ○
Herman Ostrow School of Dentistry at the University of Southern California, Research Assistant ○
Highmark Health, Actuarial Intern +
Hospital of the University of Pennsylvania, Clinical Research Assistant *
Hospital of the University of Pennsylvania, Clinical Research Coordinator *
Hospital of the University of Pennsylvania, Nurse Extern +
Hospital of the University of Pennsylvania, Research Assistant (3) +
Hospital of the University of Pennsylvania, Research Assistant (3) ○
Hospital of the University of Pennsylvania, Student Geriatric Associate +
Hospital of the University of Pennsylvania, Undergraduate Research Assistant *
Hospital of the University of Pennsylvania – Department of Neurosurgery, Research Assistant +
Hospitalito Atitlan, Research Assistant ○
Hospitalito Atitlan, Research Volunteer ○
HUP, Research Assistant +
Independence Blue Cross, Public Health Intern *
Institut National d'Oncologie, Medical Intern *
Ixperience, Business Strategist Intern *
Johns Hopkins-Sibley Memorial Hospital, Nurse Extern +
Kelz Lab, Undergraduate Research Assistant ○
Lifespan Consulting and Coaching, Editorial Assistant *
Lifespan Inc, Clinical Operations Intern *
Little Bytes Pediatric Dentistry, Sterilization Technician / Auxiliary ○
Long Island Jewish Medical Center, Volunteer *
Maplewood, Certified Nursing Assistant ○
McGovern Medical School, Research Assistant +
Medicare Rights Center, Intern +
Medstar Georgetown University Hospital, Summer Nurse Technician +
Memorial Sloan Kettering Cancer Center/Weill Cornell Medicine, Engineering Summer Program +
MetroHealth, Intern Scholar *
MetroPlus Health Plan, Corporate Compliance Intern +
MirrorMe3D, Marketing Intern *
Mount Sinai, Research Assistant *
Mount Sinai Autism Research Center, Research Assistant +
National Event Services, EMT +
Nationwide Telemedicine LLC, Sales & Customer Service Representative ○
Northwell, Summer Associate +
NYU Langone, intern ○
Organisation Panafricaine de lutte contre le sida, Intern +
Partners Health Care, Supply Chain Intern ○
Penn Medicine, Administrative Assistant, Programmer ○
Penn Medicine, Bioinformatician *
Penn Medicine, Clinical Research Assistant *
Penn Medicine, Research Assistant (4) +
Penn Medicine, Research Assistant *
Penn Medicine, Research Assistant (5) ○
Penn Medicine, Research Assistant and Bioinformatician *
Penn Medicine, Research Intern +
Penn Medicine, Research Intern ○
Penn Medicine, Student Researcher +
Penn Medicine, Summer Research Engineer ○
Penn Medicine, Undergraduate Researcher +
Penn Medicine, Undergraduate Researcher *
SUMMER 2019 INDUSTRY REPORT

Healthcare

Employers & Job Titles

Penn Medicine, Undergraduate Researcher ○
Penn Medicine - Basser Center, Data Assistant *
Penn Medicine - Department of Pathology and Laboratory Medicine, Chen Lab, Research Assistant *
Penn Medicine - Lancaster General Health, Nurse Extern +
Penn Medicine - Penn Behavioral Health, Operations Intern *
Philadelphia Department of Public Health, Opioid Overdose Prevention Intern +
Philadelphia Department of Public Health, Opioid Prevention Program Intern *
Philadelphia Department of Public Health, Special Project Interviewer/Analyst *
Prisma Health, Intern *
Progyyn, Intern +
Public Health Foundation of India, Student Intern +
Public Health Foundation of India, Summer Research Intern +
RCA Ambulance Services, EMT +
Restore Hyperwellness, Marketing Intern +
Rhode Island Hospital, Intern *
Russo Partners, LLC, Summer Intern +
Scriptsource, Summer Intern *
Shirley Ryan AbilityLab, Research Assistant ○
Somatix, Corporate Strategy Intern *
Summer Undergraduate Minority Research Program, Research Assistant *
The Office of Dr. David Momtaheni, Intern *
Thomas Jefferson University Hospital, Nurse Extern +
Unit for Experimental Psychiatry, Research Assistant *
UnitedHealth Group, Provider Contract Analyst Intern *
University of Pennsylvania - Penn Dental Medicine, Research Assistant +
University of Pennsylvania - Penn Presbyterian Medical Center, Undergraduate Research Assistant +
University of Pennsylvania - Penn Vet Working Dog Center, Research Intern ○
University of Pennsylvania - Perelman School of Medicine - Endocrinology & Metabolism Lab, Smilow Center for Translational Research, Undergraduate Researcher ○
UNRWA Clinic Palestine ○
Virginia Mason Medical Center, Nurse Technician +
Weill Cornell Brain and Spine Center, Research Intern *
Weill Cornell Medical College, Research Assistant +
Wilson Orthopedics, Intern ○
SUMMER 2019 INDUSTRY REPORT

Marketing/Advertising/Public Relations

Type of Work/Internship

37 responses

<table>
<thead>
<tr>
<th></th>
<th>Rising Seniors</th>
<th>Rising Juniors</th>
<th>Rising Sophomores</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paid Full-time</td>
<td>43%</td>
<td>50%</td>
<td>18%</td>
</tr>
<tr>
<td>Paid Part-time</td>
<td>14%</td>
<td>17%</td>
<td>9%</td>
</tr>
<tr>
<td>Unpaid/Volunteer Full-time</td>
<td>29%</td>
<td>17%</td>
<td>36%</td>
</tr>
<tr>
<td>Unpaid/Volunteer Part-time</td>
<td>14%</td>
<td>17%</td>
<td>36%</td>
</tr>
</tbody>
</table>

# of Students

Rising Seniors: 14
Rising Juniors: 12
Rising Sophomores: 11

Average Monthly Salary

37 responses

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time</td>
<td>$1,970</td>
</tr>
<tr>
<td>Avg. 42 Hours per Week</td>
<td>$815</td>
</tr>
</tbody>
</table>

How They Heard About the Opportunity

37 responses

Penn Professor/Staff/Alumni/etc.: 22%
Contacts Outside of Penn: 19%
Online Job/Internship Site: 19%
Handshake: 16%
Penn Sponsored Internship: 11%
Other Penn Resource: 8%
Other Career Services Resources: 5%
Applied Directly: 0%
On Campus Interviewing (OCI): 0%
Other: 0%
Previous Employer: 0%

When They Accepted Their Offer

37 responses

2018

Before Aug: 3%
Sep: 5%
Oct: 3%
Nov: 14%
Dec: 22%
2019

Jan: 3%
Feb: 14%
Mar: 32%
Apr: 22%
May: 22%
Jun or Later: 0%
SUMMER 2019 INDUSTRY REPORT

Marketing/Advertising/Public Relations

Full-Time Monthly Salaries 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>10</td>
<td>$1,830</td>
<td>$400</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

1 Trick Pony, Strategy Intern *
58Clicks, Intern ○
Barnes Foundation, Public Relations Intern +
BBDO China Co., Ltd., Intern +
Big Hype Marketing & PR, Marketing Intern +
BlueFocus International, Digital Marketing Intern +
Ceisler Media and Issue Advocacy, Summer Intern +
Curalate, Software Engineering Intern *
DAS: Auditoire, Creative Intern ○
Fire Entertainment, Administrative Intern ○
G3 Partners, Marketing Associate *
Group Gordon, Public Relations Intern +
Havas Media, Digital Strategy Intern +
HawkPartners, Market Research and Market Consulting Intern +
Hill+Knowlton Strategies, PR Intern *
Hollinshead Comms101, Intern ○
Jacobson Strategic Communications, PR Intern +
Kepler Group, Client Solutions Intern +
Ketchum, Brand Marketing Associate Intern *
La.V8 Marketing, Marketing Intern ○
LEITZES&CO, Creative Consulting Intern *
Luther Pendragon and Business Energy, Intern ○
Marshark, Assistant Project Manager *
MDB Communications, Account Service Intern +
MOD Worldwide, Strategy Intern *
Persevere inc., Marketing Associate ○
Sard Verbinnen & Co (SVC), Summer Intern +
Seer Interactive, Digital Marketing Intern *
SGK Inc, Marketing Intern *
Smashing Boxes, Digital Marketing Intern *
SpotCo, Advertising Account Intern *
The Fantastical Advertising Agency, Business Strategy Intern ○
toddstreet, Project Management Intern +
Vantage Point 360, Digital Marketing Intern ○
Vizion Group PR, Intern +
Way to Blue, Digital Marketing Intern ○
WAYV, Digital Media & Communications Intern ○

Job Functions

37 responses

- Marketing: 49%
- Public Relations: 24%
- Advertising/Media Planning: 8%
- Market Research: 8%
- Administration: 3%
- Product/Project Management (Tech): 3%
- Production (Media): 3%
- Software Development/Engineering: 3%

49% were hired in a marketing role.

