



Undergraduate Class of 2019 **Post-Graduation Industry Report**

Consulting

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

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

Methodology

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

Legal Services

Marketing/Advertising/ Public Relations

Media/Journalism/Entertainment

Nonprofit

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

Pharmaceuticals/Biotechnology

Retail/Wholesale

Technology

Salaries by Industry

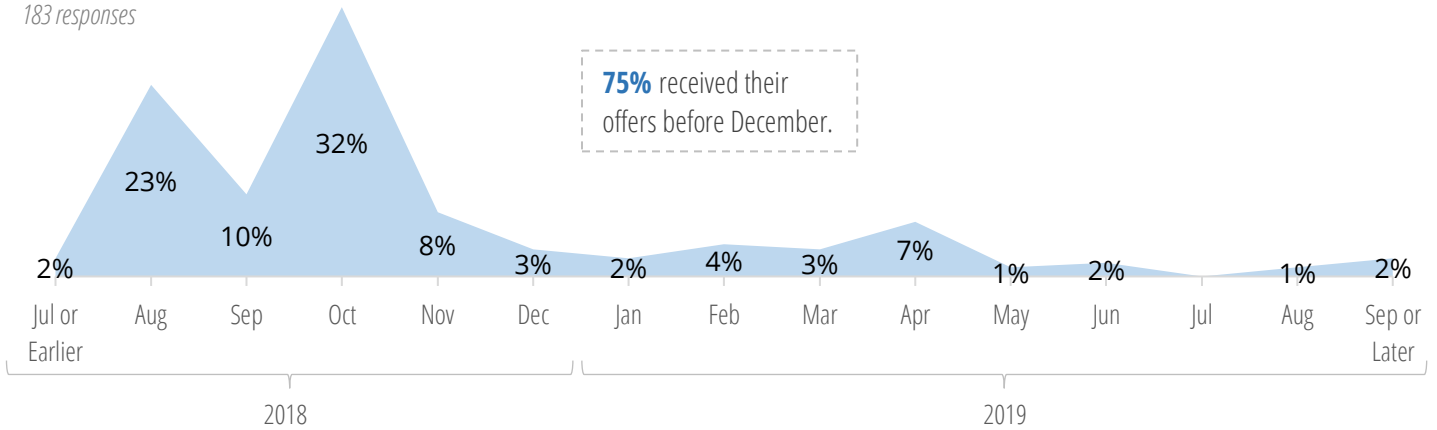
Salaries by Job Function

Consulting

Median Starting Salary
\$80,000

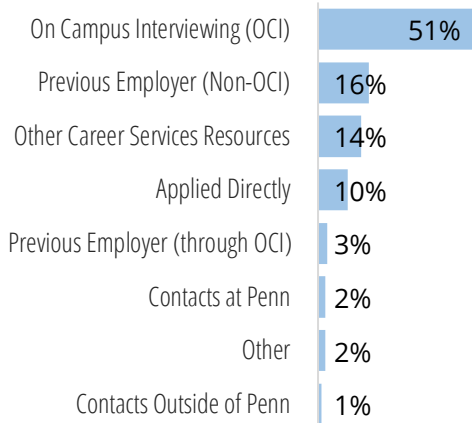
When They Accepted Their Offer

183 responses



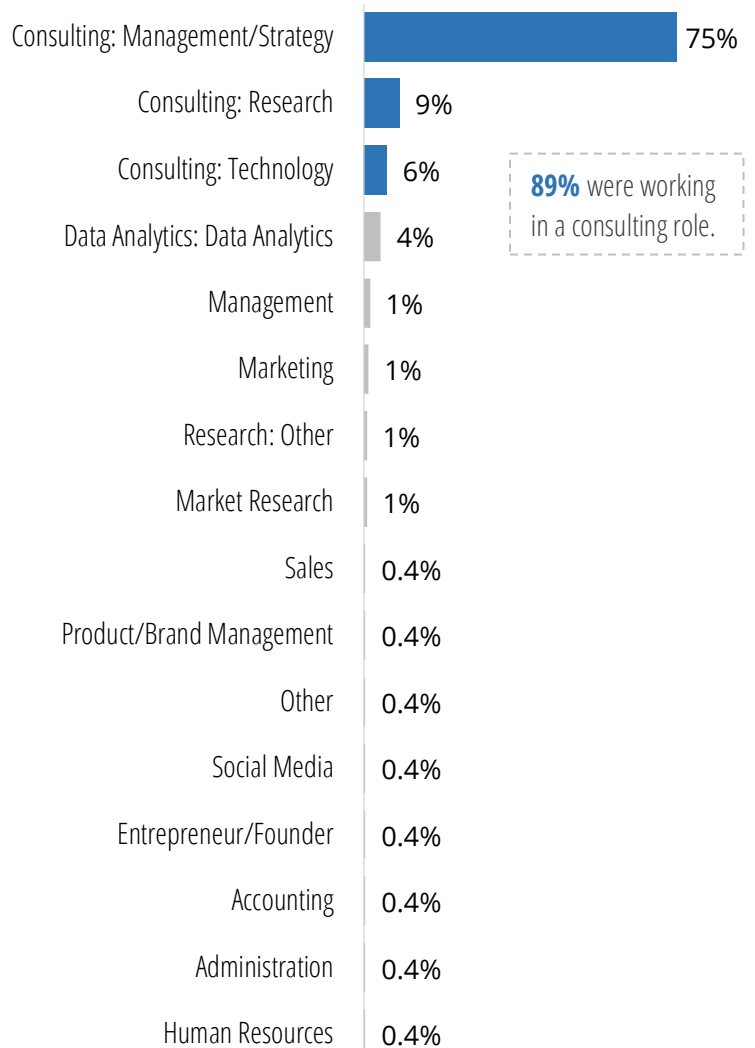
How They Heard About the Opportunity

166 responses



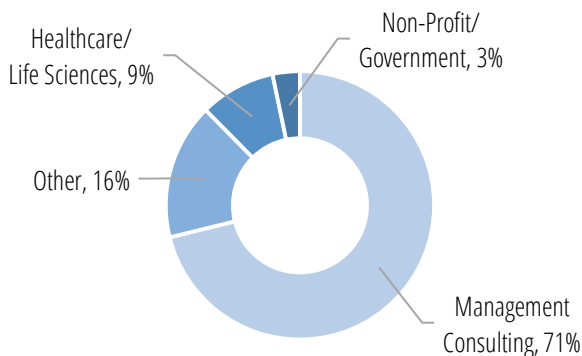
Job Functions

270 responses



Industry Breakdown

274 responses



Consulting

Salary by Industry

	Reporting	Median	Range	
Consulting	173	\$80,000	\$25,000	\$120,000
Healthcare/Life Sciences	19	\$72,000	\$40,000	\$80,000
Management Consulting	116	\$85,000	\$30,769	\$120,000
Non-Profit/Government	6	\$69,000	\$65,000	\$75,000
Other	32	\$66,000	\$25,000	\$90,000

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

Employers & Job Titles

270 Strategies, Marketing & Communications Associate

270 Strategies, Marketing and Communications Associate

A.T. Kearney, Business Analyst (4)

Accenture, Analyst (2)

Accenture, Analyst (Management Consulting) (4)

Accenture, Business Analyst (2)

Accenture, Consultant

Accenture, Consulting Analyst (3)

Accenture, Consulting Associate

Accenture, Consulting Analyst

Accenture, Digital Consultant

Accenture, Incoming Consulting Analyst (2)

Accenture, Management Consulting Analyst

Accenture, Strategy Analyst (5)

Accenture Federal Services, Analyst (Management Consulting)

Aceso Global, Analyst

Acsel Health, Analyst

Activate Inc., Business Analyst

Acumen, LLC, Data/Policy Analyst - Writer/Coordinator

AlphaSights, Associate (2)

Alvarez & Marsal, Analyst

Alvarez & Marsal, Business Consultant

Analysis Group, Inc., Analyst (Management Consulting) (2)

Applied Predictive Technologies, Business Consultant

Applied Predictive Technologies, Consultant

Artisan Healthcare Consulting, Associate

Atheneum Partners, Associate

Avascent, Analyst

Bain & Company, ACI

Bain & Company, Associate Consultant (19)

Ballast Research, State Research Fellow

Bates White Economic Consulting,

Business Consultant

Bates White Economic Consulting,

Consultant

Bates White Economic Consulting,

Economic Consultant

Berkeley Research Group, Associate (2)

BlackNotch, Founder

Blueprint Research Group, Associate

Blueprint Talent Group, Consultant Intern

Booz Allen Hamilton, Consultant

Booz Allen Hamilton, Policy Consultant

BRG, Analyst (Management Consulting)

BRG, Corporate Finance Associate

BrightHouse, Management Consulting Intern

Capgemini Invent, Consultant

Censeo Consulting Group, Business Analyst

cg42, Analyst (Management Consulting)

ClearView Healthcare Partners, Analyst (4)

Cornerstone Research, Analyst (3)

Corporate Insight, Research Associate

Crossix Solutions, Inc., Marketing Data Analyst

Crossix Solutions, Inc., Marketing data analyst/product strategy

Decision Resources Group, Associate

Deloitte, Business Analyst (9)

Deloitte, Business Technology Analyst (6)

Deloitte, Business Technology Consulting Analyst

Deloitte, Risk and Financial Advisory Consultant

Deloitte, Strategy & Operations Analyst

Deloitte, Tax Consultant

Egon Zehnder, Analyst (Management Consulting)

Enowa, Marketing Intern

EY, Analyst (Management Consulting) (3)

EY, Associate Consultant - Transaction Real Estate

EY, Associate in Strategy and Operations

EY, Business Consultant

EY, M&A Consultant

EY, Management Consultant, BAP Advisory Program

Consulting

Employers & Job Titles *(continued)*

- EY**, Mergers & Acquisitions Consultant
- EY**, Staff
- EY**, Staff 1 (Statistical Consultant)
- EY**, Transaction Advisory Services - Strategy & Operations Associate
- EY-Parthenon**, Associate
- Fortuna Advisors**, Strategy Consulting
- FTI Consulting**, Consultant (2)
- FTI Consulting**, Data & Analytics Consultant
- Gartner**, Research Analyst
- Gartner**, Research Specialist
- GBH Insights**, Data Analyst
- Gotham Consulting Partners**, Consultant
- Guidehouse**, Associate - State & Local Government
- Guidehouse**, Associate Consultant
- Guidehouse**, Associate, State & Local Government
- Guidehouse**, Campus Associate
- Guidehouse**, Consulting Business Associate
- Guidepoint**, Healthcare Associate
- Heidrick & Struggles International, Inc.**, Analyst (2)
- Heidrick & Struggles International, Inc.**, Associate Development Program Analyst
- Huron Consulting**, Analyst
- Huron Consulting**, Life Sciences Analyst (2)
- Huron Consulting Group**, Consulting Analyst
- IBM**, Business Consultant
- IBM**, Digital & Social Marketing Strategist
- IBM**, Solution Sales Specialist
- Insight Strategy Advisors (recently acquired by Precision Xtract, a Precision Value & Health Company)**, Analyst
- IQVIA**, Consulting Business Associate
- Korn Ferry**, R&B Analyst
- Korn Ferry**, Technology Analyst
- KPMG LLP**, Advisory Associate
- KPMG LLP**, Associate
- KPMG LLP**, Intelligent Automation Associate
- L.E.K. Consulting**, Associate (2)
- L.E.K. Consulting**, Consulting Business Associate
- Malk Partners**, Associate
- Mason Frank International**, Salesforce Recruitment Consultant
- McKinsey & Company**, Analyst
- McKinsey & Company**, Analytics Fellow (2)
- McKinsey & Company**, Business Analyst (24)
- McKinsey & Company**, Healthcare Analytics & Delivery Fellow
- Mercer**, Career Consulting Analyst
- Mercer**, Health & Benefits Associate
- Myers-Holum, Inc.**, Technology Analyst
- Navigant**, Consultant
- NAXION**, Research Assistant (3)
- Nielsen**, Commercial Emerging Leader Associate
- Nielsen**, Emerging Leaders Associate
- Nielsen**, Emerging Leaders Program
- Nielsen**, Full Time Associate 2019 - Emerging Leaders Program
- Novantas**, Associate (2)
- Novantas, Inc.**, Data Analyst
- Oliver Wyman**, Consultant (4)
- Oliver Wyman**, Management Consultant
- PricewaterhouseCoopers (PwC)**, Consulting Business Associate (2)
- PricewaterhouseCoopers (PwC)**, International Corporate Tax Intern
- PricewaterhouseCoopers (PwC)**, Management Consulting Associate
- PricewaterhouseCoopers (PwC)**, Mergers and Acquisition Tax Associate
- PricewaterhouseCoopers (PwC)**, Private Equity Value Creation Associate Consultant
- PricewaterhouseCoopers (PwC)**, Transfer Pricing Associate
- Prophet**, Associate
- Putnam Associates**, Associate Consultant
- Putnam Associates**, Management Consultant
- PwC - Strategy&**, Management Consultant
- Renaissance Strategic Advisors**, Management Consultant
- Roland Berger**, Junior Consultant
- Seraph.**, Analyst
- Simon-Kucher & Partners**, Consultant
- Stern Therapy Consultants**, Rehabilitation Technician
- Strategic Research Insights, Inc (SRI)**, Associate Healthcare Consultant
- Strategic Research Insights, Inc (SRI)**, Associate Manager, Market Research
- Strategic Research Insights, Inc (SRI)**, Associate Manager, Marketing Research
- Strategy& (Formerly Booz & Company)**, Associate (5)
- The Advisory Board**, Research Analyst
- The Boston Consulting Group**, (3)
- The Boston Consulting Group**, Associate (18)
- The Boston Consulting Group**, Associate Consultant (3)
- The Boston Consulting Group**, Business Consultant
- The Boston Consulting Group**, Consulting Business Associate (3)
- The Boston Consulting Group**, Data Scientist
- The Bridgespan Group**, Associate Consultant
- The Oxbridge Group**, Associate
- TRINITY**, Analyst, TGA S Advisors
- U.S. Medical Staffing**, School Nurse
- Washington Business Dynamics, LLC**, Associate Consultant
- WG Group**, Analyst
- Windrose Consulting Group**, Analyst
- ZS Associates**, Associate
- ZS Associates**, Decision Analytics Associate
- ZS Associates**, Strategy & Insight Planning Associate

