

Undergraduate Class of 2020

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

Marketing/Advertising/ Public Relations

Media/Journalism/Entertainment

Nonprofit

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

Pharmaceuticals/Biotechnology

Real Estate/Construction

Technology

Salaries by Industry

Salaries by Job Function

Signing Bonuses by Industry

Signing Bonuses by Job Function

Methodology

Career Services at the University of Pennsylvania annually surveys students about their plans for up to six months following graduation. Of the 2,648 undergraduates who received their degrees from August 2019–May 2020, this report looks at 1,345 who were working full-time within six months of their graduation (74% of the 2,012 total known outcomes, or 56% of the total graduating class), and groups employers by industry in order to look at trends in hiring timelines, offer methods, job titles, salaries, and bonuses.

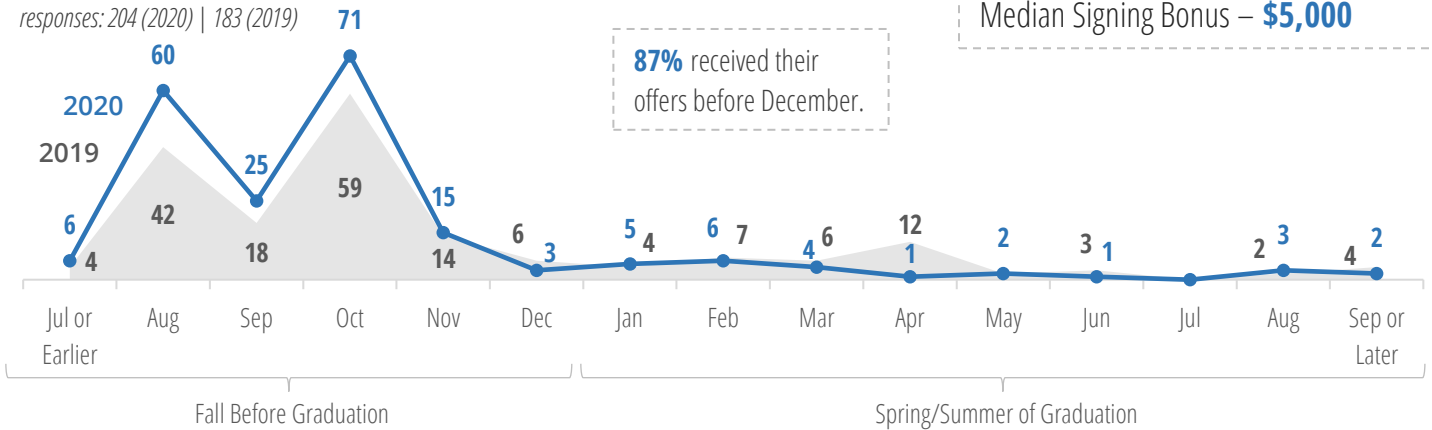
Given the pandemic, we have also included data from the Class of 2019 to provide context for hiring timelines that were impacted in spring of 2020. We also acknowledge that some offers may have been delayed or rescinded after our data collection was completed.

Consulting

Median Starting Salary **\$85,000**
 Median Signing Bonus – **\$5,000**

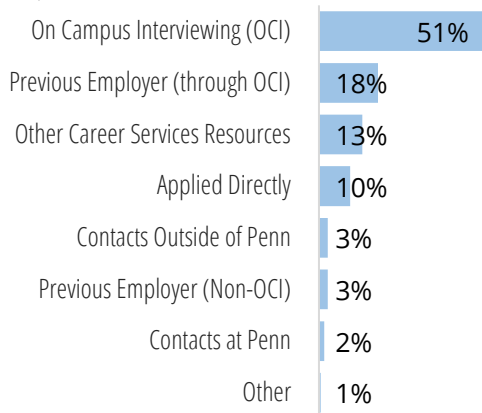
When They Received Their Offer

responses: 204 (2020) | 183 (2019)