* Rising Senior
○ Rising Junior
○ Rising Sophomore
**SUMMER 2019 INDUSTRY REPORT**

**Media/Journalism/Entertainment**

### Type of Work/Internship

<table>
<thead>
<tr>
<th>Type</th>
<th>57 responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rising Seniors</td>
<td>68%</td>
</tr>
<tr>
<td>Rising Juniors</td>
<td>66%</td>
</tr>
<tr>
<td>Rising Sophomores</td>
<td>67%</td>
</tr>
</tbody>
</table>

### Average Monthly Salary

- **Full-time**
  - Average: $2,449
  - Avg. 38 Hours per Week

- **Part-time**
  - Average: $1,454
  - Avg. 27 Hours per Week

### How They Heard About the Opportunity

- **57 responses**
  - Applied Directly: 30%
  - Contacts Outside of Penn: 21%
  - Online Job/Internship Site: 16%
  - Penn Professor/Staff/Alumni/etc.: 9%
  - Penn Sponsored Internship: 9%
  - Other Penn Resource: 5%
  - Previous Employer: 5%
  - Handshake: 4%
  - On Campus Interviewing (OCI): 2%
  - Other: 0%
  - Other Career Services Resources: 0%

### When They Accepted Their Offer

- **57 responses**
  - 2018: 7%
  - 2019: 26%
  - Jun or Later: 18%

---

Penn Career Services
### Full-Time Monthly Salaries 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>32</td>
<td>$2,400</td>
<td>$260</td>
</tr>
</tbody>
</table>

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

### Employers & Job Titles

- **Archipelago Books**, Summer Intern +
- **Boardroom.Media**, Marketing and Media Intern *
- **CBS Corporation**, Photo Intern +
- **CMS**, Business Development Intern +
- **CNN**, Newsgathering Intern +
- **CNN**, Production Intern +
- **Comcast NBCUniversal**, Business Analyst I *
- **Comcast NBCUniversal**, eCommerce Marketing *
- **Comcast NBCUniversal**, Government Communications Intern +
- **Comcast NBCUniversal**, Intern *
- **Comcast NBCUniversal**, Marketing and Sales Intern ○
- **Comcast NBCUniversal**, Marketing Intern *
- **Comcast NBCUniversal**, Policy Intern *
- **Comcast NBCUniversal**, Software Engineering Intern *
- **Comcast NBCUniversal**, Strategic Analyst Intern *
- **Comcast NBCUniversal**, TODAY Show Intern *
- **Comcast NBCUniversal**, War Games Leader Intern *
- **Creative Artists Agency**, TV Alt Intern +
- **Disney Imagineering**, Animation Tools Intern *
- **Dow Jones**, Product Optimization Intern *
- **Emperor Motion Pictures**, Intern *
- **FactCheck.org**, Undergraduate Fellow +
- **FactCheck.org**, Undergraduate Fellow ○
- **FactCheck.org**, Undergraduate Research Fellow +
- **Flathead Beacon**, Intern +
- **Forbes Media**, Summer Video Intern ○
- **Fox Business Network**, College Associate ○
- **Fox Corporation**, Intern *
- **Gershman Philadelphia Jewish Film Festival**, Media Intern *
- **Glass Entertainment Group**, Rotation Intern +
- **Horizon Media**, Analytics Intern +
- **iHeartMedia**, Promotions Intern +
- **MediaTank**, Video Production Intern *
- **National Geographic**, Strategy and Consumer Marketing Intern *

### Job Functions

- Production (Media) 20%
- Marketing 16%
- Writing: Journalism/Other Writing 14%
- Data Analytics: Data Analytics 10%
- Business Development 8%
- Editing 6%
- Advertising/Media Planning 4%
- Graphic Design 4%
- Product/Brand Management 4%
- Software Development/Engineering 4%
- Data Analytics: Data Science 2%
- Policy/Analysis 2%
- Research & Development 2%
- Research: Other 2%
- Sales 2%

† Rising Senior
* Rising Junior
○ Rising Sophomore
SUMMER 2019 INDUSTRY REPORT

Media/Journalism/Entertainment

Employers & Job Titles

New York Magazine, Editorial Intern +
New York Times, Revenue Analytics Intern +
On The Move Entertainment, Design Intern *
Paradigm Talent Agency, Summer Intern *
Paramount Pictures, WWTV Strategy & Operations Intern +
Philadelphia Magazine, Editorial Intern *
Rappler, Data Intern ○
Roc Nation, Operations Resident *
Spark Media, Intern/Production Assistant ○
Stampede Ventures, Business Development Intern *
Starfish Media Group, Intern +
Teletica - Costa Rica Broadcaster, Radio Program and 7 Dias Journalist *
The Buffalo News, Marketing Intern +
The Philadelphia Inquirer, Staff Writer *
The Tonight Show Starring Jimmy Fallon, Music & General Production Intern +
Tubi TV, Data Science + Product Management Intern +
USA TODAY, Education and Breaking News Intern *
Viacom, Nickelodeon Digital Programming Intern *
Viacom, Strategy and Business Development Intern *
Warner Bros Entertainment, Sales Services and Commercial Operations Intern *
Warner Media, Ad Sales Intern *
William Morris Endeavor, Mailroom Intern +

+ Rising Senior
* Rising Junior
○ Rising Sophomore
Nonprofit

Type of Work/Internship
138 responses

<table>
<thead>
<tr>
<th>Type of Student</th>
<th>Paid Full-time</th>
<th>Paid Part-time</th>
<th>Unpaid/ Volunteer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rising Seniors</td>
<td>49%</td>
<td>4%</td>
<td>33%</td>
</tr>
<tr>
<td>Rising Juniors</td>
<td>48%</td>
<td>13%</td>
<td>25%</td>
</tr>
<tr>
<td>Rising Sophomores</td>
<td>33%</td>
<td>27%</td>
<td>31%</td>
</tr>
<tr>
<td></td>
<td>13%</td>
<td>9%</td>
<td></td>
</tr>
</tbody>
</table>

# of Students
45
48
45

Average Monthly Salary
44 responses

- Paid Full-time: $1,726 (Avg. 38 Hours per Week)
- Paid Part-time: $1,164 (Avg. 22 Hours per Week)

Industry Breakdown
138 responses

- Cultural Institutions/Arts and Cultural Affairs, 21%
- Social Services, 22%
- Public Interest/Advocacy, 57%

How They Heard About the Opportunity
138 responses

- Contacts Outside of Penn: 19%
- Applied Directly: 17%
- Penn Sponsored Internship: 16%
- Penn Professor/Staff/Alumni/etc.: 15%
- Online Job/Internship Site: 9%
- Other Penn Resource: 7%
- Previous Employer: 7%
- Handshake: 5%
- Other Career Services Resources: 4%
- Other: 1%
- On Campus Interviewing (OCI): 0%

When They Accepted Their Offer
137 responses

- Before Aug: 4%
- Sep: 2%
- Oct: 2%
- Nov: 2%
- Dec: 2%
- Jan: 12%
- Feb: 24%
- Mar: 31%
- Apr: 17%
- May: 6%
- Jun or Later: 0%
Nonprofit

Full-Time Monthly Salaries 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>31</td>
<td>$1,600</td>
<td>$350</td>
</tr>
<tr>
<td>Cultural Institutions/Arts and Cultural Affairs</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Public Interest/Advocacy</td>
<td>20</td>
<td>$1,750</td>
<td>$1,000</td>
</tr>
<tr>
<td>Social Services</td>
<td>10</td>
<td>$1,300</td>
<td>$350</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