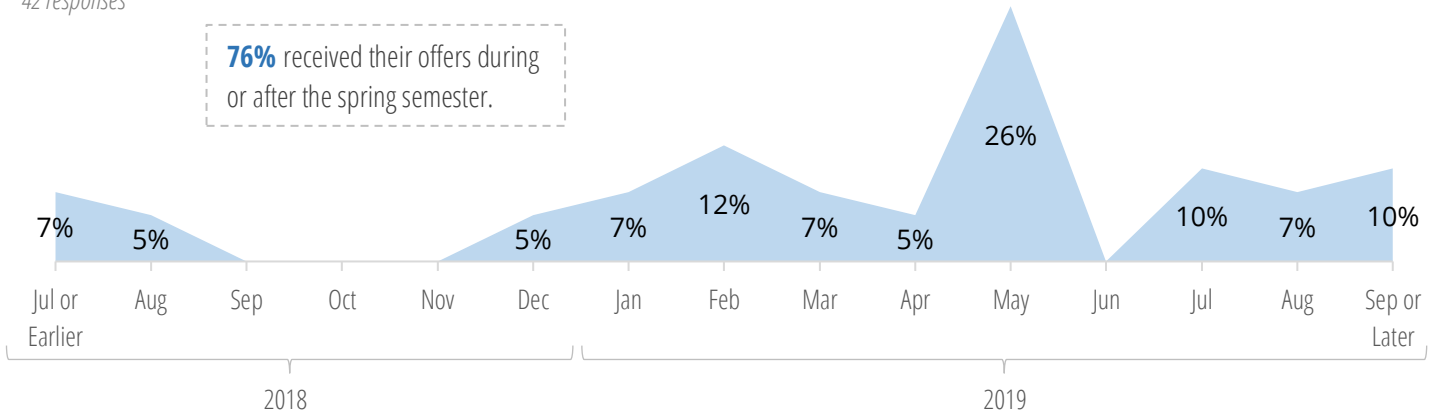
Education

Median Starting Salary
\$40,000

When They Accepted Their Offer

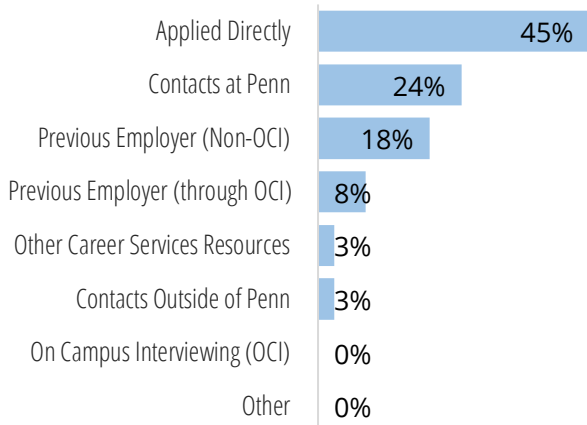
42 responses

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



How They Heard About the Opportunity

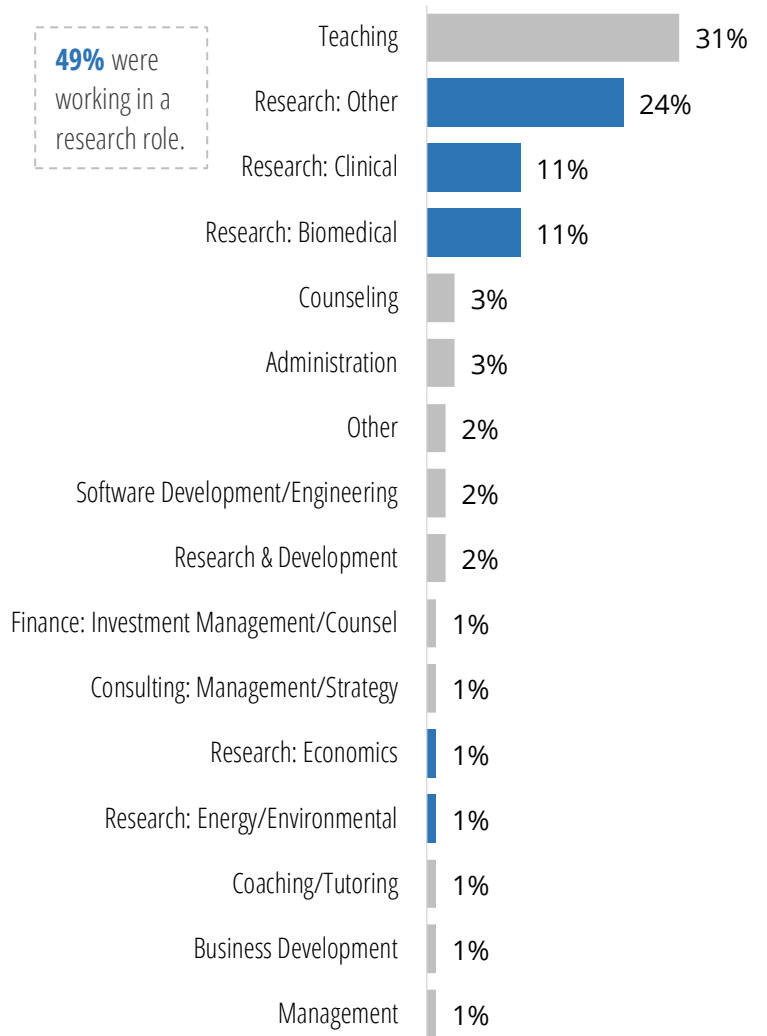
38 responses



Job Functions

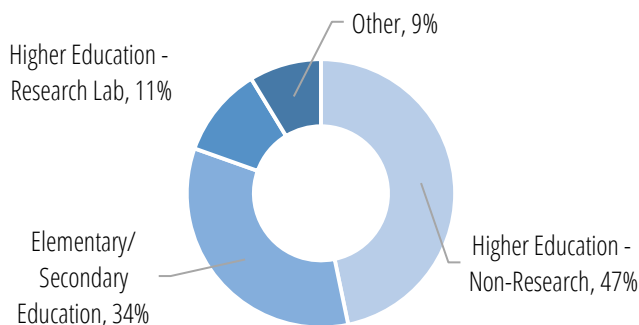
87 responses

49% were working in a research role.



Industry Breakdown

92 responses



Education

Salary by Industry

	Reporting	Median	Range	
Education	37	\$40,000	\$29,120	\$76,000
Elementary/Secondary Education	10	\$51,250	\$37,000	\$61,900
Higher Education - Non-Research	22	\$37,500	\$30,000	\$76,000
Higher Education - Research Lab	3	\$40,000	\$29,120	\$41,000

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

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

Employers & Job Titles

Aldine Independent School District,
Teacher

Amplify Education Incorporated,
Business Contact Coordinator

Ascend Public Charter Schools, 7th Grade
Humanities Teacher

Ascend Public Charter Schools, Teacher

**Berlitz (International School in
Istanbul,** English Teacher for Turkish/Persian
students

Brilla College Prep Elem Cs, TFA Corps
Member/Teacher

Carnegie Prep, Tutor

**Center of Excellence in Environmental
Toxicology,** Research Fellow

Chicago Psd-Network 7, TFA Corps
Member/Teacher

**CICS Loomis-Longwood Elementary,
Teach for America,** Elementary Teacher

City Year Boston, Teacher's Assistant

Columbia Justice Lab, Project Coordinator

Dearest, Inc., Frontend Web Developer

**Icahn School of Medicine at Mount
Sinai,** Research Associate

IDEA Public Schools, 6th Grade Math
Teacher

Information Sciences Institute, Research
Engineer

Ivy Camps USA, Assistant Director

Ivyuan, Education Counselor

King's Academy, Teaching Fellow

Massachusetts Institute of Technology,
Electron and Surface Microscopy
Instrumentation Engineer

**Max Planck Institute for Biophysical
Chemistry,** Predoctoral Student

NYC Department of Education, Behavioral
and Attendance Initiative Program Associate

**Palliative and Advanced Illness
Research Center,** Clinical Research
Coordinator

Panorama Education, Software Developer

**School District of Philadelphia,
Sioux Falls School District 49-5,** German
Teacher

**Stanford Center on Poverty and
Inequality,** American Voices Project Research
Fellow

**Stanford Center on Poverty and
Inequality,** Research Fellow

Stanford School of Medicine, Research
Assistant

Stoooges Education, Education Consultant
Success Academy Charter Schools,
Associate Teacher (2)

Success Academy Charter Schools,
Elementary School Associate Teacher

**TAPIF (Teaching Assistance Program in
France),** Foreign Language Teaching Assistant

Teach For America,

Teach For America, Accelerate Fellow

Teach For America, Corps Member

Teach For America, English as a Second
Language Teacher

Teach For America, High School Chemistry
Teacher

Teach For America, High School English
Teacher

Teach For America, High School Math
Teacher

Teach For America, High School Public
Teacher

Teach For America, Middle School Science
Teacher

Teach For America, Teacher (4)

Teach for the Philippines, Strategic
Development Consultant

University of California San Francisco,
Nurse

University of Colorado Denver,
Professional Research Assistant

University of Miami, Research Technician
University of Pennsylvania, Clinical
Laboratory Technician

University of Pennsylvania, Clinical
Research Coordinator (3)

University of Pennsylvania, Design &
Construction Project Management Assistant
Intern

Education

Employers & Job Titles (*continued*)