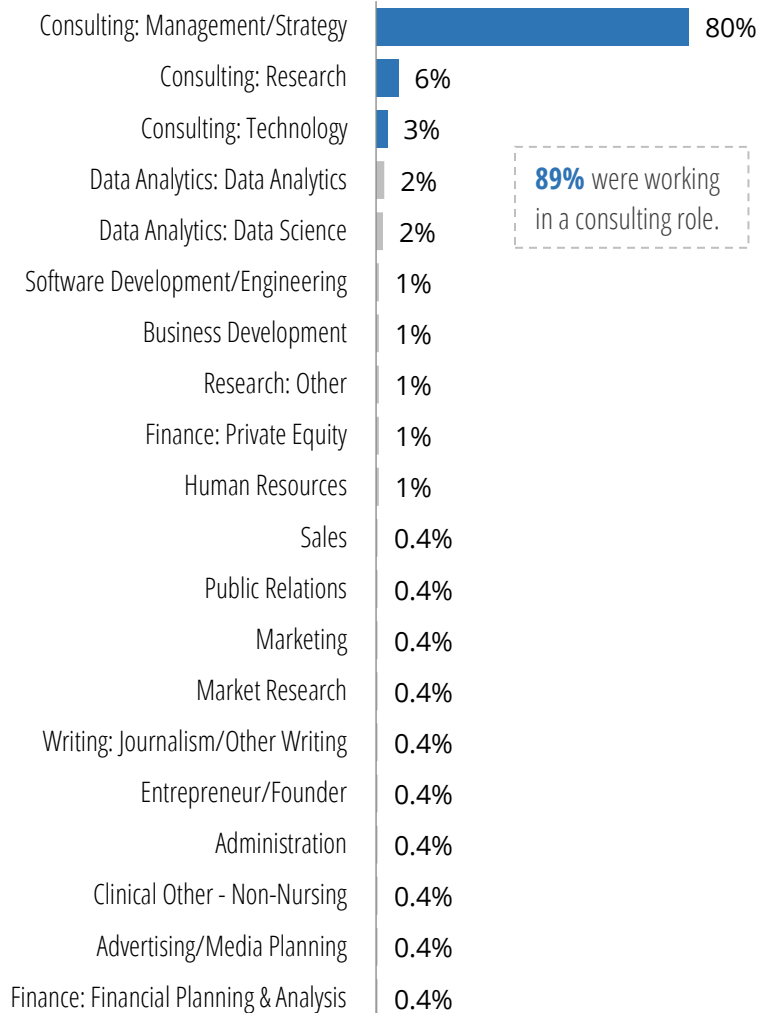
How They Heard About the Opportunity

187 responses



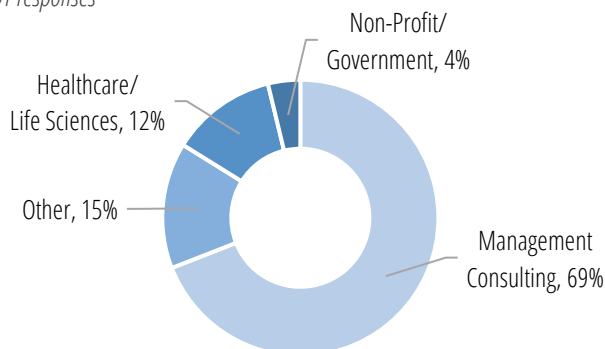
Job Functions

282 responses



Industry Breakdown

291 responses



Consulting

Salary by Industry

	Reporting	Median	Range	
Consulting	203	\$85,000	\$38,000	\$156,000
Healthcare/Life Sciences	24	\$76,250	\$50,000	\$85,000
Management Consulting	140	\$90,000	\$46,400	\$156,000
Non-Profit/Government	8	\$62,200	\$38,000	\$76,000
Other	31	\$75,000	\$50,000	\$88,000