7000 Languages, Project Manager Intern *
Achieving Independence Center, Philadelphia Youth Network Fellow *
ACLU of Michigan, Summer Intern ○
Agatston Urban Nutrition Initiative, Assistant Supervisor +
American Jewish Committee, Goldman Fellow *
American Writers Museum, Intern ○
Aquinas Center, Legal Intern ○
Arthur Ross Gallery, Gallery Intern +
Ashoka, Marketing and Communications Intern *
Ashoka, Venture & Fellowship Intern *
Ashoka, Venture and Fellowships Intern +
Asian American United, Youth Program Facilitator ○
Better Future Project, Summer Fellow ○
Bideawee, Volunteer Coordinator ○
Bloomberg Associates, Consulting Intern +
Botswana-UPenn Partnership, Student Intern ○
Broad Street Ministry, Intern *
C4ADS, Investigative Analyst Intern +
CHILD USA, Robert A. Fox Research Fellow +
CHOICE Humanitarian, Intern ○
CHOICE Humanitarian, Project Intern ○
Christie’s, Intern *
Christie’s, Summer Intern +
CIEE, Customer Service Specialist ○
Common Cause, State Campaign Intern *
Criminal Justice Agency, Pretrial Intern *
Crossroads International, Summer Intern *
D.C. Policy Center, Economic Housing Policy Intern +
Energy Coordinating Agency, Intern - Organization Analyst +
Families In Transition–New Horizons, Support Staff *
Federation of Protestant Welfare Agencies, Executive Intern ○

Job Functions

Research: Other
Museum/Art Gallery/Curatorial 15%
Administration 8%
Policy/Analysis 7%
Teaching 7%
Program Planning 5%
Business Development 4%
Legal Support 4%
Marketing 4%
Writing: Journalism/Other Writing 3%
Fund Raising/Promotion 3%
Direct Service 3%
Data Analytics: Data Analytics 3%
Counseling 3%
Research: Biomedical 2%
Social Media 2%
Research: Economics 2%
Lobbying 2%
Coaching/Tutoring 2%
Research: Energy/Environmental 2%
Other 12%

+ Rising Senior
* Rising Junior
○ Rising Sophomore
SUMMER 2019 INDUSTRY REPORT

Nonprofit

Employers & Job Titles

FoodCloud, Marketing and Business Development Intern *
Foreign Policy Research Institute, Research Intern (2) +
Foundation for Individual Rights in Education, Intern *
Friends For Street Children, Communications Specialist ○
Generations for Peace, Partnerships Research Assistant *
German Marshall Fund, Intern +
Gillibrand 2020, Scheduling and Advance Intern +
Grace Place for Children and Families, Intern ○
Grassroots Campaigns, Field Manager ○
Green Building United, Policy Intern +
Green sleeves Children's Trust, Volunteer *
Habitat para la Humanidad Argentina, Marketing & Communications Intern *
Hartford Youth Scholars, Gordon Fellow ○
Hecho Por Nosotros, Business Development Intern ○
Hoeffer Lab, Intern/ Research Assistant *
Ignite Mental Health, Social Impact Intern ○
Institut Montaigne, Research Intern *
Institute of Contemporary Art, Business Admin Assistant *
Institute of Contemporary Art, Front Desk Receptionist *
Institute of Contemporary Art, Marketing Intern +
Institute of Contemporary Art, Public Engagement Intern +
Institute of Defense Analysis, Summer Associate +
Institute of Marine and Environmental Technologies, Research Intern *
Janela Research Campus, Janela Undergraduate Scholar *
Jewish Community Center of Greater Kansas City, J Camp Counselor/Early and Late Care Provider ○
Joseph J Peters Institute, Operations Assistant ○
Kol HaNearim, Coordinator ○
La Fondation Orient-Occident, Intern ○
Lake Avenue Church, Early Elementary Intern ○
Learning Undefeated Foundation, Education Development Team Leader +
Lien Centre for Social Innovation, Editorial Associate ○
Lloyd A. Fry Foundation, Summer Intern ○
Lobeck Taylor Family Foundation, Education Intern *
Lutheran Settlement House, Intern +
Lyda Hill Philanthropies, Summer Intern ○
MALDEF, NHLA Policy Intern +
Morgan Library & Museum, Curatorial Intern +
Moroccan Center for Innovation and Social Entrepreneurship (MCISE), Research Intern and Workshop Facilitator +
Naandi Foundation, Intern *
National Urban League, Intern ○
Nationalities Service Center, Anti-Human Trafficking Intern +
Never Fear Being Different, Business Development Manager ○
New York City Police Foundation, Intern *
North Wildwood Beach Patrol, Beach Lifeguard *
Oakland Museum of California, Social Impact Finance Intern ○
Ocean City Historical Museum, Museum Assistant *
Organization of American States, Intern +
Organizing Corps 2020, Political Organizer +
PA Senate Democratic Campaign Committee, Summer Intern ○
Pacific Forum International, Program Intern ○
PCCY: Public Citizens for Children and Youth, Intern *
Pew Research Center, Intern +
Philadelphia Bar Foundation, Marketing and Development Intern +
Philadelphia Chinatown Development Corporation, Intern +
Philadelphia Higher Education Network for Neighborhood Development, Intern ○
Philadelphia Industrial Development Corporation, Intern *
Philadelphia Industrial Development Corporation, Strategy, Communications, & Partnerships Intern *
Philadelphia Zoo, Environmental Education and Animal Behavior Intern *
Poder do Voto, Summer Intern ○
Pritzker Traubert Foundation, Intern ○
Project Renewal, Residential Aide Intern ○
Project San Francisco, Clinical Research Assistant ○
Rebel Ventures, Cinematographer/Editor +
Rebel Ventures, Graphic Designer & Mentor +
Robin Hood Foundation, Robin Hood Summer Intern +
Samrakshak Samuha Nepal (SASANE), Summer Intern +
Search for Common Ground, International Intern ○
Shapiro for PA, Finance Intern *
Smithsonian National Museum of African American History and Culture, Social Media Intern +
Smithsonian National Museum of Natural History, Natural History Research Experiences Intern *
Solomon R Guggenheim Foundation, Finance and Operations Intern *
Springboard Collaborative, Operations Manager *
Squash and Education Alliance, Summer Associate *
STAND Canada, Blog Writer *
The Brookings Institution, Research Intern +
The Center for International Environmental Law (CIEL), Communications and Development Intern *
Nonprofit

Employers & Job Titles

The El-Hibri Foundation, Grants Management and Research Intern +
The Forest, Volunteer +
The Foundry, Community Outreach Coordinator ○
The Franklin Institute, Special Programs Educator ○
The Fresh Air Fund, Operations Intern *
The International Food Policy Research Institute, Research and Data Analytics Intern +
The Rotunda, Counselor ○
The Sejong Institute, Research Intern +
The Woodrow Wilson Center, Research Assistant +
Think Tanks and Civil Societies Program, Research Assistant *
To Write Love On Her Arms, Intern +
U.S. Public Interest Research Group, Consumer Watchdog Intern *
UN Watch, Intern *
UNICEF USA, Development Strategy Intern ○
University of Pennsylvania - Museum of Archaeology and Anthropology, Intern *
University of Pennsylvania - Penn Museum, Research Assistant *
University of Pennsylvania - Penn Museum, Summer Intern *
University of Pennsylvania - Penn's Village, Marketing/Communications Intern *
University of Pennsylvania - PennSound, Centre for Undergraduate Research Fellowships Intern *
Upper Merion Township Library, Library Page ○
Urban Tree Connection, Intern *
VietLead, Project Facilitator +
Welcome America, Inc., Business Administration Intern *
WEPOWER, Entrepreneurship Strategy Intern ○
Why Not Prosper, Intern +
Wisconsin Humane Society, Wildlife Intern ○
World Medical Association, Intern +
Young Quakers Community Athletics, Young Quakers Summer Associate ○
YouthWorks, Ministry Support Coordinator +
SUMMER 2019 INDUSTRY REPORT
Pharmaceuticals/Biotechnology

Type of Work/Internship
67 responses
- Rising Seniors: 87% Paid, 7% Full-time, 7% Part-time, # of Students: 30
- Rising Juniors: 88% Paid, 4% Full-time, 8% Part-time, # of Students: 24
- Rising Sophomores: 85% Paid, 8% Full-time, 8% Part-time, # of Students: 13

Average Monthly Salary
54 responses
- Paid Full-time: $2,881 Avg. 40 Hours per Week
- Paid Part-time: $1,322 Avg. 23 Hours per Week

How They Heard About the Opportunity
67 responses
- Applied Directly: 28%
- Contacts Outside of Penn: 24%
- Online Job/Internship Site: 12%
- Penn Professor/Staff/Alumni/etc.: 12%
- Handshake: 9%
- Previous Employer: 6%
- Other Penn Resource: 4%
- On Campus Interviewing (OCI): 1%
- Other Career Services Resources: 1%
- Penn Sponsored Internship: 1%
- Other: 0%

When They Accepted Their Offer
66 responses
- Before Aug: 6%
- Sep: 2%
- Oct: 5%
- Nov: 3%
- Dec: 5%
- Jan: 12%
- Feb: 9%
- Mar: 14%
- Apr: 32%
- May: 12%
- Jun or Later: 2%
Pharmaceuticals/Biotechnology