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

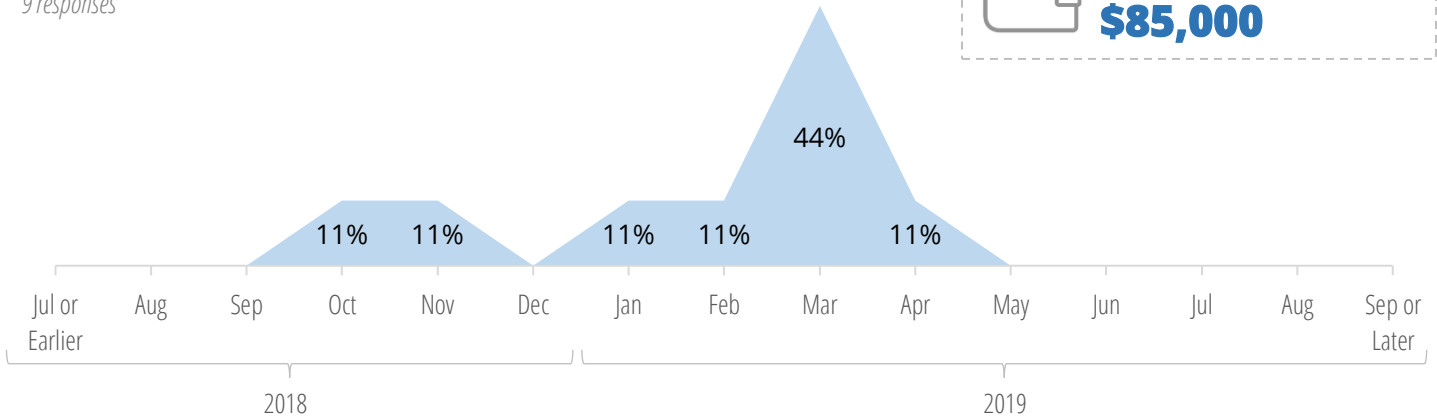
Engineering/Manufacturing

When They Accepted Their Offer

9 responses

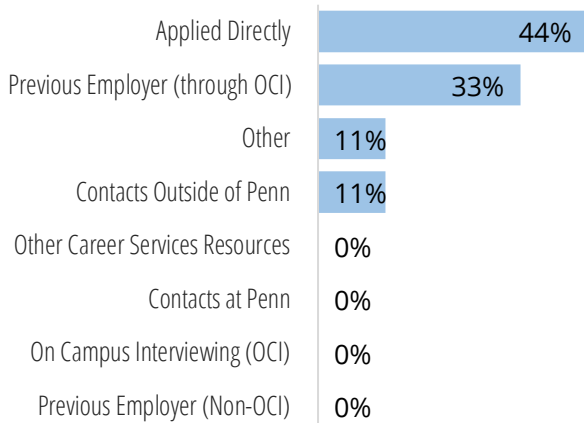


Median Starting Salary
\$85,000



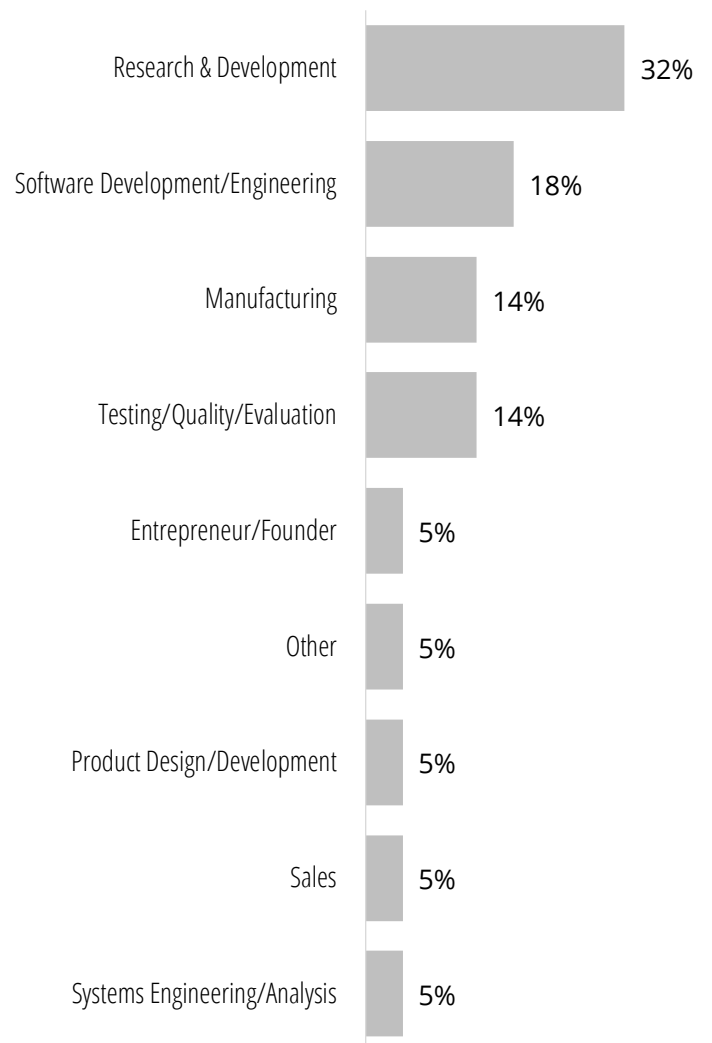
How They Heard About the Opportunity

9 responses



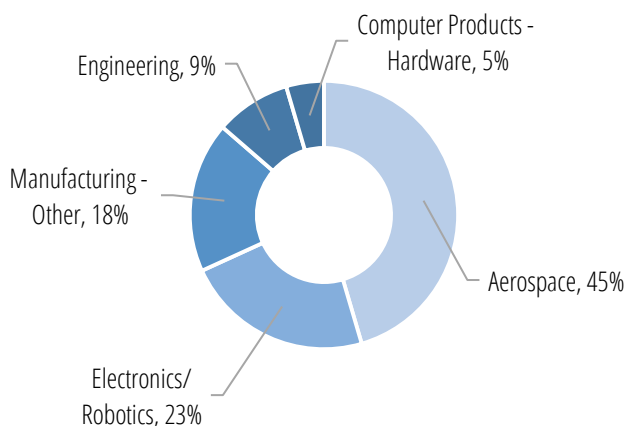
Job Functions

22 responses



Industry Breakdown

22 responses



2019 POST-GRADUATION INDUSTRY REPORT

Engineering/Manufacturing

Salary by Industry

	Reporting	Median	Range	
Engineering/Manufacturing	9	\$85,000	\$55,000	\$135,000
Aerospace	6	\$85,000	\$58,800	\$104,000
Computer Products - Hardware	1	-	-	-
Electronics/Robotics	1	-	-	-
Manufacturing - Other	1	-	-	-

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

Employers & Job Titles

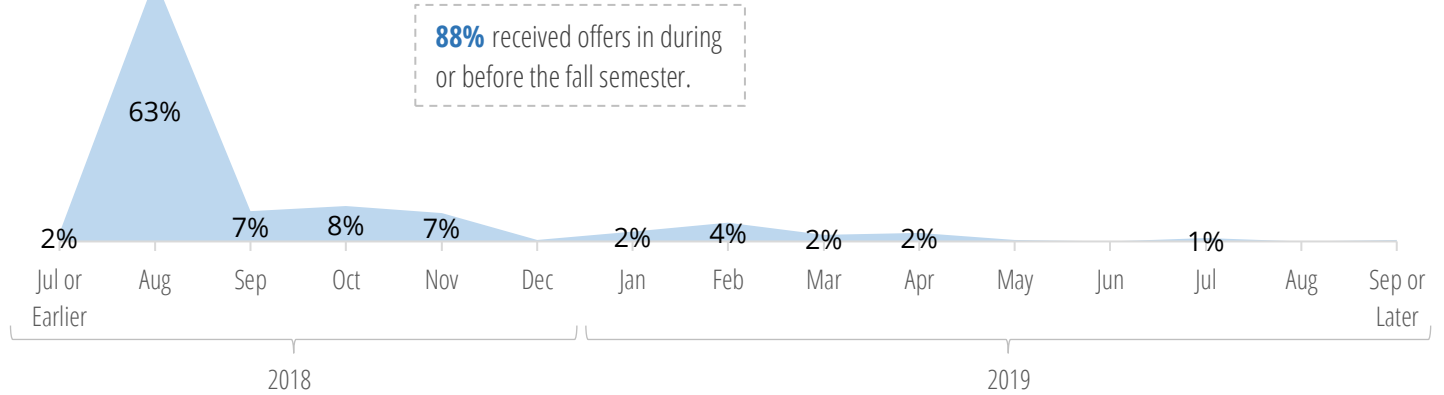
- APG Cash Drawer**, Project Manager
- Boeing Company**, Mechanical and Structural Analysis Engineer
- Boeing Company**, Mechanical Engineer
- Boeing Company**, Structural Analysis Engineer
- Built Robotics**, Robotics Software Engineer
- Cocoa Press LLC**, Founder, CEO
- Hexmodal Technologies**, Software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

Financial Services

Median Starting Salary
\$85,000

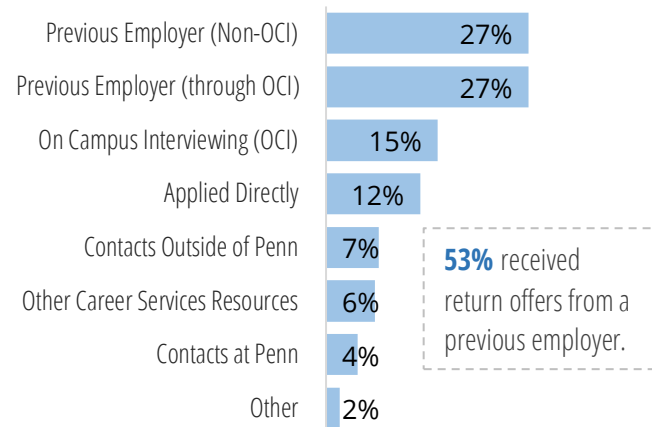
When They Accepted Their Offer

248 responses



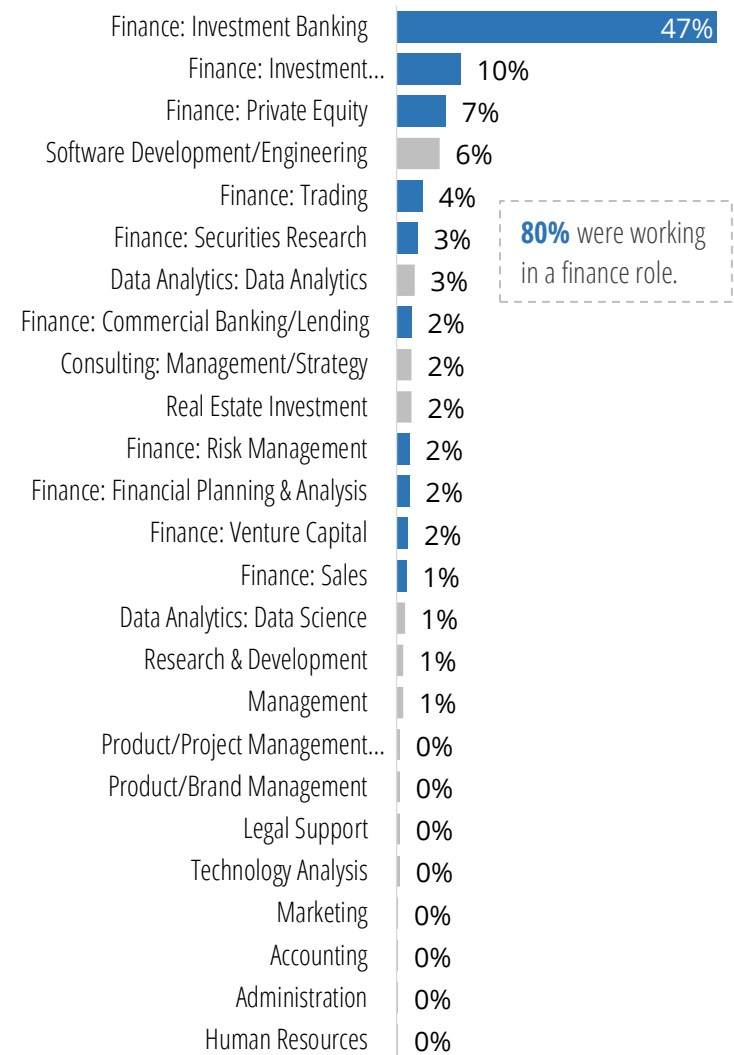
How They Heard About the Opportunity

217 responses



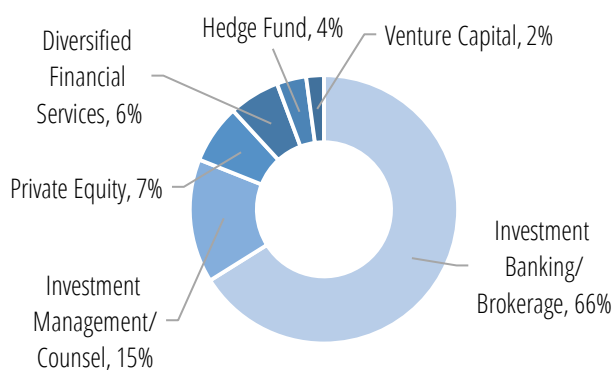
Job Functions

410 responses



Industry Breakdown

422 responses



Financial Services

Salary by Industry

	Reporting	Median	Range	
Financial Services	236	\$85,000	\$47,000	\$175,000
Diversified Financial Services (including commercial/retail banking)	19	\$85,000	\$55,000	\$113,000
Hedge Fund	9	\$100,000	\$50,000	\$175,000
Investment Banking/Brokerage	154	\$85,000	\$47,000	\$112,195
Investment Management/Counsel	38	\$85,000	\$60,000	\$155,000
Private Equity	15	\$85,000	\$50,000	\$100,000
Venture Capital	1	-	-	-

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

Employers & Job Titles

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

Financial Services

Employers & Job Titles *(continued)*

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

Financial Services

Employers & Job Titles *(continued)*

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

Financial Services

Employers & Job Titles *(continued)*

Silversmith Capital Partners, Growth Equity Investor
Societe Generale, Investment Banking Analyst
SoftBank Investment Advisers, Investment Analyst
Solebury Capital, Business Analytics Specialist
Spectrum Group Management, Analyst
Starwood Capital Group, Analyst
Starwood Capital Group, Investment Analyst
StepStone Group, Analyst
StepStone Group, Investment Analyst
Stifel Financial Corp, Healthcare Investment Banking Analyst
Sumitomo Mitsui Banking Corporation, Business Analyst
Susquehanna International Group, LLP (SIG), Assistant Quantitative Trader
Susquehanna International Group, LLP (SIG), Equity Research Associate
Susquehanna International Group, LLP (SIG), Growth Equity Analyst
Susquehanna International Group, LLP (SIG), Quantitative Trader
Tap Advisors,
Tap Advisors, Investment Banking Analyst
TD Securities, Analyst
TD Securities, Global Markets Analyst
TD Securities, Investment Banking Analyst
The Baupost Group, Investment Analyst
The Raine Group, Analyst

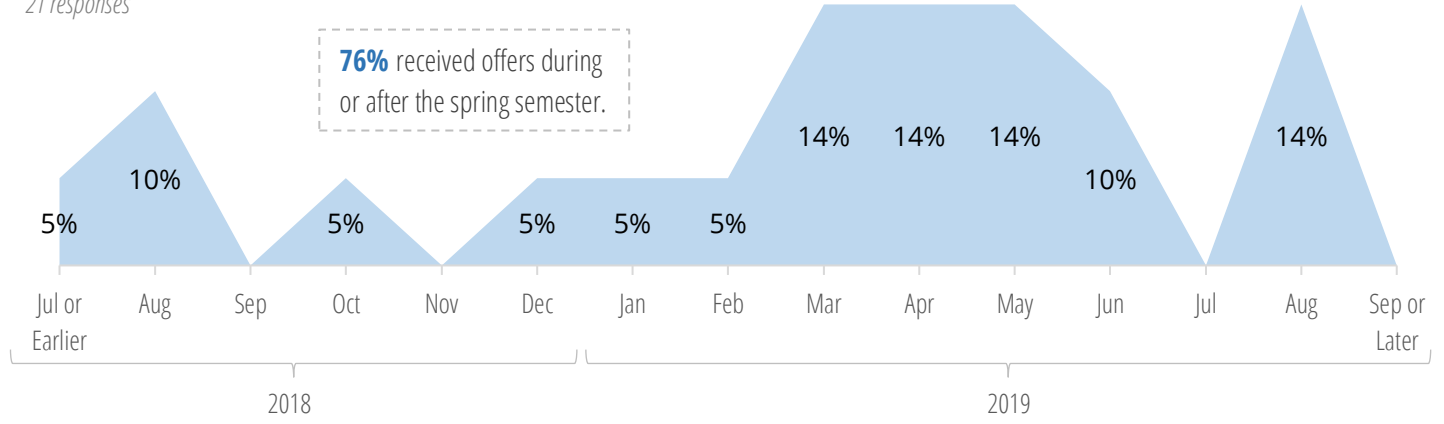
The Raine Group, Investment Banking/Growth Equity
The Raine Group LLC, Analyst
The Riverside Company, Private Equity Analyst
Trinity Investments, Analyst
Two Sigma, Software Engineer (2)
U.S. Bank, Credit Review Specialist
U.S. Bank, FX Sales/Trading Analyst
UBS, Analyst
UBS, Client Services Analyst
UBS, Investment Banking Analyst
Vanguard, Client Relationship
Vanguard, Emerging Leader Development Program
Vanguard, Investment Analyst
Visa, Associate Product Manager
Vista Equity Partners, Data Analyst
VOLANT TRADING, Quantitative Trader
Warburg Pincus, Analyst (2)
Weiss Multi-Strategy Advisers LLC, Data Science Analyst
Wells Fargo, Investment Banking Analyst
Wells Fargo Securities, Investment Banking Analyst (2)
Wells Fargo Securities - IBCM, Analyst
Wells Fargo Securities - IBCM, Analyst (Management Consulting)
Wells Fargo Securities - IBCM, Sales and Trading Analyst