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

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

Employers & Job Titles

AArete , Analyst	Bain & Company , Associate Consultant (28)	Celegence, LLC , Sales and Marketing Associate
Accenture , Analyst	Ballast Research , Media Fellow	Censeo Consulting Group , Business Analyst
Accenture , Analyst (Management Consulting) (5)	Bates White Economic Consulting , Consultant (2)	Charles River Associates , Analyst
Accenture , Associate Consultant	Bates White Economic Consulting , Consultant 1	Clarion , Associate Consultant
Accenture , Consulting Analyst (6)	Berkeley Research Group , Associate	ClearView Healthcare Partners , Analyst (4)
Accenture , Management Analyst	Berkeley Research Group , Corporate Finance Associate	ClearView Healthcare Partners , Analyst (Management Consulting) (3)
Accenture , Management Consultant	Blackstone Consulting , Business Analyst	ClearView Healthcare Partners , Life Sciences Strategy Analyst
Accenture , Strategy Analyst (8)	BluePrint Research Group , Associate (2)	ClearView Healthcare Partners , Title Not Provided (3)
Accenture , Summer Strategy Analyst	Booz Allen Hamilton , Health Operations Consultant	Collaborative Solutions, LLC , Associate Consultant
Activate Consulting , Business Analyst	Booz Allen Hamilton , Healthcare Consultant	Compass Lexecon , Analyst (Management Consulting)
Alpha Financial Markets Consulting , Analyst (Management Consulting)	Boston Consulting Group (BCG) , AI Software Engineer	Compass Lexecon , Analyst, Finance & Securities
Alvarez & Marsal, LLC , Analyst	Boston Consulting Group (BCG) , Associate (22)	Compass Lexecon , Consultant
Alvarez & Marsal, LLC , Analyst, Private Equity Services	Boston Consulting Group (BCG) , Associate Consultant (6)	Cornerstone Research , Analyst (Management Consulting) (2)
Alvarez & Marsal, LLC , Financial Analyst	Boston Consulting Group (BCG) , Consulting Business Associate (7)	Cornerstone Research , Economic Research Analyst
Alvarez & Marsal, LLC , Private Equity Performance Improvement Analyst (2)	Boston Consulting Group (BCG) , Management Consultant	Crossix Solutions, Inc. , Marketing Data Analyst
Analysis Group, Inc. , Analyst	Boston Consulting Group (BCG) - GAMMA , AI Software Engineer	Deloitte , Analyst
Analysis Group, Inc. , Analyst (Management Consulting)	Capco , Associate Consultant	Deloitte , Business Analyst (4)
Analysis Group, Inc. , Healthcare Strategy Analyst	CBPartners , Analyst	
Aon , Account Specialist I (PSG)		
Ares Management Corporation , Private Equity Analyst		
Ashmore Consulting , Grant Writer		
Avascent , Analyst (2)		

Consulting

Employers & Job Titles (*continued*)