Full-Time Monthly Salaries 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>50</td>
<td>$3,000</td>
<td>$1,200</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

Abbott Laboratories, Applied Research and Marketing Intern +
AbbVie, Intern +
Allergan, Quality & Compliance Intern ○
Allevi, Inc., Electronics Intern ○
AmerisourceBergen, Pricing Intern *
Amgen, Undergraduate Intern ○
AstraZeneca, Bio-Process Technologies and Engineering Intern *
AstraZeneca, Financial Analyst Intern *
Berger Laboratory for Epigenetic Research, Research Intern *
CancerCare Manitoba, Research Assistant ○
Ceres Nanosciences, Inc., Research Intern +
Corporal Michael J. Crescenz VA Medical Center, Cullen Lab, Translational Research Intern ○
Diamond Lab, Lab Assistant *
Edwards Lifesciences, Information Security Intern *
Fenix Group International, LLC, Life Sciences Consultant Intern +
Fesarius Therapeutics, R&D Intern +
Fig Pharmaceuticals, Business Development Intern *
Genentech, Intern *
Genosity, Lab and Technology Intern +
GlaxoSmithKline, Data Product & Engineering Intern *
GlaxoSmithKline, Systems Modeling and Translational Biology Intern +
Group K Diagnostics, Chief Strategy Officer +
Group K Diagnostics, Operations Manager ○
Halda Therapeutics, Biology Intern ○
Icahn Institute for Data Science and Genomic Technology, Data Science Intern *
Illumina, Chemistry Research Associate Intern +
Illumina, Software Systems Analyst & Software Engineering Intern *
Intuitive Surgical, Regulatory Affairs Intern +
Johnson & Johnson, Active Pharmaceutical Ingredient Large Molecule Intern +
Johnson & Johnson, Data Analytics Intern *
LCNS, Research Assistant +
Leidy Laboratories, Undergraduate Researcher *
Littlejohn Undergraduate Research Award, Research Assistant +

Job Functions

61 responses

Research: Biomedical
Research & Development
Research: Other
Finance: Financial Planning & Analysis
Business Development
Data Analytics: Data Analytics
Data Analytics: Data Science
Research: Clinical
Software Development/Engineering
Architecture
Consulting: Research
Management
Marketing
Technology Analysis

33% were hired in a biomedical research role.

+ Rising Senior
* Rising Junior
○ Rising Sophomore
Employers & Job Titles

Longevity Biotech Inc., Production Intern +
Mckay Orthopedic Laboratory, Research Assistant *
Medtronic, Financial Analyst *
Merck & Co., Clinical Science and Study Management +
Merck & Co., Financial Budgeting Intern *
Merck & Co., Global Antibiotics Marketing Intern +
Merck & Co., Global Supplier Management Intern *
Monell Chemical Senses Center, Research Assistant +
Monell Chemical Senses Center, Research Technician *
North Carolina State University, Research Assistant +
Novartis, Data Science Intern ○
Novartis, Financial Planning Summer Analyst ○
Novartis, Process Science Intern +
Pfizer, Global Procurement Support Analyst *
Pfizer, Process Enablement Intern *
Pfizer, Statistics Intern +
Pfizer, Summer Worker +
RefleXion Medical, Strategy and Business Development Intern +
Regeneron, Intern *
Regeneron Pharmaceuticals, Process Sciences Intern +
Rehab Robotics Lab through LSAMP program, Research Assistant ○
Samsung BioLogics, Global Business Development Intern ○
SmartPharm Therapeutics, Research and Development Intern +
Spine Pane Research Lab, Undergraduate Researcher *
Sylvester Cancer Center, Lab Assistant *
Thermo Fisher Scientific, Finance Intern *
United States Pharmacopoeia, Healthcare Quality and Safety Intern +
UT Southwestern Medical Center, Student Research Intern ○
Varex Imaging, Image Processing Intern +
Walgreens Pharmacy, Pharmacy Technician ○
Wistar Institute, Research Assistant +
Wistar Institute, Research Intern +
Wistar Institute, Student Research Assistant +
Wistar Institute, Undergrad Intern +
Real Estate/Construction

Type of Work/Internship

<table>
<thead>
<tr>
<th>Rising Seniors</th>
<th>Rising Juniors</th>
<th>Rising Sophomores</th>
</tr>
</thead>
<tbody>
<tr>
<td>100%</td>
<td>61%</td>
<td>78%</td>
</tr>
<tr>
<td>11%</td>
<td>22%</td>
<td>22%</td>
</tr>
<tr>
<td>3%</td>
<td>5%</td>
<td></td>
</tr>
</tbody>
</table>

# of Students

- Rising Seniors: 10
- Rising Juniors: 18
- Rising Sophomores: 9

Average Monthly Salary

- Paid Full-time: $3,200 (Avg. 44 Hours per Week)
- Paid Part-time: $1,400 (Avg. 25 Hours per Week)

How They Heard About the Opportunity

- Contacts Outside of Penn: 36%
- Applied Directly: 17%
- Handshake: 17%
- Penn Professor/Staff/Alumni/etc.: 11%
- Online Job/Internship Site: 6%
- Other Career Services Resources: 6%
- On Campus Interviewing (OCI): 3%
- Penn Sponsored Internship: 3%
- Previous Employer: 3%
- Other: 0%
- Other Penn Resource: 0%

When They Accepted Their Offer

- 2018: 3%
- Oct: 14%
- Nov: 6%
- Dec: 9%
- 2019: 29%
- Jan: 6%
- Feb: 9%
- Mar: 29%
- Apr: 17%
- May: 20%
- Jun or Later: 3%
SUMMER 2019 INDUSTRY REPORT

Real Estate/Construction

Full-Time Monthly Salaries 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>23</td>
<td>$3,000</td>
<td>$1,750</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>$7,000</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

- Ardog Group, Marketing Intern
- Ballinger, HVAC Engineering Intern
- Blue Road Investments, Intern
- CBRE, Intern
- CBRE, Software Engineer Intern
- CBRE, Software Engineering Department
- CBRE, Software Engineering Intern
- Current Real Estate Advisors, Intern
- Cushman and Wakefield, Summer Research Analyst
- Eastdil Secured, Analyst
- Expansive | Crowdfunding Inmobiliario, Real Estate Summer Analyst
- Garden Homes, Project Assistant
- Harbor Group International, Acquisitions Intern
- HF3 Group, Summer Real Estate Analyst
- HFF, Investment Advisory Summer Analyst
- Hines, Summer Analyst
- JLL, Intern
- LodeStar Software Solutions, Sales and Marketing Manager
- Multifamily Asset Managers, Software Developer Intern
- Newmark Grubb Levy Strange Beffort, Intern
- Pennsylvania Real Estate Investment Trust, Marketing Intern
- PrivCap Companies, Acquisitions Analyst
- Radian, Software Analyst
- Rain Wine Real Estate Group, Summer Analyst
- Rubenstein Partners, Summer Analyst
- Shah Capital Advisors, Summer Analyst
- Sotheby's International Realty, Data Management Specialist
- Sterling Project Development LLC, Consultant
- The Feldman Companies, Real Estate Summer Analyst
- The LiRo Group, IT Intern
- The Renken Company, Appraisal Intern
- Ventas, Inc., Intern, Investments
- View Inc., Business Development Intern
- W. P. Carey, Summer Investments Analyst
- Waterfall Properties, Summer Analyst
- WeWork, Summer Marketing Intern

Job Functions

- 37 responses

<table>
<thead>
<tr>
<th>Function</th>
<th>35%</th>
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</thead>
<tbody>
<tr>
<td>Real Estate Investment</td>
<td></td>
</tr>
<tr>
<td>Real Estate Development</td>
<td>16%</td>
</tr>
<tr>
<td>Software Development/Engineering</td>
<td>14%</td>
</tr>
<tr>
<td>Marketing</td>
<td>8%</td>
</tr>
<tr>
<td>Market Research</td>
<td>5%</td>
</tr>
<tr>
<td>Business Development</td>
<td>3%</td>
</tr>
<tr>
<td>Consulting: Technology</td>
<td>3%</td>
</tr>
<tr>
<td>Data Analytics: Data Analytics</td>
<td>3%</td>
</tr>
<tr>
<td>Finance: Investment Banking</td>
<td>3%</td>
</tr>
<tr>
<td>Finance: Investment Management</td>
<td>3%</td>
</tr>
<tr>
<td>Finance: Private Equity</td>
<td>3%</td>
</tr>
<tr>
<td>Property Management</td>
<td>3%</td>
</tr>
<tr>
<td>Systems Engineering/Analysis</td>
<td>3%</td>
</tr>
</tbody>
</table>