Government

Median Starting Salary
\$46,467

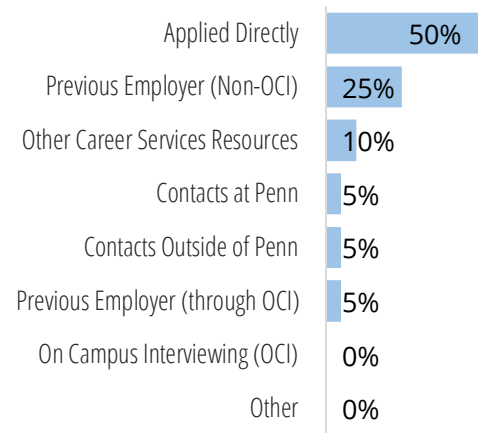
When They Accepted Their Offer

21 responses



How They Heard About the Opportunity

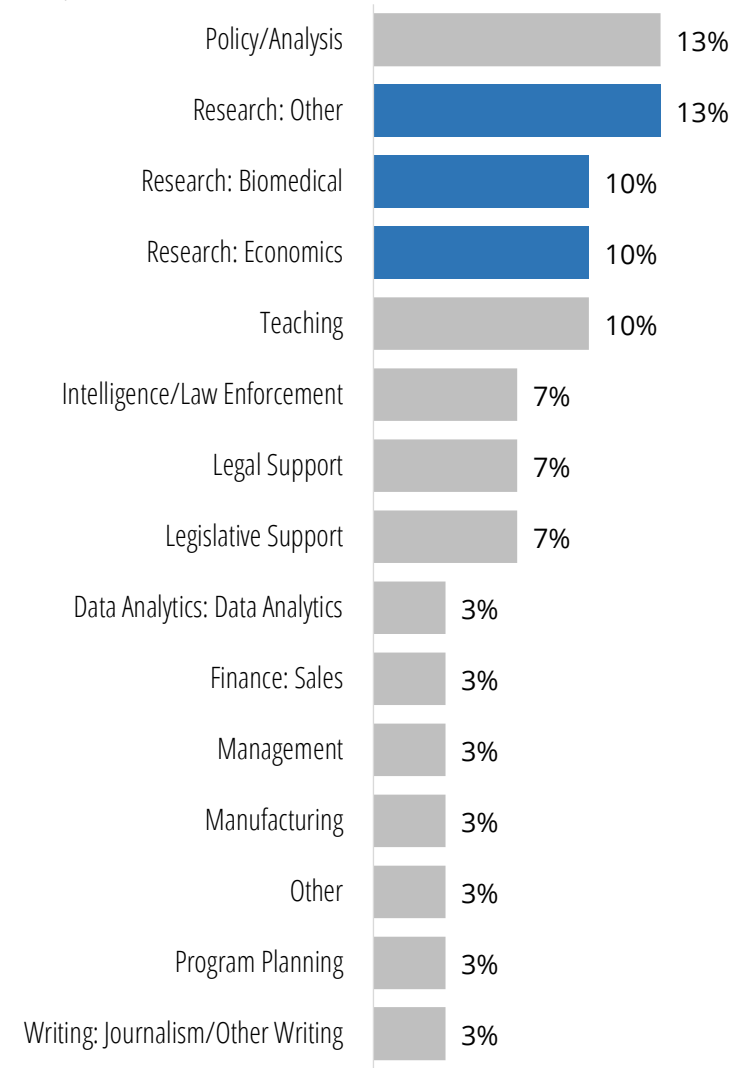
20 responses



Job Functions

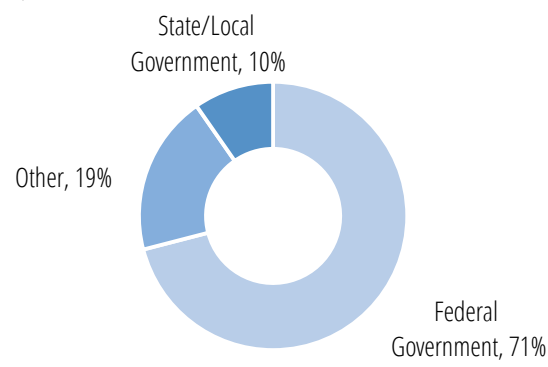
30 responses

33% were working in a research role.



Industry Breakdown

31 responses



Government

Salary by Industry

	Reporting	Median	Range	
Government	20	\$46,467	\$24,000	\$70,000
Federal Government	14	\$47,258	\$26,000	\$70,000
Other	4	\$30,300	\$24,000	\$67,200
State/Local Government	2	-	-	-

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

Employers & Job Titles

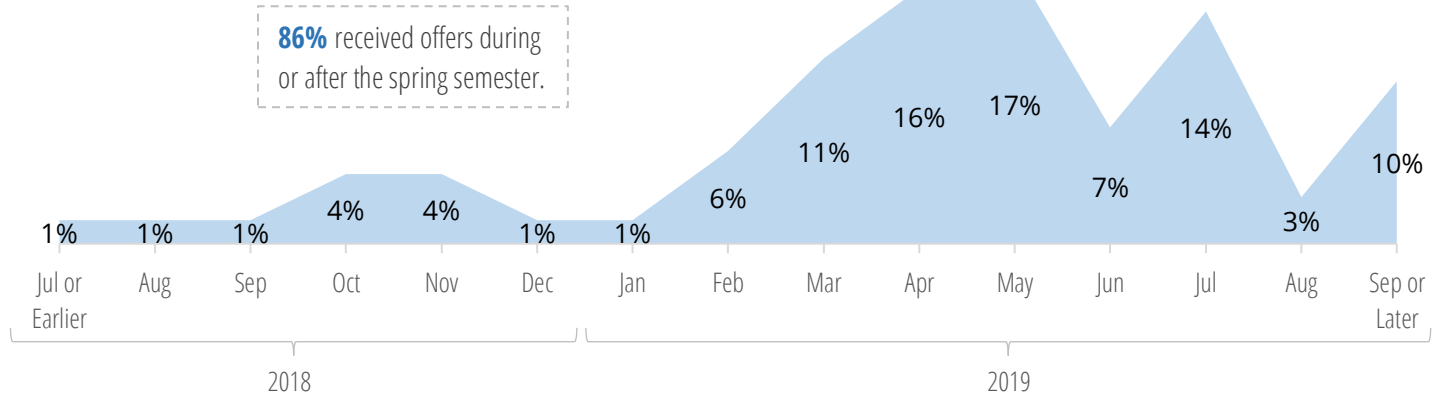
Air Force Research Laboratory, Optical Scientist
Civil Complaint Review Board, Investigator
Consumer Financial Protection Bureau, Economist Research Assistant
Defense Logistics Agency, Contract Specialist
Federal Reserve Bank of Chicago, Research Assistant
Federal Reserve Bank of New York, Economic Research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

Healthcare

Median Starting Salary
\$43,768

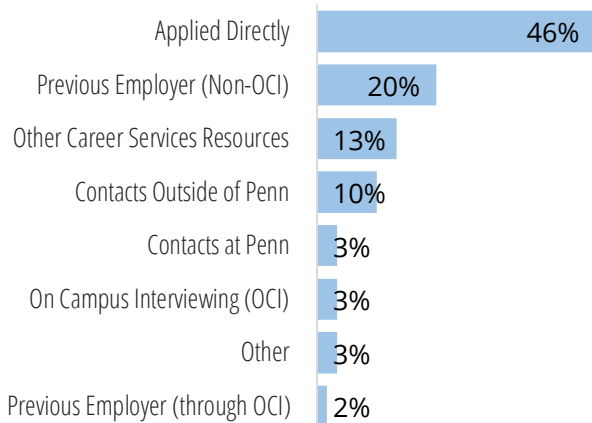
When They Accepted Their Offer

70 responses



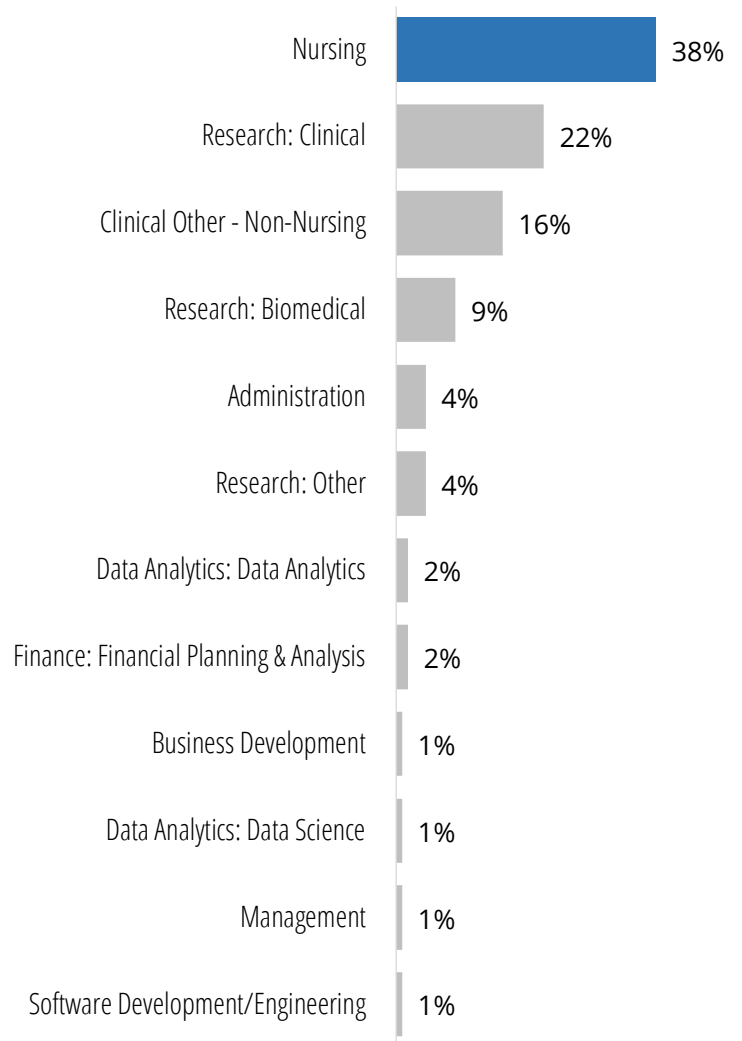
How They Heard About the Opportunity

61 responses



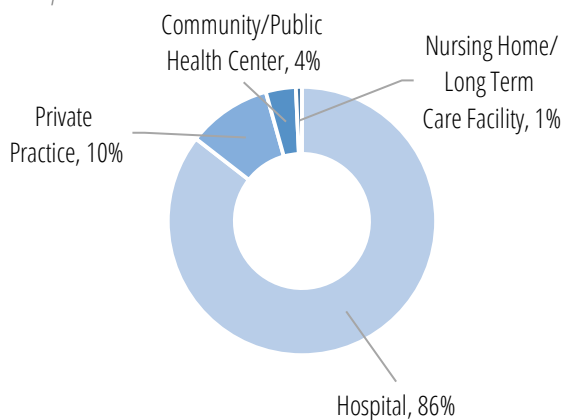
Job Functions

115 responses



Industry Breakdown

138 responses



Healthcare

Salary by Industry

	Reporting	Median	Range	
Healthcare	66	\$43,768	\$20,400	\$125,000
Community/Public Health Center	3	\$56,160	\$30,000	\$60,000
Hospital	55	\$45,000	\$25,000	\$125,000
Private Practice	8	\$34,760	\$20,400	\$65,000

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

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

Employers & Job Titles

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

Healthcare

Employers & Job Titles *(continued)*

Mercy Health System of Southeastern Pennsylvania, Registered Nurse

National Health Corps, MAT Care Coordinator

Nemours/duPont Hospital for Children, Registered Nurse

NJ Total Health, Medical Assistant

Northwell Health, Academic Associate

Northwell Health, Surgical Scholar and Clinical Research Coordinator

Northwestern Medicine, Medical Staff Coordinator

NYU Langone Health, Clinical Research Coordinator

NYU Langone Health, Program Coordinator

NYU Langone Health, Registered Nurse

NYU Langone Health, Research Data Associate

Oak Street Health, Medical Scribe

Penn Medicine, Clinical Nurse

Penn Medicine, Clinical Nurse 1

Penn Medicine, Clinical Nurse I

Penn Medicine, Clinical Research Assistant

Penn Medicine, Clinical Research Assistant B

Penn Medicine, Clinical Research Coordinator (4)

Penn Medicine, Psychologist Research Assistant

Penn Medicine, Registered Nurse (9)

Penn Medicine, Research Assistant

Penn Medicine - Hospital of the University of Pennsylvania, Analyst

Penn Medicine - Hospital of the University of Pennsylvania, Clinical Research Assistant

Penn Medicine - Hospital of the University of Pennsylvania, Clinical Research Coordinator (2)

Penn Medicine - Hospital of the University of Pennsylvania, Medical Health Researcher

Penn Medicine - Princeton Health, Nurse

Penn Medicine - Princeton Health, Registered Nurse (2)

Penn Medicine - Sleep Medicine, Sleep Research Specialist

Penn Presbyterian Medical Center, CNA

Rush University Medical Center, Registered Nurse

Sante Health Systems, Data Analyst

Sayre Health Center, Co-Director (Mobile Clinic Initiative)

Schwartz Dental Care, Dental Assistant

ScribeAmerica, Medical Scribe

ScribeAmerica, Scribe

Seattle Children's, Registered Nurse

Sky Ridge Medical Center, Registered Nurse

Sutter Health Hospital, Registered Nurse

UCLA Health, Registered Nurse

UCSF Medical Center, Clinical Research Coordinator

UNC Health Care, Pediatric Registered Nurse

University of Louisville Hospital, Patient Access

University of Washington Medical Center, Registered Nurse

UPMC (University of Pittsburgh Medical Center), Staff Nurse

UVA Health System, Registered Nurse

Wasserman Perio, Clinical and Administrative Assistant

Weill Cornell Medicine, Senior Patient Coordinator

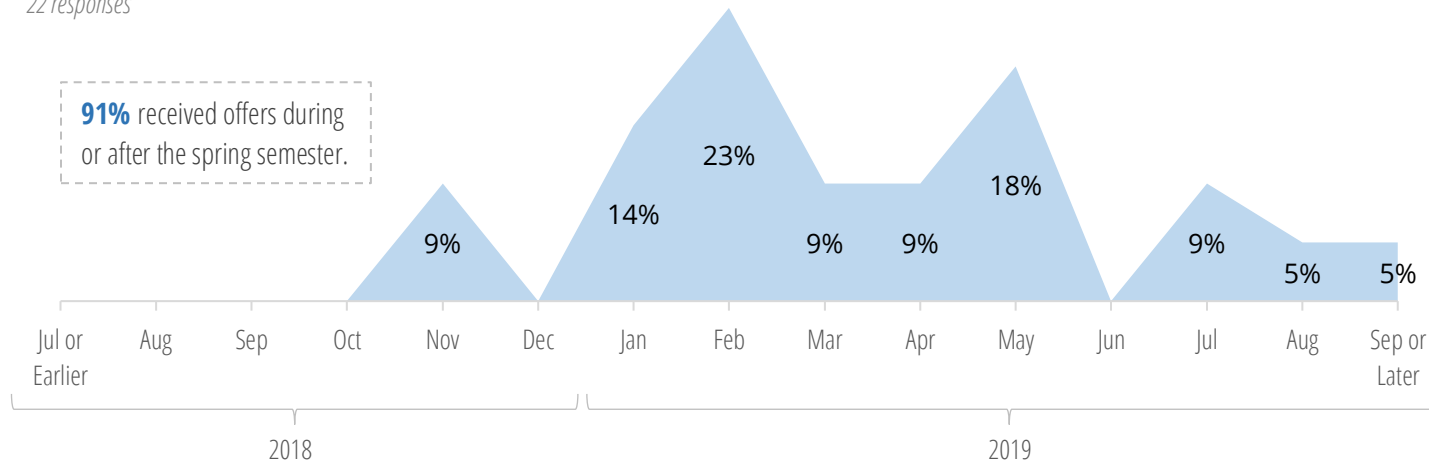
Weill Cornell Medicine, Technician

Legal Services

Median Starting Salary
\$46,000

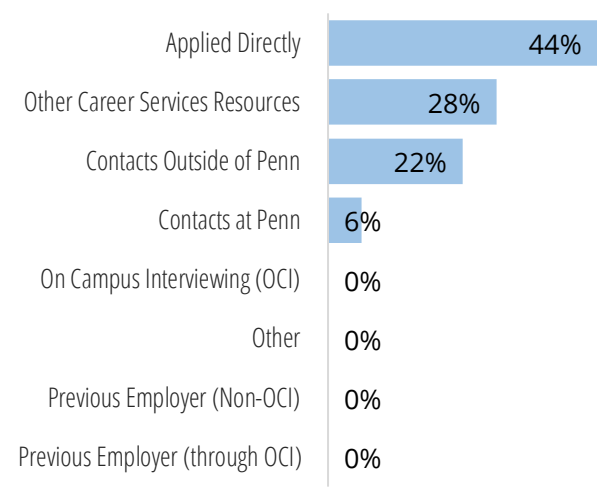
When They Accepted Their Offer

22 responses



How They Heard About the Opportunity

18 responses



Job Functions

82 responses

100% were working in a Legal Support role.

Legal Services

Salary by Industry

	Reporting	Median	Range	
Legal Services	19	\$46,000	\$37,440	\$60,000

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

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

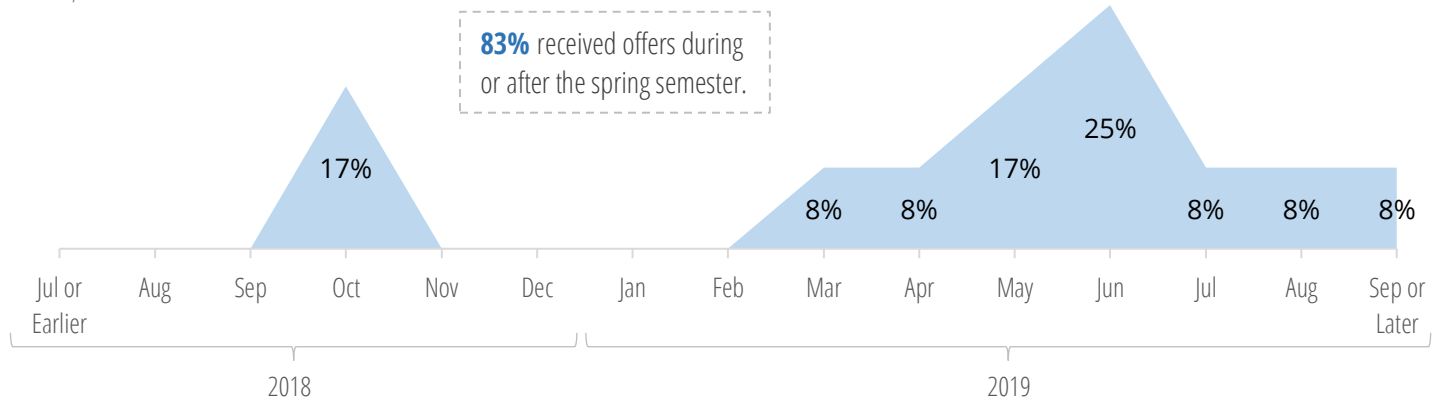
Employers & Job Titles

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

Marketing/Advertising/Public Relations

When They Accepted Their Offer

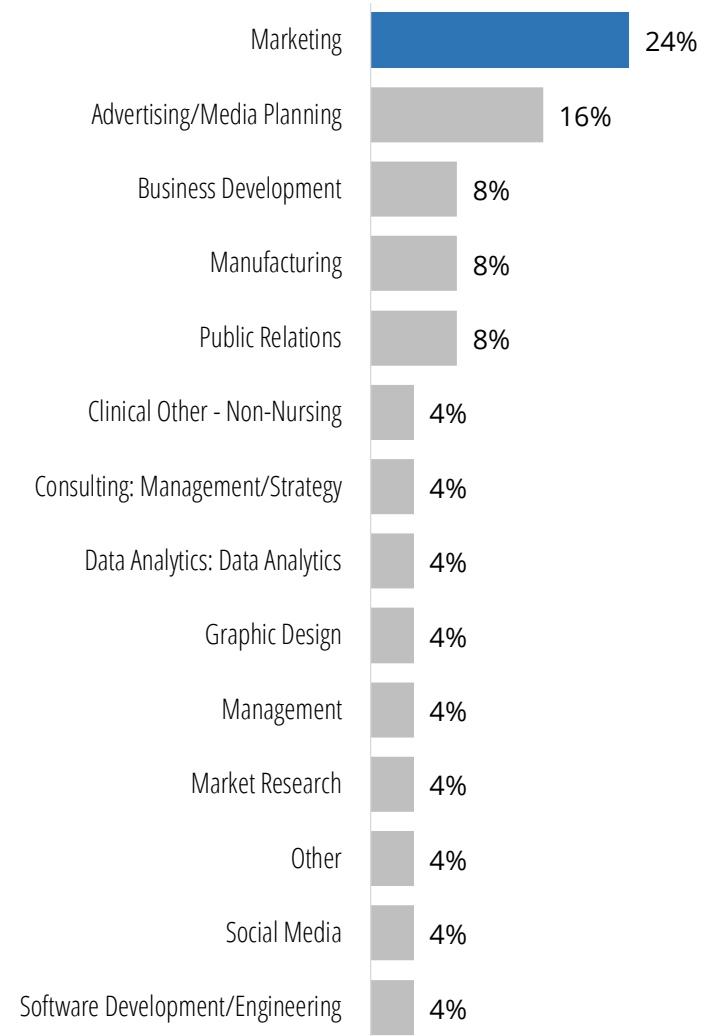
12 responses



Median Starting Salary
\$54,250

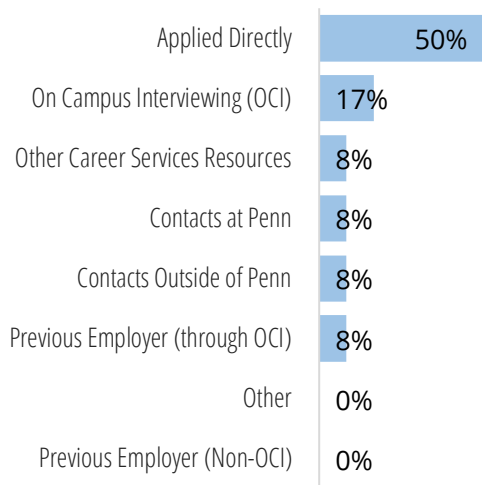
Job Functions

25 responses



How They Heard About the Opportunity

12 responses



Marketing/Advertising/Public Relations

Salary by Industry

	Reporting	Median	Range	
Marketing/Advertising/Public Relations	12	\$54,250	\$45,000	\$75,000

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Employers & Job Titles

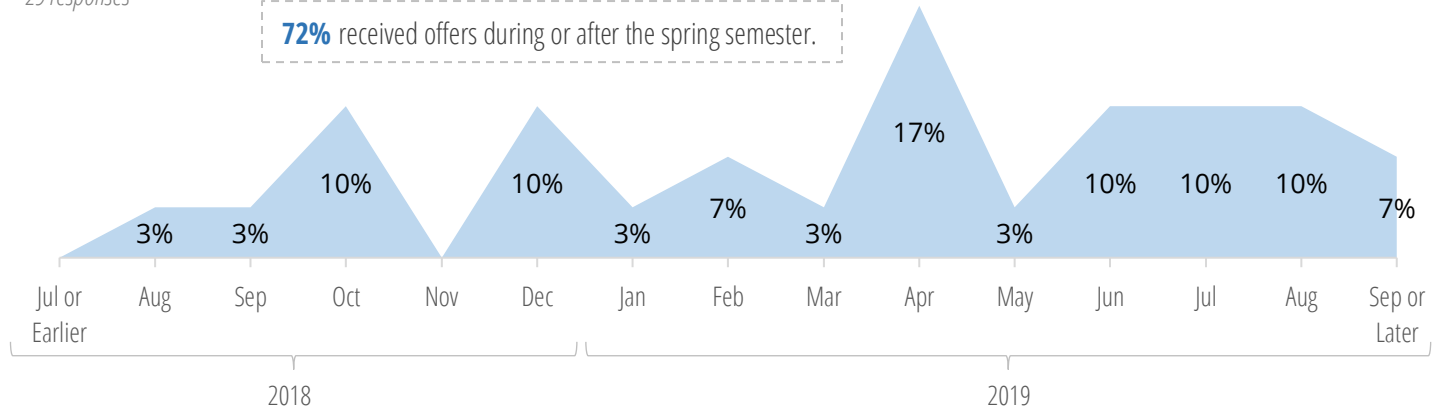
Advertise Purple - Affiliate Marketing Agency, Account Manager
APCO Worldwide, Project Assistant
Boosted, Mechanical Engineer
Digital Media Rights, Supervisor of Acquisitions and Programming
Digitas North America, Data and Analysis Analyst
FMCG Direct, Marketing Analyst
Gasthalter & Co. LP, Junior Associate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

Media/Journalism/Entertainment

When They Accepted Their Offer

29 responses

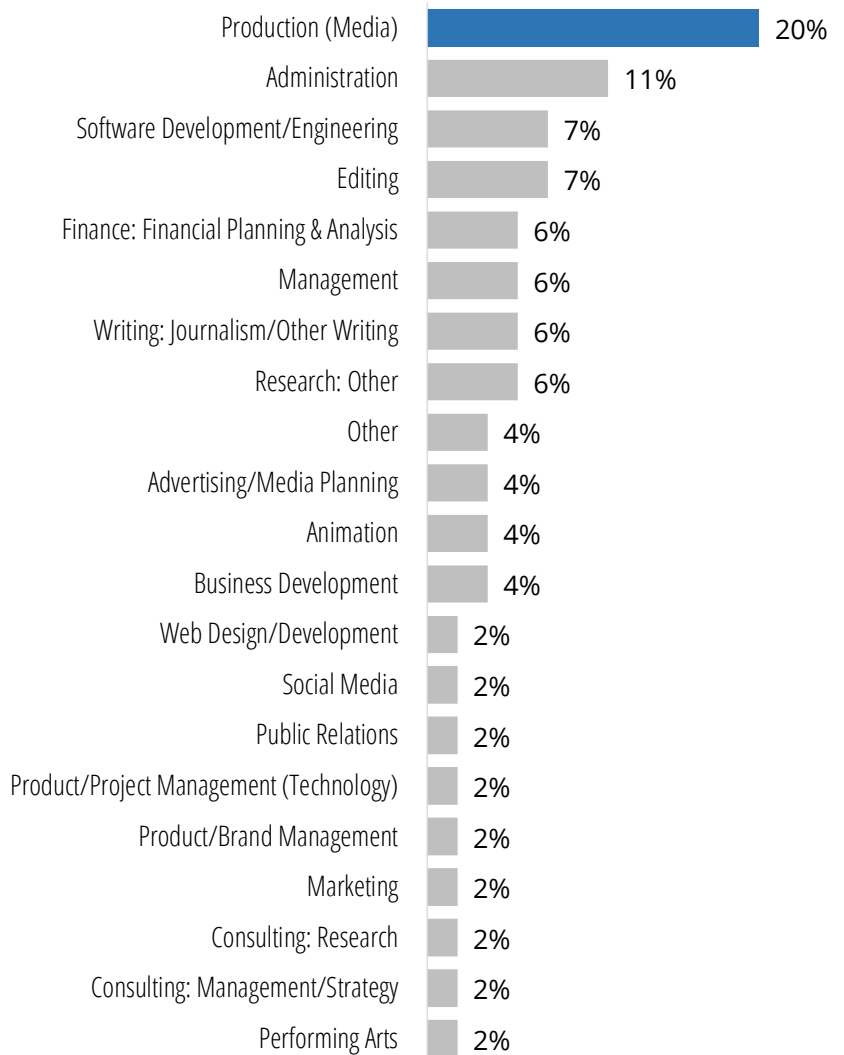
72% received offers during or after the spring semester.