51% were hired in a real estate investment or development role.
SUMMER 2019 INDUSTRY REPORT

Retail/Wholesale

Type of Work/Internship
50 responses

<table>
<thead>
<tr>
<th>Rising Seniors</th>
<th>Rising Juniors</th>
<th>Rising Sophomores</th>
</tr>
</thead>
<tbody>
<tr>
<td>100%</td>
<td>54%</td>
<td>31%</td>
</tr>
<tr>
<td>2%</td>
<td>46%</td>
<td>59%</td>
</tr>
<tr>
<td>4%</td>
<td>10%</td>
<td>10%</td>
</tr>
</tbody>
</table>

# of Students

- 8
- 13
- 29

Average Monthly Salary
39 responses

- Paid Full-time: $2,126 (Avg. 41 Hours per Week)
- Paid Part-time: $813 (Avg. 22 Hours per Week)

How They Heard About the Opportunity
50 responses

- Applied Directly: 38%
- Contacts Outside of Penn: 22%
- Online Job/Internship Site: 20%
- Previous Employer: 6%
- Handshake: 4%
- Other Career Services Resources: 4%
- Other Penn Resource: 4%
- Penn Professor/Staff/Alumni/etc.: 2%
- On Campus Interviewing (OCI): 0%
- Other: 0%
- Penn Sponsored Internship: 0%

When They Accepted Their Offer
47 responses

- Before Aug: 17%
- Sep: 2%
- Oct: 4%
- Nov: 2%
- Dec: 4%
- Jan: 4%
- Feb: 2%
- Mar: 15%
- Apr: 13%
- May: 19%
- Jun or Later: 21%
SUMMER 2019 INDUSTRY REPORT

Retail/Wholesale

Full-Time Monthly Salaries 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>20</td>
<td>$1,940</td>
<td>$400</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$4,000</td>
<td></td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

<table>
<thead>
<tr>
<th>Employer/Job Title</th>
<th>Rising Senior</th>
<th>Rising Junior</th>
<th>Rising Sophomore</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aeropostale, Sales Associate</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Anthropologie, Floor Stylist/Sales Associate</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Arturo Global, Business Development Intern</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Banana Republic, Brand Ambassador</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Banana Republic, Sales Associate</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Barnes &amp; Noble, Digital Project Manager</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bloomingdale's, Finance Intern</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bloomingdale's, Planning Intern</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Bonobos, Brand Marketing Intern</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>BRABAR, Sales Representative</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Bubble Goods, Social Media Marketing Intern</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Chanel, Strategy and Client Analytics Intern</td>
<td></td>
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</tr>
<tr>
<td>Churchills Graham, Marketing Analyst</td>
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</tr>
<tr>
<td>Convenience Plus, Pizza Artist</td>
<td></td>
<td></td>
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<tr>
<td>CVS Pharmacy, Store Associate/Cashier</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Dick's Sporting Goods, Software Engineering Intern</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Elsmore Swim Shop, Employee</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Eons, Restaurant Crew Member</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Food Lion, Deli Worker</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Food World Supermarket, Head Sales Associate</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Forever 21, Stoke Associate</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Highland Fruit Growers Inc., Team Member</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>J Crew, Sales Associate, Merchandiser</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jack Wills, Supervisor</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jewels Osco, Cashier</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jovani, Intern</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kung Fu Tea</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Levi's, Sales Associate</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LOFT, Sales Associate</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Longchamp, Merchandising Intern</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Macy's, Buying Intern</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Macy's, Marketing Intern</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Monkee's of Madeira, Co-Manager</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Montaro LLC, Digital Marketing and Operations Intern</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nature's Art Village, Employee</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nautilus, Sales Associate</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nike, Sales Associate</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Office Depot, Software Intern</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Party City, Sales Associate</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PUIG, Global Retail Intelligence Executive</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>QVC, Operations Business Planning and Analysis Intern</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retykle Ltd., Marketing Intern</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ShopRite, Cashier/ Florist</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TATA Strategic Management Group, Summer Analyst</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TJX Companies, Buying Intern</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>URBN, Buying and Merchandising Intern</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>URBN, Planning and Allocation Intern</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Verve Coffee, Business Analyst</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>WAWA, INC., Customer Service Associate</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>West Elm, Global Sourcing Intern</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Job Functions

<table>
<thead>
<tr>
<th>Function</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sales</td>
<td>39%</td>
</tr>
<tr>
<td>Marketing</td>
<td>14%</td>
</tr>
<tr>
<td>Restaurant/Food Services</td>
<td>14%</td>
</tr>
<tr>
<td>Buying/Merchandising</td>
<td>10%</td>
</tr>
<tr>
<td>Data Analytics: Data Analytics</td>
<td>6%</td>
</tr>
<tr>
<td>Software Development/Engineering</td>
<td>4%</td>
</tr>
<tr>
<td>Business Development</td>
<td>2%</td>
</tr>
<tr>
<td>Consulting: Management/Strategy</td>
<td>2%</td>
</tr>
<tr>
<td>Finance: Financial Planning &amp; Analysis</td>
<td>2%</td>
</tr>
<tr>
<td>Management</td>
<td>2%</td>
</tr>
<tr>
<td>Product Design/Development</td>
<td>2%</td>
</tr>
<tr>
<td>Product/Project Management (Tech)</td>
<td>2%</td>
</tr>
</tbody>
</table>

Office Depot, Software Intern  ○
Party City, Sales Associate ○
PUIG, Global Retail Intelligence Executive ○
QVC, Operations Business Planning and Analysis Intern *
Retykle Ltd., Marketing Intern ○
ShopRite, Cashier/ Florist *
TATA Strategic Management Group, Summer Analyst ○
TJX Companies, Buying Intern *
URBN, Buying and Merchandising Intern +
URBN, Planning and Allocation Intern *
Verve Coffee, Business Analyst *
WAWA, INC., Customer Service Associate ○
West Elm, Global Sourcing Intern +
SUMMER 2019 INDUSTRY REPORT

Sports/Hospitality/Food Service

Type of Work/Internship
115 responses

- Rising Seniors: 82% Paid, 12% Full-time, 6% Unpaid/ Volunteer
- Rising Juniors: 74% Paid, 15% Part-time, 11% Unpaid/ Volunteer
- Rising Sophomores: 51% Paid, 46% Part-time, 3% Unpaid/ Volunteer

Average Monthly Salary
87 responses

- Paid Full-time: $1,990 Avg. 43 Hours per Week
- Paid Part-time: $964 Avg. 23 Hours per Week

How They Heard About the Opportunity
112 responses

- Contacts Outside of Penn: 37%
- Applied Directly: 23%
- Previous Employer: 17%
- Penn Professor/Staff/Alumni/etc.: 9%
- Online Job/Internship Site: 7%
- Handshake: 4%
- Other Penn Resource: 2%
- Penn Sponsored Internship: 1%
- On Campus Interviewing (OCI): 0%
- Other: 0%
- Other Career Services Resources: 0%

When They Accepted Their Offer
113 responses

- Before Aug: 26%
- Sep: 2%
- Oct: 3%
- Nov: 10%
- Dec: 4%
- Jan: 18%
- Feb: 4%
- Mar: 11%
- Apr: 20%
- May: 7%
- Jun or Later: 7%
### Sports/Hospitality/Food Service

#### Full-Time Monthly Salaries by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sports/Hospitality/Food Service</td>
<td>55</td>
<td>$1,616</td>
<td>$500</td>
</tr>
</tbody>
</table>