Median Starting Salary
\$48,000

Job Functions

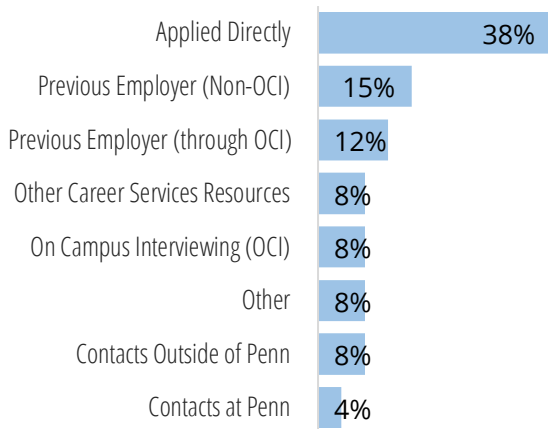
54 responses



How They Heard About the Opportunity

26 responses

27% received return offers from a previous employer.



Media/Journalism/Entertainment

Salary by Industry

	Reporting	Median	Range	
Media/Journalism/Entertainment	25	\$48,000	\$21,600	\$100,000

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

Employers & Job Titles

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

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

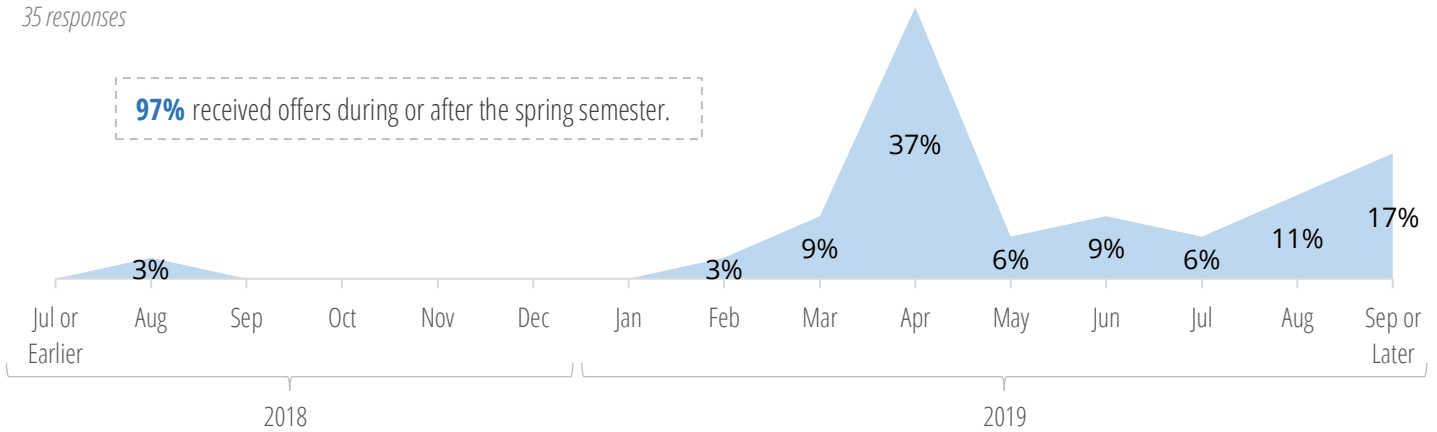
Nonprofit

Median Starting Salary
\$43,680

When They Accepted Their Offer

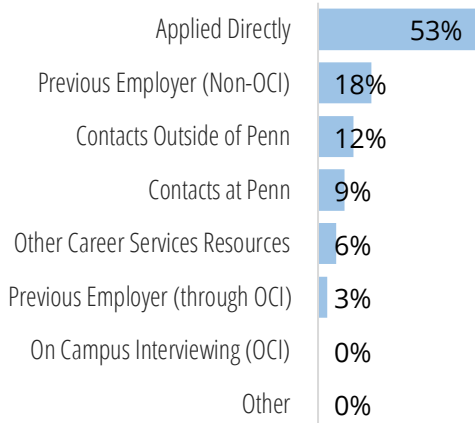
35 responses

97% received offers during or after the spring semester.



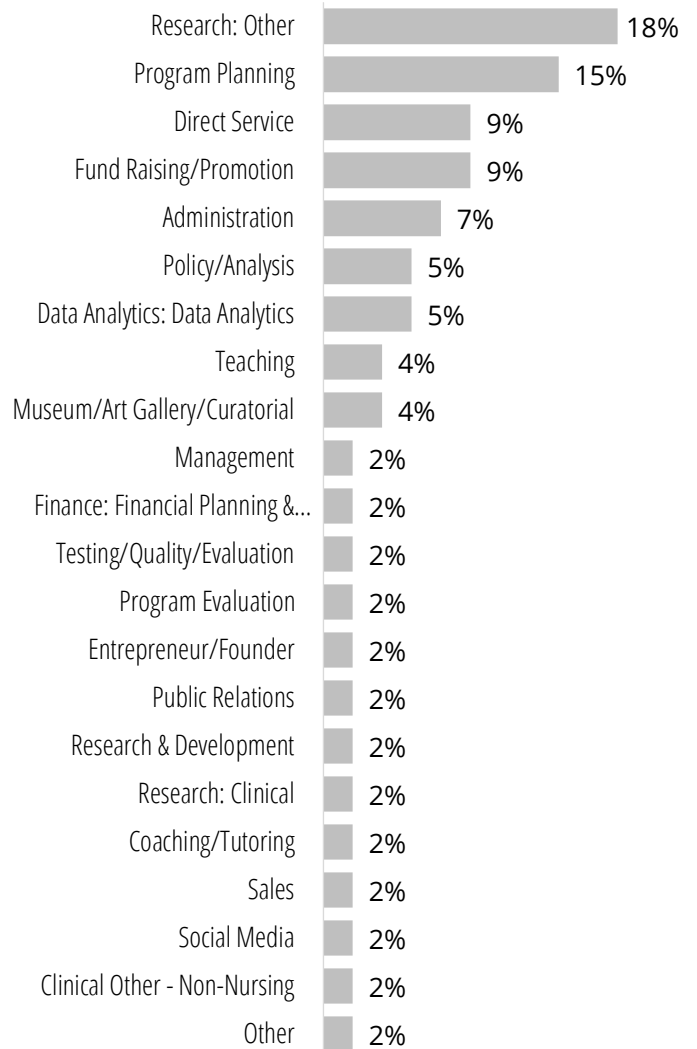
How They Heard About the Opportunity

34 responses



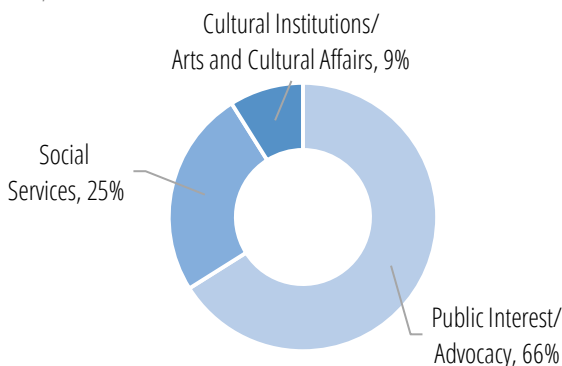
Job Functions

55 responses



Industry Breakdown

56 responses



Nonprofit

Salary by Industry

	Reporting	Median	Range	
Nonprofit	25	\$43,680	\$32,240	\$110,000
Cultural Institutions/Arts and Cultural Affairs	3	\$43,000	\$42,000	\$45,000
Public Interest/Advocacy	15	\$44,000	\$32,240	\$110,000
Social Services	7	\$40,000	\$33,280	\$50,000

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

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

Employers & Job Titles

Allen Institute for Artificial Intelligence, Predoctoral Young Investigator

American Institutes for Research, ELA Item Writer

AmeriCorps, Data and Policy Analyst

AmeriCorps, Patient Educator

AmeriCorps VISTA WV Development Hub, Community Development

Amy for America, Communications Associate

ArtistYear, Fellow

Association of American Law Schools, Special Projects Administrator, Office of the Executive Director

Bucks County Housing Group, Development and Marketing Manager

Campaign for Tobacco-Free Kids, Campaign Organizer

Center on Budget and Policy Priorities, Research Assistant

Child Trends, Senior Research Assistant in Youth Development

CHILD USA, Postgraduate Policy Fellow

CHRISTIE'S, Graduate Trainee

College Possible, High School Junior Coach

Community Living Services, Direct Support Professional

Congressional Hunger Center, 2019 Bill Emerson National Hunger Fellow

Democratic Congressional Campaign Committee, Analytics Assistant

Dream a Dream, Fundraising and Advocacy Fellow

End Citizens United, Research Associate

Enterprise Community Partners, AmeriCorps VISTA

FoodCorps, Service Member

Global Impact, Partner Solutions Associate

Grassroots Campaigns, Inc., Assistant Director

Homeward Initiative,

Hudson Institute, Research Intern: US- China Relations

Institute of International Finance, Program Assistant

JCC of Staten Island, Marketing & Communications Coordinator

Movement Voter Project, Program Coordinator

National Security Think Tank, Research Intern

Nationalities Service Center, Case Manager

Palo Alto Veterans Institute for Research (PAVIR), Clinical Research Assistant

People for the Ethical Treatment of Animals (PETA), Assistant Coordinator

Pew Research Center, Research Assistant, Demography of Religion

Philadelphia Museum of Art, Museum Studies Intern

Public Health Management Corporation, Opioid Taskforce VISTA through AmeriCorps VISTA

Rebound Liberia, Co-Founder

Rebound Liberia, Founder, Director of Marketing, Program Director

Rebound Liberia, Fundraising Director

Republican National Committee, State Data Director for New Hampshire

Research for Action, Research Assistant

Sanctuary for Families (non-profit), Project Assistant

Santa Cruz County Medical Society, Program Specialist

Sotheby's, Administrator / Assistant

Sotheby's, Private Sales Administrator

Stringer for NY, Deputy Finance Director

The American Jewish Joint Distribution Committee (JDC), Global Service Fellow

The Brookings Institution, Research Assistant

The Jewish Federation of Greater Philadelphia, Major Gifts Assistant

The Work First Foundation, Fellow

United Nations Food and Agriculture Organization, Intern

United Way of Miami Dade, Senior Manager for Prospect Research

Urban Institute, Data Science Analyst

Urban Teachers, Teacher

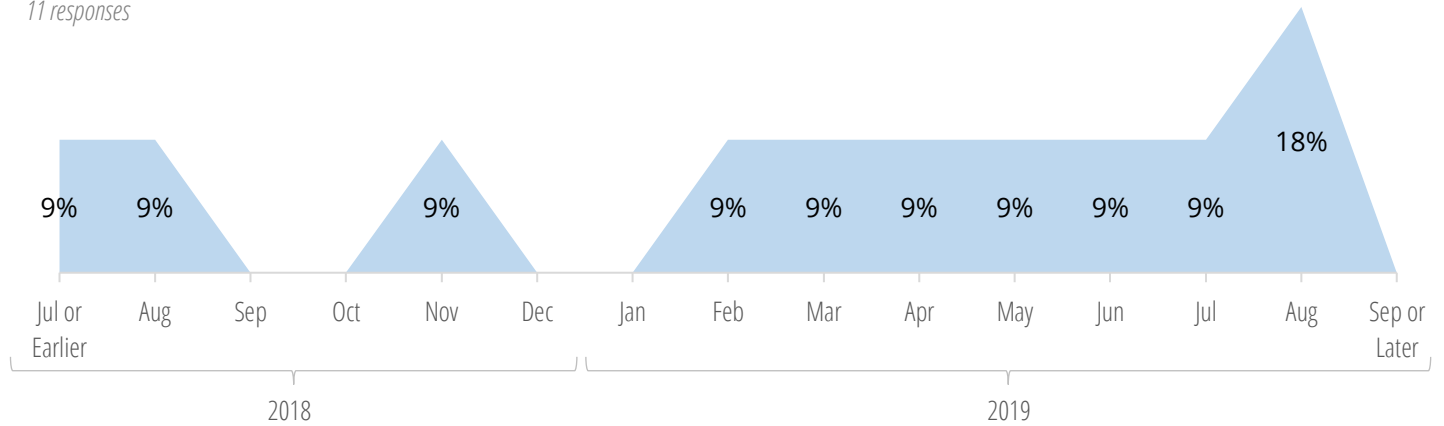
Winrock International, Talent Acquisition Intern

World Resources Institute, Engagement Coordinator

Pharmaceuticals/Biotechnology

When They Accepted Their Offer

11 responses

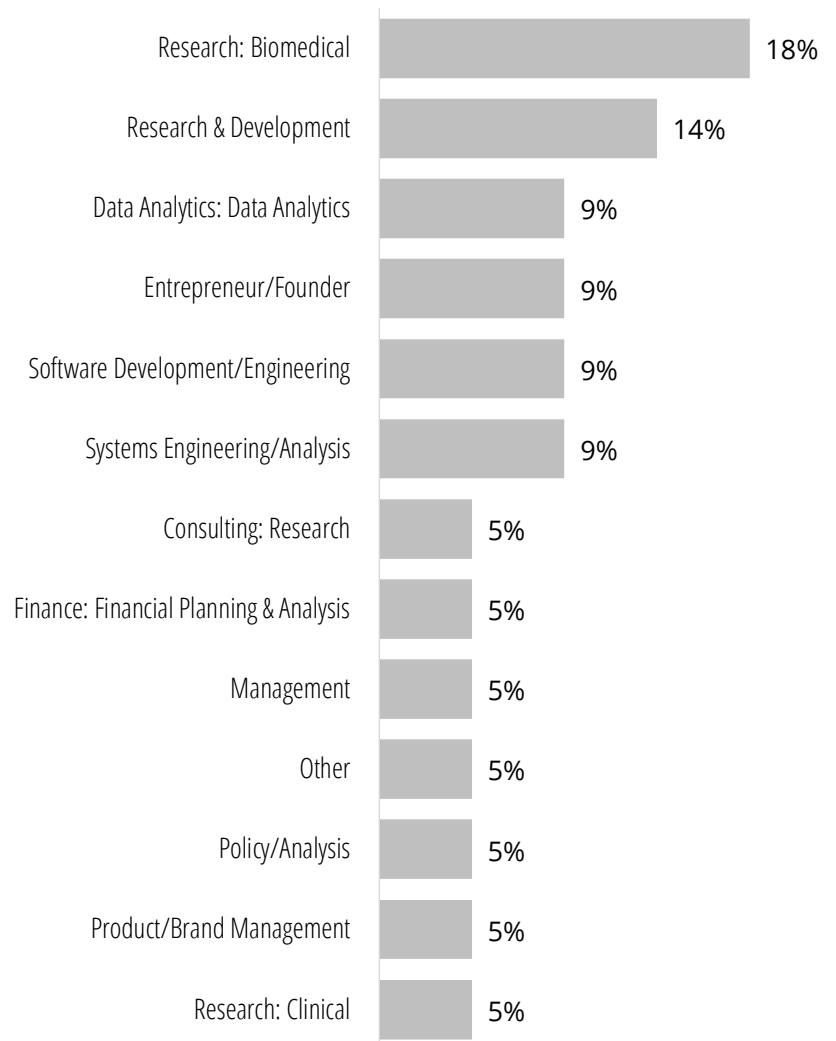




Median Starting Salary
\$68,000

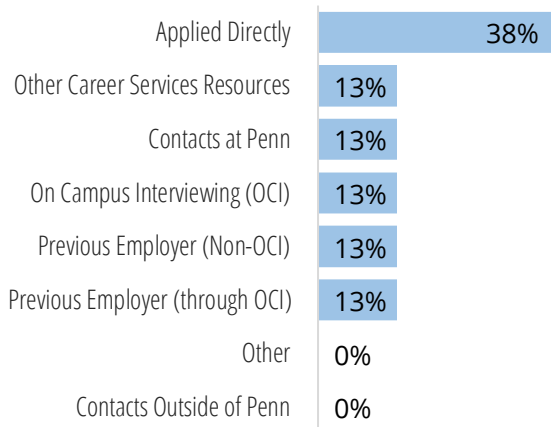
Job Functions

22 responses



How They Heard About the Opportunity

8 responses



Pharmaceuticals/Biotechnology

Salary by Industry

	Reporting	Median	Range	
Pharmaceuticals/Biotechnology	11	\$68,000	\$30,000	\$104,000