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

#### Employers & Job Titles

- **All American Aim LLC**, Lacrosse Coach ○
- **American Nail Spa**, Receptionist ○
- **Aramark**, Intern *
- **Arrowhead Day Camp** ○
- **Bagelicious North Haven**, Crew Member ○
- **Bay Head Yacht Club**, Head 420 Coach *
- **Beneduce Vineyards**, Event Staff ○
- **Big League Advance**, Data Science Intern *
- **Blue on Highland (Restaurant)**, Hostess/ Busser ○
- **Braums Ice Cream and Dairy Stores**, Employee ○
- **Brook Hollow Golf Club**, Lifeguard Supervisor and Swim Coach ○
- **Cafe Rio**, Line Cook ○
- **Cambridge Tennis Club**, Staff +
- **Camp Alonim**, Advisor ○
- **Camp Brookwoods and Deer Run**, Camp Counselor ○
- **Camp Green Lane**, General Counselor and Group Leader +
- **Camp Green Lane**, Infirmary Health Assistant *
- **Camp HASC**, Nursing Assistant *
- **Camp Laurel**, Head Tennis Pro and Camp Counselor ○
- **Camp Ramah in the Poconos**, Counselor +
- **Camp Robindel**, Counselor ○
- **Camp Wohelo**, Camp Nurse Assistant +
- **Camp Yavneh**, Unit Head ○
- **Camps Kenwood and Evergreen**, General Counselor ○
- **Cape Cod Sea Camps**, Head Counselor +
- **Chick's Oyster Bar**, Food Runner ○
- **Choxue**, Intern ○
- **Collegetown Bagels**, Retail Associate ○
- **Congressional Country Club**, Pavilion Server ○
- **Context Travel**, Partner Sales & Marketing Intern *
- **Crepe Diem**, Owner *
- **D&D Lawn Care**, Manager *
- **Denton Wesleyan Camp**, Camp Counselor ○
- **Diccicos Italian Restaurant**, Server +
- **Dunkin Donuts**, Crew Member ○
- **DVTA**, Instructor/Counselor ○

#### Job Functions

*108 responses*

<table>
<thead>
<tr>
<th>Function</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Restaurant/Food Services</td>
<td>32%</td>
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<tr>
<td>Coaching/Tutoring</td>
<td>22%</td>
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<tr>
<td>Teaching</td>
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<tr>
<td>Counseling</td>
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</tr>
<tr>
<td>Marketing</td>
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<tr>
<td>Management</td>
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<td>Administration</td>
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<tr>
<td>Nursing</td>
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<tr>
<td>Consulting: Management/Strategy</td>
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<tr>
<td>Sales</td>
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<tr>
<td>Data Analytics: Data Analytics</td>
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<tr>
<td>Data Analytics: Data Science</td>
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<tr>
<td>Direct Service</td>
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<tr>
<td>Research: Economics</td>
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<tr>
<td>Public Relations</td>
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<tr>
<td>Other</td>
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<tr>
<td>Human Resources</td>
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<tr>
<td>Accounting</td>
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<tr>
<td>Market Research</td>
<td>1%</td>
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### Employers & Job Titles

<table>
<thead>
<tr>
<th>Employer</th>
<th>Job Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eleven Madison Park, Summer Operations Intern</td>
<td></td>
</tr>
<tr>
<td>Festival Foods, Associate</td>
<td></td>
</tr>
<tr>
<td>Flatbread Company, Chef</td>
<td></td>
</tr>
<tr>
<td>Friendly's Restaurant, Server</td>
<td></td>
</tr>
<tr>
<td>Galileo Summer Camps, Team Leader *</td>
<td></td>
</tr>
<tr>
<td>Glen Ridge Country Club, Waitress</td>
<td></td>
</tr>
<tr>
<td>Global English Camp, Program Intern</td>
<td></td>
</tr>
<tr>
<td>Grace United Methodist Church, Camp Counselor</td>
<td></td>
</tr>
<tr>
<td>Great Lakes Loons, Custodian and Assistant Groundskeeper</td>
<td></td>
</tr>
<tr>
<td>Hartford's Camp Courant, Counselor</td>
<td></td>
</tr>
<tr>
<td>Hershey Lodge, Front Desk Attendant</td>
<td></td>
</tr>
<tr>
<td>Hockaday Summer Day Camp; Texas Nurse Aide Training, Camp Counselor *</td>
<td></td>
</tr>
<tr>
<td>Ivy Camps USA, STEM Instructor +</td>
<td></td>
</tr>
<tr>
<td>Jamie Hollander Foods and Catering, Bartender *</td>
<td></td>
</tr>
<tr>
<td>JCC of Staten Island, Head Senior Counselor</td>
<td></td>
</tr>
<tr>
<td>Johnny Angels, Server +</td>
<td></td>
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<tr>
<td>Kenwood Country Club, Barback</td>
<td></td>
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<tr>
<td>Kenwood Golf and Country Club, Lifeguard</td>
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<tr>
<td>Lake Compounce Theme Park, Supervisor</td>
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<tr>
<td>Lawns &amp; Roses LLC, Landscaper</td>
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<tr>
<td>Legoland</td>
<td></td>
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<tr>
<td>Lombard Swim Club, Receptionionan *</td>
<td></td>
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<tr>
<td>Major League Baseball, League Economics and Operations Intern +</td>
<td></td>
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<tr>
<td>Maplewood Kitchen and Bar, Front of House staff</td>
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<tr>
<td>Max's Famous Hot Dogs, Server *</td>
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<tr>
<td>McDonald's, Crew *</td>
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<tr>
<td>Michael Schnur Swim Camp, Camp Counselor</td>
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<tr>
<td>Michael Schnur Swim Camp, Head Camp Representative</td>
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<tr>
<td>Millie's Homemade Ice Cream, Operations and Marketing Intern</td>
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<tr>
<td>Monical's Pizza, Maker</td>
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<tr>
<td>Monumental Sports and Entertainment, Communications Intern</td>
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<tr>
<td>North Hempstead Country Club, Lifeguard</td>
<td></td>
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<tr>
<td>Norwalk River Rowing Association, Coach</td>
<td></td>
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<tr>
<td>Orangetheory Fitness, Sales Associate *</td>
<td></td>
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<tr>
<td>Oscars Mexican Seafood, Business Growth Advisor</td>
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<tr>
<td>Overbrook Golf Club, Bartender</td>
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<tr>
<td>Oxford Creamery, Crew Member</td>
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<tr>
<td>Oyster Harbors Golf Club, Event Assistant +</td>
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<tr>
<td>Partyhands, Server</td>
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<tr>
<td>Philadelphia 76ers, Intern +</td>
<td></td>
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<tr>
<td>Philadelphia Phillies, Entertainment Staff Employee</td>
<td></td>
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<tr>
<td>Philadelphia Phillies, Phillies Ballgirl *</td>
<td></td>
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<tr>
<td>Philadelphia Phillies, Ticket Services Intern *</td>
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<tr>
<td>Pho20, Server</td>
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<tr>
<td>Play By Play Sports Broadcasting Camp, Nurse Assistant +</td>
<td></td>
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<tr>
<td>Poki DC, Employee</td>
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<tr>
<td>Portland Country Club, Bagroom Operator</td>
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<tr>
<td>Pottruck, Recreation Assistant *</td>
<td></td>
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<tr>
<td>Princess Anne Country Club, Swim Coach</td>
<td></td>
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<tr>
<td>RBI, Leadership Development Program Intern +</td>
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<tr>
<td>RedBeard Talent, Marketing Analyst *</td>
<td></td>
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<tr>
<td>RoadGoat, Marketing Intern</td>
<td></td>
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<tr>
<td>SCPGA Junior Tour, SCPGA Representative Field Staff</td>
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<tr>
<td>Shore Diner, Server</td>
<td></td>
</tr>
<tr>
<td>SimpleBet, Data Scientist +</td>
<td></td>
</tr>
<tr>
<td>Skylake Yosemite Camp, Camp Counselor *</td>
<td></td>
</tr>
<tr>
<td>Sogevinus Fine Wines, Tour Guide +</td>
<td></td>
</tr>
<tr>
<td>Starbucks, Barista</td>
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<tr>
<td>Stormy's Tavern and Grill, Server</td>
<td></td>
</tr>
<tr>
<td>Summer at Brentwood Tennis Camp, Assistant Head Coach</td>
<td></td>
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<tr>
<td>Suraya, Line Cook</td>
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<tr>
<td>Sushi Maki and Canton Chinese Foods Inc., Summer Intern *</td>
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<tr>
<td>Swansea Country Club, Lifeguard</td>
<td></td>
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<tr>
<td>Swoon, Marketing and Account Management Intern +</td>
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<tr>
<td>Tedesco Country Club, AA Caddy</td>
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<tr>
<td>The Cheesecake Factory, Front Desk Filler</td>
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<tr>
<td>United States Tennis Association (USTA), Undergraduate Marketing Intern</td>
<td></td>
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<tr>
<td>Universal Orlando Resort, Industrial Engineering Intern +</td>
<td></td>
</tr>
<tr>
<td>University of Pennsylvania - Julian Krinsky Camps &amp; Programs, Residential Teaching Assistant (3) *</td>
<td></td>
</tr>
<tr>
<td>University of Pennsylvania - Julian Krinsky Camps &amp; Programs, Residential Teaching Assistant (2)</td>
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<tr>
<td>University of Pennsylvania - Penn Swim Camp, Camp Counselor</td>
<td></td>
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<tr>
<td>Upper Missouri Ministry</td>
<td></td>
</tr>
<tr>
<td>Wannamoissett Country Club, Caddie</td>
<td></td>
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<tr>
<td>Wasserman, Brands Consulting Intern +</td>
<td></td>
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<tr>
<td>West Shore Country Club, Tennis Pro Shop Attendant</td>
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</tr>
<tr>
<td>Will's Beach Service, Beach Equipment Coordinator</td>
<td></td>
</tr>
<tr>
<td>Yum Yum Bake Shop, Server</td>
<td></td>
</tr>
</tbody>
</table>

RISING SENIOR  * RISING JUNIOR  ○ RISING SOPHOMORE
SUMMER 2019 INDUSTRY REPORT

Technology

Type of Work/Internship
257 responses

<table>
<thead>
<tr>
<th></th>
<th>Paid Full-time</th>
<th>Paid Part-time</th>
<th>Unpaid/Volunteer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rising Seniors</td>
<td>92%</td>
<td>4%</td>
<td>4%</td>
</tr>
<tr>
<td>Rising Juniors</td>
<td>75%</td>
<td>8%</td>
<td>11%</td>
</tr>
<tr>
<td>Rising Sophomores</td>
<td>75%</td>
<td>9%</td>
<td>13%</td>
</tr>
</tbody>
</table>

# of Students

- Rising Seniors: 56
- Rising Juniors: 97
- Rising Sophomores: 104

Average Monthly Salary
161 responses

- $4,662 Avg. 41 Hours per Week
- $2,296 Avg. 28 Hours per Week

How They Heard About the Opportunity
255 responses

- Applied Directly: 23%
- Contacts Outside of Penn: 22%
- Online Job/Internship Site: 15%
- Penn Professor/Staff/Alumni/etc.: 11%
- Handshake: 10%
- Previous Employer: 5%
- On Campus Interviewing (OCI): 4%
- Other: 4%
- Penn Sponsored Internship: 3%
- Other Career Services Resources: 2%
- Other Penn Resource: 2%

When They Accepted Their Offer
251 responses

- 2018:
  - Before Aug: 5%
  - Sep: 2%
  - Oct: 8%
  - Nov: 13%
  - Dec: 9%

- 2019:
  - Jan: 6%
  - Feb: 13%
  - Mar: 18%
  - Apr: 12%
  - May: 11%
  - Jun or Later: 4%
Technology

Full-Time Monthly Salaries 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>150</td>
<td>$4,000</td>
<td>$400</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

101edu, Marketing Intern +
Abil ect Sàrl, CEO *
AccelOne, Salesforce Division Marketing Coordinator ○
Adobe, Data Science Intern - Marketing and Customer Insights +
Adobe, Technology Consulting Intern +
Affirm Inc., Software Engineering Intern +
Aidoc, AI Engineering Intern *
Allscripts, Solutions Management +
alphagora, Software Developer *
Amazon, Loss Prevention Intern +
Amazon, PrimeNow Whole Foods Shopper ○
Amazon, SDE Intern (2) +
Amazon, Seasonal Warehouse Associate ○
Amazon, Software Development Engineering Intern (2) +
Amazon, Software Development Engineering Intern *
American Councils, Strategist Intern +
American Society for Engineering Education, Research Intern ○
Ant Financial, Alibaba Inc, Strategic Analysis and Operations Intern ○
BlinkRecei pt, Intern ○
Blizzard Entertainment, Software Engineer Intern *
Bloom Education Inc., Software Engineer +
Bloomberg, BMIA Intern +
Bloomberg, Software Engineering Intern +
Boingo Wireless, Marketing Intern ○
Bounce: Bag and Luggage Storage, Intern, Project Manager ○
BrainQ, Product Development Intern *
ByteDance, Intern *
CariClub, Product Management Intern +
CASTOR, Mechanical Engineering Intern *
CDW, Sales Intern +
Centaur Diagnostics LLC, iOS Engineer +
Cobi, Software Engineering Intern *
CoinAlpha, Financial/Software Engineer ○
CoinAlpha, Software Engineering Intern ○
Coinfund, Software Engineering Intern *
Collective Health, Product Management Intern +

Job Functions

238 responses

- Software Development/Engineering
- Business Development
- Product/Project Management (Tech)
- Marketing
- Data Analytics: Data Science
- Research & Development
- Data Analytics: Data Analytics
- Sales
- Research: Other
- Consulting: Technology
- Technology Analysis
- Product/Brand Management
- Web Design/Development
- Finance: Financial Planning & Analysis
- User Experience/User Interface
- Systems Engineering/Analysis
- Product Design/Development
- Legal Support
- Entrepreneur/Founder
- Other

50% were hired in a software development/engineering role.

* Rising Junior
○ Rising Sophomore
+ Rising Senior
### Technology

#### Employers & Job Titles

<table>
<thead>
<tr>
<th>Employer/University</th>
<th>Job Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Commvault Systems Inc.,</td>
<td>Summer Intern</td>
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<tr>
<td>Core Scientific,</td>
<td>ML/AI Engineering Intern</td>
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<tr>
<td>CyberProof Inc.,</td>
<td>Summer Cyber Threat Intelligence Analyst</td>
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<tr>
<td>DataSpark (SingTel),</td>
<td>Product Engineering Intern</td>
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<td>Dell,</td>
<td>Advisory System Engineer</td>
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<td>DIFC FinTech Hive,</td>
<td>Intern</td>
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<td>Dolphin,</td>
<td>Business Operations Intern</td>
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<td>Draper Laboratory,</td>
<td>Machine Intelligence Intern</td>
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<td>Ellucian, Software Development Intern</td>
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<td>Ellucian, Inc.,</td>
<td>Partnerships Intern</td>
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<td>Encompass Human Capital,</td>
<td>Software Development Intern</td>
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<td>Enertiv, Software development Intern</td>
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<tr>
<td>Esri,</td>
<td>Graphic Design Intern</td>
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<td>Exalt Technologies Ltd.,</td>
<td>Data Engineering Intern</td>
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<td>Expedia,</td>
<td>Software Development Engineering Intern</td>
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<tr>
<td>Facebook,</td>
<td>Data Analytics Intern</td>
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<tr>
<td>Facebook,</td>
<td>Data Science Intern</td>
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<tr>
<td>Facebook, Facebook University Android App Development Intern</td>
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<tr>
<td>Facebook, Facebook University for Engineering Intern</td>
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<tr>
<td>Facebook, FBU Engineering Intern</td>
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<td>Facebook, FBU Intern</td>
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<td>Facebook, Global Operations Analyst</td>
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<td>Facebook, Marketing Science Research Intern</td>
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<tr>
<td>Facebook, Software Engineer</td>
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<tr>
<td>Facebook, Software Engineer Intern (2)</td>
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<tr>
<td>Facebook, Software Engineer Intern</td>
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<tr>
<td>Facebook, Software Engineer Intern - FBU</td>
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<tr>
<td>Facebook, Software Engineering Intern (5)</td>
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<td>Facebook, Software Engineering Intern (3)</td>
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<tr>
<td>Facebook, Software Engineering Intern (2)</td>
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<tr>
<td>Facebook, Software Engineering Intern (Infrastructure)</td>
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<tr>
<td>Facebook, Technical Program Manager Intern</td>
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<tr>
<td>Facebook Inc., Auction &amp; Delivery Data Science Intern</td>
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<tr>
<td>Facebook Inc., Software Engineering Intern</td>
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<tr>
<td>Fairbanc,</td>
<td>Product Engineer</td>
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<tr>
<td>Figma,</td>
<td>Design Intern</td>
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<tr>
<td>Flexport,</td>
<td>Software Engineering Intern</td>
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<tr>
<td>Florida State University,</td>
<td>Lab Technician</td>
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<td>FORKaiA,</td>
<td>Project Management Intern</td>
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<tr>
<td>Gateway Group</td>
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<tr>
<td>GE Healthcare, Software Engineer</td>
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<tr>
<td>Google</td>
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<tr>
<td>Google, APMM BOLD Intern</td>
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<td>Google, BOLD Intern</td>
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<tr>
<td>Google, Engineering Practicum Intern (8)</td>
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<td>Google, Engineering Practicum Intern</td>
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<tr>
<td>Google, Hardware Engineering Intern</td>
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<tr>
<td>Google, Hardware Product Sprint Participant</td>
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<tr>
<td>Google, Intern</td>
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</tr>
<tr>
<td>Google, Program Manager Intern</td>
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<tr>
<td>Google, Software Engineer Intern</td>
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<tr>
<td>Google, Software Engineering Intern (7)</td>
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<tr>
<td>Google, Software Engineering Intern</td>
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<tr>
<td>Google, STEP Intern</td>
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<tr>
<td>Grab,</td>
<td>Intern</td>
</tr>
<tr>
<td>Grant Street Group,</td>
<td>Business Analyst Intern</td>
</tr>
<tr>
<td>Groupon,</td>
<td>Product Analytics &amp; Insights Intern</td>
</tr>
<tr>
<td>Guru Technologies,</td>
<td>Revenue Operations Intern</td>
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<tr>
<td>Health Sensei, Software Engineering Intern</td>
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<td>IBM,</td>
<td>Marketing Intern (2)</td>
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<tr>
<td>IBM,</td>
<td>Solutions Sales Intern</td>
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<tr>
<td>iManage,</td>
<td>Software Engineering Intern</td>
</tr>
<tr>
<td>Indeses,</td>
<td>Summer Intern</td>
</tr>
<tr>
<td>Indigo Agriculture,</td>
<td>Corporate Development Intern</td>
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<tr>
<td>InstaHub,</td>
<td>Frontend Development Intern</td>
</tr>
<tr>
<td>InstaHub, Software Engineering Intern</td>
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<tr>
<td>InstaHub, UX/UI Designer</td>
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<tr>
<td>Jobcase,</td>
<td>Data Analytics Intern</td>
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<tr>
<td>Jobcase, Data Engineering and Strategy Intern</td>
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<tr>
<td>June.ai,</td>
<td>Intern</td>
</tr>
<tr>
<td>Kognition,</td>
<td>Intern</td>
</tr>
<tr>
<td>LendingHome,</td>
<td>Software Engineer Intern</td>
</tr>
<tr>
<td>LinkedIn,</td>
<td>Software Engineering Intern</td>
</tr>
<tr>
<td>Live Building Systems,</td>
<td>Sales and Business Development Intern</td>
</tr>
<tr>
<td>Los Alamos National Laboratory,</td>
<td>Technical Summer Intern</td>
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<tr>
<td>Lyft,</td>
<td>Software Engineer</td>
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<tr>
<td>LYMBA,</td>
<td>Intern</td>
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<tr>
<td>MadfooatCom,</td>
<td>Business Analyst</td>
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<tr>
<td>Mastercard, APM Intern</td>
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<tr>
<td>Mastercard, Intern</td>
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<tr>
<td>Mastercard, Franchise &amp; Integrity Intern (2)</td>
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</tr>
<tr>
<td>Mastercard, Payments Strategy Intern</td>
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<tr>
<td>Mastercard, Real Estate Services and Corporate Sustainability Intern</td>
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<tr>
<td>Mastercard, Summer Intern</td>
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</tr>
<tr>
<td>MD Ally,</td>
<td>Business Development Intern</td>
</tr>
<tr>
<td>Mettler Toledo,</td>
<td>Accounting Assistant</td>
</tr>
</tbody>
</table>