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

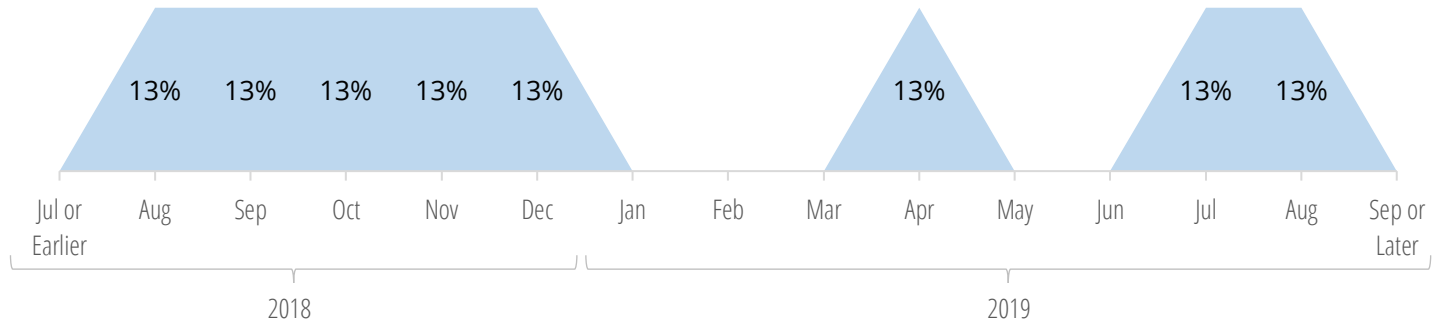
Employers & Job Titles

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

Retail/Wholesale

When They Accepted Their Offer

8 responses

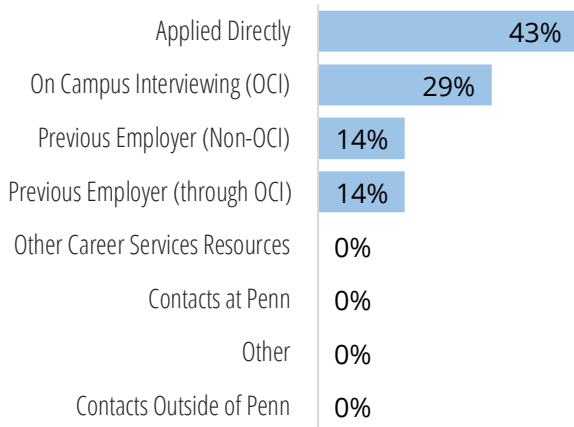




Median Starting Salary
\$55,000

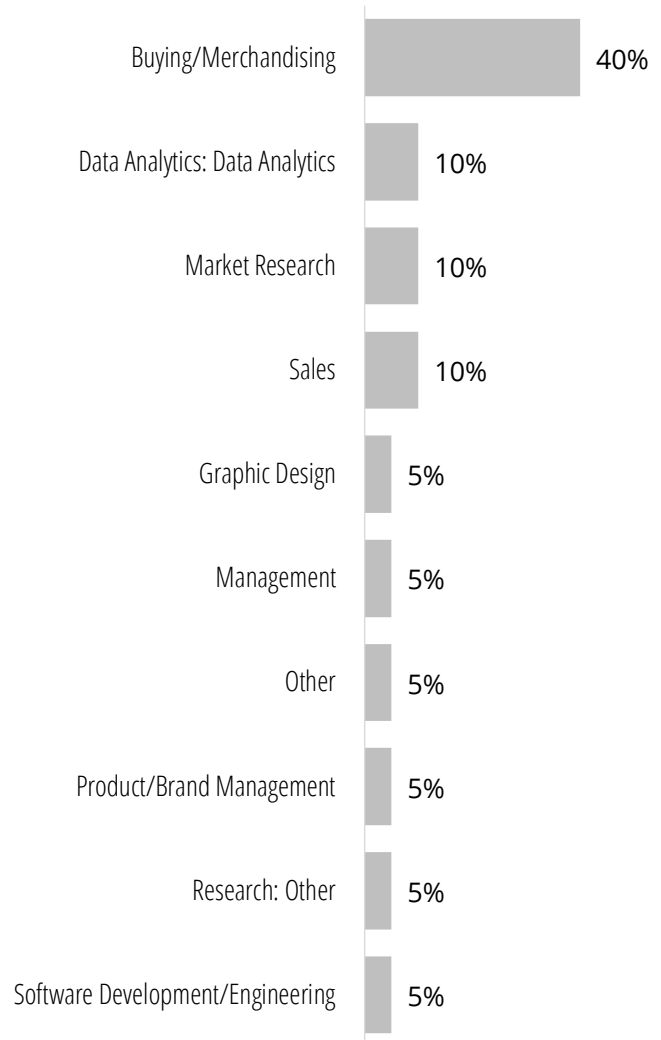
How They Heard About the Opportunity

7 responses



Job Functions

20 responses



Retail/Wholesale

Salary by Industry

	Reporting	Median	Range	
Retail/Wholesale	8	\$55,000	\$33,280	\$66,000

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

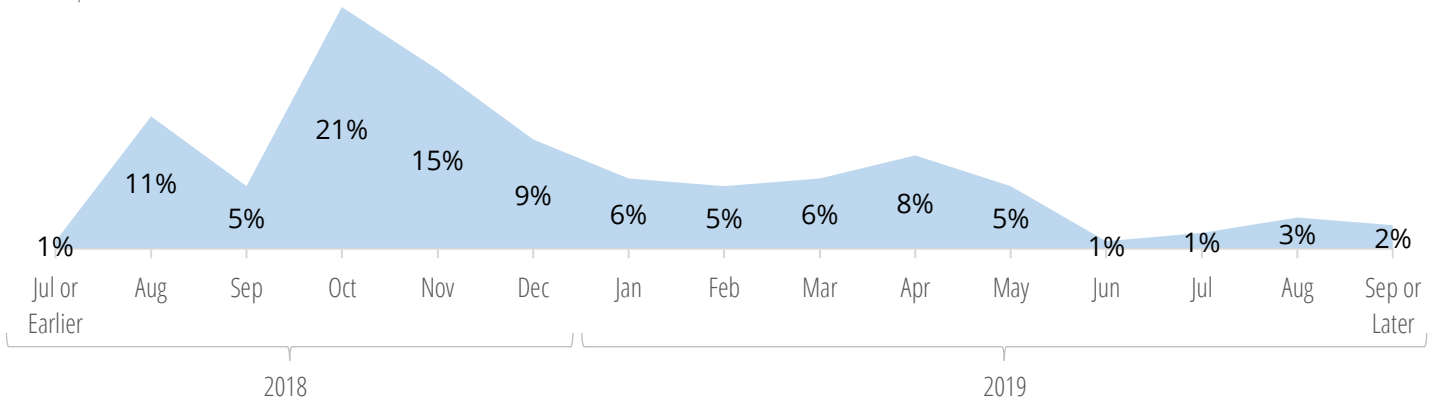
Employers & Job Titles

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

Technology

When They Accepted Their Offer

150 responses

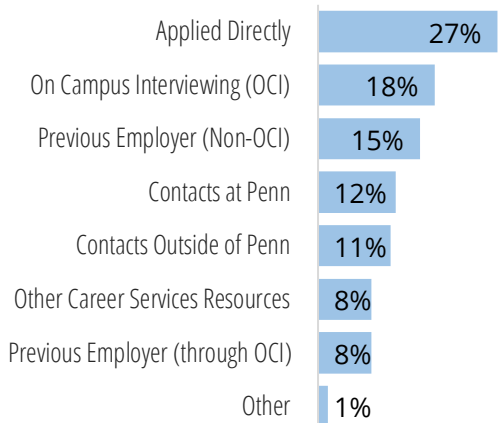




Median Starting Salary
\$90,500

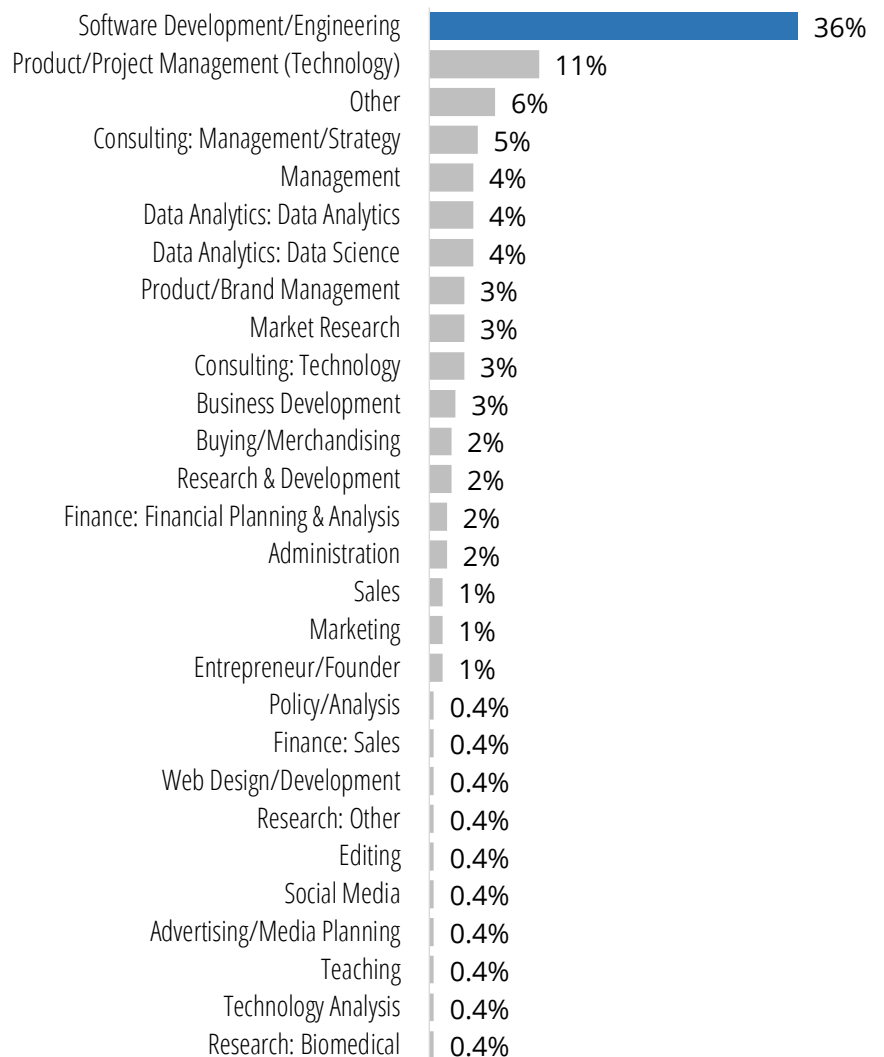
How They Heard About the Opportunity

137 responses



Job Functions

232 responses



Technology

Salary by Industry

	Reporting	Median	Range	
Technology	143	\$90,500	\$24,000	\$140,000

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

Employers & Job Titles

- Adobe Systems**, Associate Consultant
- Adobe Systems**, Associate Technical Consultant
- Adobe Systems**, Digital Strategy Analyst
- Adobe Systems**, Digital Strategy Consultant
- Adobe Systems**, Solutions Consultant
- Affinity.co**, Software Engineer
- Airbnb**, Software Engineer (2)
- Alphagora**, Chief Technology Officer
- Amazon**, Product Marketing
- Amazon**, Product Marketing Manager
- Amazon**, Software Developer Engineer
- Amazon**, Software Development Engineer (2)
- Amazon**, Software Development Engineer 1
- Amazon**, Software Engineer
- Amazon Robotics**, Software Development Engineer
- Amazon Robotics**, Software Engineer
- Amazon Web Services**, Product Marketing Manager
- Analytical Graphics, Inc.**, Software Engineer
- Appian Corporation**, Product Manager
- Apple**, 3D Software Engineer
- Apple**, Business Development and Strategy Analyst
- Apple**, Product Design Engineer
- Apple**, Technical Specialist
- AppLovin**, Growth Analyst I
- Arcesium, LLC**, Software Engineer
- Asana**, Software Engineer
- Atlassian**, Associate Product Manager
- Atlassian**, Software Engineer
- Axon**, Product Manager
- Berkshire Grey, Inc.**, Robotics Software Engineer
- Blend**, Software Engineer
- Bloomberg**, Financial Products Analytics Analyst
- Bloomberg**, Software Engineer (3)
- Bounce Exchange**, Customer Success Associate (PR and Marketing)
- Bridgeview Partners**, Developer
- Cadre**, Data Engineer
- Campuswire**, Product Manager
- CDW**, Account Representative
- CipherTrace**, Analyst
- Clumio, Inc.**, Member of Technical Staff
- Confluent**, Backend Software Engineer
- CoreDial**, Software Developer
- Data Prosper**, Marketing Coordinator
- Datadog**, Software Engineer
- Dcode**, Program Associate
- DeepMind**, Research Engineer
- DocuSign**, Software Engineer
- DraftKings**, Software Engineer
- Dropbox**, Product Manager
- Duolingo**, Software Engineer (2)
- Earnest Research**, Data Analyst
- Eight Sleep**, Growth Engineer
- Epic**, Applications Analyst
- Epic**, Implementation Consultant
- Epic**, Project Manager
- Epic**, Project Manager / Implementation Consultant
- Epic**, Technical Services Engineer
- Epic**, Technical Solutions Engineer
- Epic**, VFX Programmer Intern
- Ericsson**, Consulting Analyst
- Expedia Group**, Software Engineer
- Fabric Technologies, Inc.**, Partnerships Manager
- Facebook**, Account Manager (3)
- Facebook**, Data Science, Analytics
- Facebook**, Data Scientist (3)
- Facebook**, Data Scientist, Analytics
- Facebook**, Global Marketing Solutions Account Manager
- Facebook**, Partnership Operations Escalations Analyst
- Facebook**, Privacy and Public Policy Associate
- Facebook**, Product manager (2)
- Facebook**, Product Specialist
- Facebook**, Rotational Product Manager
- Facebook**, Software Engineer (6)
- Facebook**, Technical Program Manager
- Facebook**, User Experience Participant recruiter
- Fast Enterprises, LLC**, Implementation Consultant
- Flourish Change**, CEO & Co-Founder
- Formlabs**, Quality Engineer
- Foundry.ai**, Data Scientist (2)
- Foundry.ai**, Software Engineer
- Google, Inc.**, APMM
- Google, Inc.**, Associate Product Manager
- Google, Inc.**, Associate Product Marketing Manager (4)
- Google, Inc.**, Backend Software Engineer
- Google, Inc.**, Data Scientist
- Google, Inc.**, Engineering Residency
- Google, Inc.**, Engineering Resident (2)
- Google, Inc.**, Marketing Solutions Associate Account Strategist

Technology

Employers & Job Titles *(continued)*

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

Salaries by Industry

	Reporting	Median	Range	
Chemicals/Gases	2	-	-	-
Consulting	173	\$80,000	\$25,000	\$120,000
Healthcare/Life Sciences	19	\$72,000	\$40,000	\$80,000
Management Consulting	116	\$85,000	\$30,769	\$120,000
Non-Profit/Government	6	\$69,000	\$65,000	\$75,000
Other	32	\$66,000	\$25,000	\$90,000
Consumer Products	8	\$67,000	\$50,000	\$75,000
Design/Fine Arts	7	\$52,000	\$26,400	\$60,000
Education	37	\$40,000	\$29,120	\$76,000
Elementary/Secondary Education	10	\$51,250	\$37,000	\$61,900
Higher Education - Non-Research	22	\$37,500	\$30,000	\$76,000
Higher Education - Research Lab	3	\$40,000	\$29,120	\$41,000
Energy/Natural Resources/Utilities	3	\$65,000	\$47,000	\$100,000
Engineering/Manufacturing	9	\$85,000	\$55,000	\$135,000
Aerospace	6	\$85,000	\$58,800	\$104,000
Computer Products - Hardware	1	-	-	-
Electronics/Robotics	1	-	-	-
Manufacturing - Other	1	-	-	-
Financial Services	236	\$85,000	\$47,000	\$175,000
Diversified Financial Services (including commercial/retail banking)	19	\$85,000	\$55,000	\$113,000
Hedge Fund	9	\$100,000	\$50,000	\$175,000
Investment Banking/Brokerage	154	\$85,000	\$47,000	\$112,195
Investment Management/Counsel	38	\$85,000	\$60,000	\$155,000
Private Equity	15	\$85,000	\$50,000	\$100,000
Venture Capital	1	-	-	-
Government	20	\$46,467	\$24,000	\$70,000
Federal Government	14	\$47,258	\$26,000	\$70,000
Other	4	\$30,300	\$24,000	\$67,200
State/Local Government	2	-	-	-
Healthcare	66	\$43,768	\$20,400	\$125,000
Community/Public Health Center	3	\$56,160	\$30,000	\$60,000
Hospital	55	\$45,000	\$25,000	\$125,000
Private Practice	8	\$34,760	\$20,400	\$65,000
Insurance	8	\$70,000	\$60,000	\$80,080
Legal Services	19	\$46,000	\$37,440	\$60,000

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

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

Salaries by Industry *(continued)*

	Reporting	Median	Range	
Marketing/Advertising/Public Relations	12	\$54,250	\$45,000	\$75,000
Media/Journalism/Entertainment	25	\$48,000	\$21,600	\$100,000
Nonprofit	25	\$43,680	\$32,240	\$110,000
Cultural Institutions/Arts and Cultural Affairs	3	\$43,000	\$42,000	\$45,000
Public Interest/Advocacy	15	\$44,000	\$32,240	\$110,000
Social Services	7	\$40,000	\$33,280	\$50,000
Other	5	\$50,000	\$43,000	\$89,400
Pharmaceuticals/Biotechnology	11	\$68,000	\$30,000	\$104,000
Real Estate/Construction	12	\$75,000	\$55,000	\$95,000
Retail/Wholesale	8	\$55,000	\$33,280	\$66,000
Sports/Hospitality/Food Service	7	\$60,000	\$22,880	\$70,000
Technology	143	\$90,500	\$24,000	\$140,000
Transportation	1	-	-	-

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

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

Salaries by Job Function

	Reporting	Median	Range	
Accounting	1	-	-	-
Actuarial	2	-	-	-
Administration	10	\$50,000	\$31,200	\$60,000
Advertising/Media Planning	5	\$45,000	\$31,200	\$65,000
Animation	1	-	-	-
Architecture	2	-	-	-
Business Development	6	\$77,500	\$65,000	\$100,000
Buying/Merchandising	7	\$60,000	\$50,000	\$66,000
Clinical Other - Non-Nursing	14	\$30,600	\$20,400	\$64,210
Coaching/Tutoring	0	-	-	-
Construction	1	-	-	-
Consulting	183	\$80,000	\$30,769	\$125,000
Management/Strategy	148	\$80,000	\$30,769	\$115,000
Research	19	\$60,000	\$37,500	\$82,500
Technology	16	\$80,000	\$55,000	\$125,000
Counseling	2	-	-	-
Data Analytics	40	\$80,000	\$24,000	\$155,000
Data Analytics	33	\$77,500	\$27,040	\$155,000
Data Science	7	\$120,000	\$24,000	\$150,000
Direct Service	3	\$33,280	\$32,240	\$38,500
Editing	2	-	-	-
Energy Exploration and Production	2	-	-	-
Entrepreneur/Founder	3	\$30,000	\$25,000	\$52,000
Finance	195	\$85,000	\$29,120	\$175,000
Commercial Banking/Lending	5	\$85,000	\$47,000	\$86,000
Financial Planning & Analysis (non-banking)	14	\$70,000	\$30,000	\$84,000
Investment Banking	109	\$85,000	\$65,000	\$112,195
Investment Management/Counsel	20	\$78,000	\$60,000	\$100,000
Private Equity	17	\$85,000	\$50,000	\$100,000
Risk Management	5	\$70,000	\$65,000	\$80,000
Sales	7	\$70,000	\$29,120	\$85,000
Securities Research	8	\$85,000	\$85,000	\$90,000
Trading	9	\$85,000	\$75,000	\$175,000
Venture Capital	1	-	-	-
Fund Raising/Promotion	3	\$43,680	\$35,000	\$50,000

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

Salaries by Job Function *(continued)*

	Reporting	Median	Range	
Game Development	0	-	-	-
Graphic Design	3	\$50,000	\$26,400	\$65,000
Human Resources	0	-	-	-
Insurance - Other	2	-	-	-
Intelligence/Law Enforcement	2	-	-	-
Legal Support	23	\$47,500	\$37,440	\$60,000
Legislative Support	1	-	-	-
Lobbying	0	-	-	-
Management	28	\$60,000	\$30,000	\$105,000
Manufacturing	3	\$60,000	\$58,800	\$73,000
Market Research	15	\$60,000	\$42,500	\$95,000
Marketing	3	\$75,000	\$60,000	\$80,000
Museum/Art Gallery/Curatorial	2	-	-	-
Nursing	19	\$59,800	\$47,000	\$97,100
Other	7	\$60,000	\$50,000	\$85,000
Performing Arts	1	-	-	-
Policy/Analysis	5	\$48,000	\$24,000	\$65,000
Product Design/Development	1	-	-	-
Product/Brand Management	12	\$71,000	\$31,200	\$94,000
Product/Project Management (Technology)	15	\$105,000	\$44,000	\$120,000
Production (Media)	4	\$30,940	\$29,640	\$32,240
Program Evaluation	1	-	-	-
Program Planning	3	\$40,000	\$36,000	\$47,008
Property Management	1	-	-	-
Public Relations	3	\$48,000	\$45,000	\$58,500
Real Estate Development	0	-	-	-
Real Estate Investment	12	\$77,500	\$55,000	\$100,000
Research	64	\$38,000	\$21,600	\$78,000
Biomedical	20	\$36,096	\$29,750	\$78,000
Clinical	24	\$37,038	\$30,000	\$42,536
Economics	4	\$54,550	\$40,000	\$63,500
Energy/Environmental	0	-	-	-
Other	16	\$41,500	\$21,600	\$75,000
Research & Development	12	\$88,000	\$31,200	\$120,000
Restaurant/Food Services	1	-	-	-

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

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

Salaries by Job Function *(continued)*

	Reporting	Median	Range	
Sales	6	\$55,000	\$30,000	\$85,600
Social Media	4	\$57,500	\$40,000	\$75,000
Software Development/Engineering	73	\$113,000	\$60,000	\$150,000
Systems Engineering/Analysis	3	\$90,000	\$69,000	\$104,000
Teaching	11	\$50,000	\$37,000	\$61,900
Technology Analysis	3	\$100,000	\$69,000	\$100,000
Testing/Quality/Evaluation	3	\$66,500	\$42,000	\$76,000
User Experience/User Interface	0	-	-	-
Web Design/Development	2	-	-	-
Writing	2	-	-	-
Journalism/Other Writing	1	-	-	-
Technical Writing (Scientific)	1	-	-	-

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

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