+ Rising Senior
* Rising Junior
○ Rising Sophomore
SUMMER 2019 INDUSTRY REPORT

Technology

Employers & Job Titles

Microsoft *
Microsoft, Electrical Engineer +
Microsoft, Explore Intern *
Microsoft, Explore Intern (2) ○
Microsoft, Intern ○
Microsoft, Product Marketing Manager +
Microsoft, Program Management Intern +
Microsoft, Program Manager +
Microsoft, Program Manager Intern +
Microsoft, Software Engineer Intern +
Microsoft, Software Engineering & Program Management Intern *
Microsoft, Software Engineering Intern (4) +
Microsoft, Software Engineering Intern *
Microsoft, Software Engineering Intern ○
Microsoft, Technical Account Mentee *
MiResource, Research and Development Intern +
MIT Lincoln Laboratory, Summer Research Intern +
Mojo Media Club, CEO ○
Money4Jam, Financial Analysis Intern ○
MongoDB, Software Engineering Intern +
Monitory, Business Development Intern ○
NALA, Product and Marketing Intern *
Nasdaq, Business Intelligence Analyst *
Nasdaq, Marketing and Communications Intern ○
Nasdaq, Options and Futures Product Management Intern *
NeuroFlow, Marketing Associate *
Novetta, Special Projects & Machine Learning Intern +
NRG Peaks, Summer Intern ○
O3 World, Accounts Intern ○
OLI, Intern +
Opendoor Labs, Software Engineering Intern +
Optum, Software Engineering Intern *
Palantir Technologies, Forward Deployed Engineer Intern +
Palantir Technologies, Forward Deployed Software Engineer Intern +
Pilot Training System, Programming Intern ○
Price Lab, Digital Humanities Web Design Intern +
Qlicket, Business Development and Marketing Intern ○
Quadrant 2, Software Development Intern *
Raytheon, Intern *
Ricoh, Global Engineering Support Intern +
Robinhood, Software Engineering Intern +

RWTH Aachen University, Research Intern *
RYCOR, Summer Marketing Intern +
Salesforce, Associate Customer Success Manager +
Salesforce, Data Analyst and Operations Intern *
SAP, Junior IoT Developer *
SAS Institute, Software Engineering Intern *
Sensato Cybersecurity Solutions, Software Engineering Intern ○
Shape Security, Software Engineer Intern *
Shopify, Data Scientist Intern *
SIG Center for Computer Graphics, Research Intern +
Slack, Software Engineering Intern *
Slingshot Health, Marketing Intern ○
Smart Vision Labs, Business Development Intern +
Snap Inc., Finance Intern - Investor Relations +
Softheon, Software Engineering Intern *
Solera Holdings, Financial Analyst *
Sonos, Finance and Analytics Intern +
Spotify, Artist & Label Services Intern +
Spotify, US Consumer Marketing Intern +
Spur Jobs, Intern (2) *
StartSomeGood, Intern ○
StubHub, Revenue Strategy Intern +
SuperKisan, Intern *
Tableau Software, Academic Programs Marketing Intern *
Tableau Software, Product Consulting Intern +
TAVtech, Summer Intern ○
Tencent, Software Engineer Intern *
The Kavlie Nanoscience Institute, California Institute of Technology, Undergraduate Research Fellow +
The Predictive Index, Customer Success Intern *
Tibit Communications, Software Quality Assurance Engineering Intern *
T-Mobile, Strategy and Financial Analysis for Wholesale and IoT +
TO Ventures, Venture Team Analyst *
Tradeweb, Global Infrastructure Intern *
Transcendent Endeavors, Research and Grant Intern +
Trendalytics, Digital Strategy Intern +
Trouble Maker, Creative Engineering Internship +
Twine Labs, Software Engineering Intern *
Uber, Bikes & Scooters Software Engineer Intern *
Uber Advanced Technologies Group, Software Engineering Intern +
UiPath, Software Engineering Intern +
Technology

Employers & Job Titles

Unisys, Cloud Engineer Intern *
University of Pennsylvania - Feng Group, Undergraduate Researcher *
University of Pennsylvania - GRASP Lab, Research Assistant *
University of Pennsylvania - GRIP, Software Developer *
Upstart, Growth Strategy and Analytics Intern +
Verif-y, Systems Operations and Compliance Intern *
Visualsitemaps, Business Development Intern ○
VMware, Product Development Intern, Member of Technical Staff +
Wayfair, Business Analyst Intern (2) +
Wayfair, Business Associate Intern *
Wayfair, Data Analyst Intern +
Wayfair, Software Engineer Intern *
Worldpay, Software Engineering Intern ○
Xcel Energy, IT Intern ○
Zendesk, Software Engineering Intern +
Zenetex, Engineering/IT Intern *
## Full-Time Monthly Salaries by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
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<tr>
<td>Insurance</td>
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## Full-Time Monthly Salaries by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
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<tbody>
<tr>
<td>Legal Services</td>
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<td>Marketing/Advertising/Public Relations</td>
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<td>Media/Journalism/Entertainment</td>
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<td>Performing Arts/Music/Theater</td>
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<td>Pharmaceuticals/Biotechnology</td>
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<td>Publishing/Printing</td>
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<td>Retail/Wholesale</td>
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### Full-Time Monthly Salaries by Job Function

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<td>Clinical Other - Non-Nursing</td>
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<td>$500 - $9,067</td>
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<td>Game Development</td>
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# Full-Time Monthly Salaries by Job Function

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<td>Social Media</td>
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<table>
<thead>
<tr>
<th>Job Function</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
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<td>$100</td>
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<td>Systems Engineering/Analysis</td>
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<td>Technology Analysis</td>
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<tr>
<td>User Experience/User Interface</td>
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<td>Technical Writing (Scientific)</td>
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</tbody>
</table>

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