Deloitte, Business Technology Analyst
Deloitte, Consulting Analyst
Deloitte, Enterprise Tech Transformation Analyst
Deloitte, Human Capital Business Analyst (2)
Deloitte, Strategy & Operations Business Analyst
Deloitte, Strategy Analyst
Deloitte, Title Not Provided
Emerton LLC, Associate Consultant
End-to-End Analytics, Associate (2)
EY, Associate Consultant
EY, Business Associate
EY, Strategy and Operations Consultant
EY-Parthenon, Associate
EY-Parthenon, associate consultant
EY-Parthenon, consultant
EY-Parthenon, M&A Strategy Consultant
FirstThought, Research Associate
FTI Consulting, Consultant, Data & Analytics
FTI Consulting, Data & Analytics Consultant
FTI Consulting, Data Analyst
FTI Consulting, Forensic and Litigation Consultant
Gartner, Research Specialist/Associate
Gartner, Research specialist
GEP, Associate (2)
GEP, Associate Consultant (2)
GLG, Associate, Client Solutions
GRAPH Strategy, Associate
Guidehouse, Consulting
Guidepoint, Associate
Health Advances, LLC, Analyst (2)
HealthScape Advisors, Consultant
Heidrick & Struggles International, Inc., Analyst (2)
Heidrick & Struggles International, Inc., Analyst (Management Consulting)
Howard Fischer Associates, Market Analyst
IBM, Data Science Consultant
IBM, Federal Associate Data Scientist
IBM, Sales
IBM, Title Not Provided
Impetus Consulting Group, Consultant
IQVIA, Analyst
IQVIA, Associate
Kearney, Business Analyst (3)
L.E.K. Consulting, Associate
Mars & Co., Associate Consultant
Marwood Group, Strategy Analyst
MAXIMUS, Operations Analyst
McKinsey & Company, Analyst (Management Consulting)
McKinsey & Company, Business Analyst (27)
McKinsey & Company, Business Analyst
McKinsey & Company, Risk Advanced Analytics Fellow
MediaLink, Analyst (Management Consulting)
Mu Sigma Business Solutions LLC, Junior Associate
Myers-Holum, Inc., Business Analyst
Myers-Holum, Inc., Technology Analyst
Naxion, Associate Operations Manager
NAXION, Research Analyst
NERA Economic Consulting, Analyst
Nielsen, HR Emerging Leaders Program Associate
Novetta, Data Scientist
Novetta, Machine Learning Engineer
Oliver Wyman, Business Consultant (2)
Oliver Wyman, Consultant (4)
Oliver Wyman, Summer Consultant
PricewaterhouseCoopers (PwC), Advisory Tech Consultant
PricewaterhouseCoopers (PwC), Associate Consultant
PricewaterhouseCoopers (PwC), Consulting Business Associate
PricewaterhouseCoopers (PwC), Cybersecurity Consultant
PricewaterhouseCoopers (PwC), Risk Consulting Associate
PricewaterhouseCoopers (PwC), Technology Consultant (2)
Prophet, Associate
Public Consulting Group, Contact Tracer
Putnam Associates, Associate Consultant (4)
PwC - Strategy&, Associate (2)
PwC - Strategy&, Business Analyst
Queue Solutions LLC, CEO
Renaissance Strategic Advisors, Analyst
Rising Tide Interactive, Associate Media Planner
RSM US LLP, Cybersecurity Consultant
Sard Verbinnen & Co, Junior Associate
Savo Project Developers, Analyst
Sethi Clarity Advisers, Quantitative Research Analyst
Simon-Kucher & Partners, Consultant (2)
Strategic Research Insights, Inc (SRI), Associate Manager, Market Research
Strategy&, Associate
Strategy&, Strategy Consulting Associate
Teneo, Consultant
Teneo, Management Consultant
The Advisory Board, Analyst (Management Consulting)
The Bridgespan Group, Associate Consultant (2)
The Dedham Group, Analyst
Third Bridge Group Limited, Associate
Third Bridge Group Limited, Associate
Triage Consulting Group, Analyst
Trinity, Associate Consultant (2)
Windrose Consulting Group, Analyst
Windrose Consulting Group, Pharmaceutical Analyst
ZS Associates, Strategy Insights and Planning Associate
ZS Associates, Title Not Provided

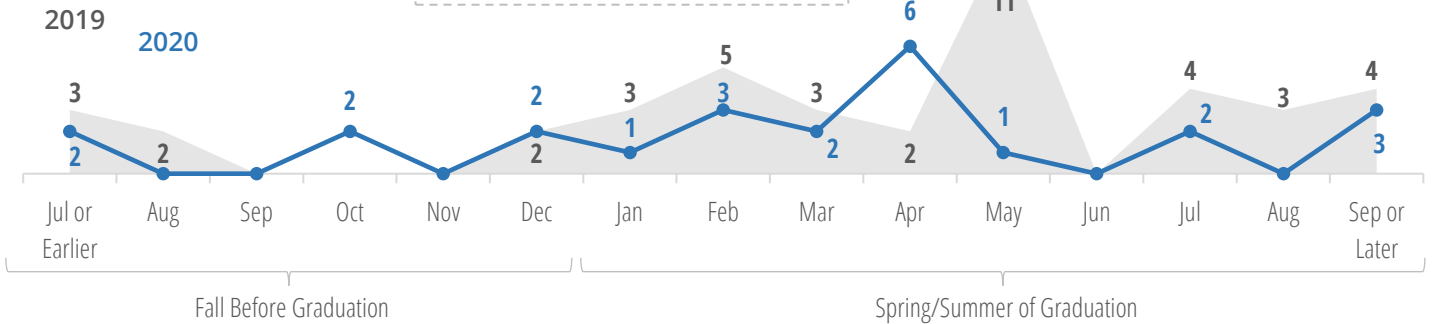
Education

Median Starting Salary
\$45,634

When They Received Their Offer

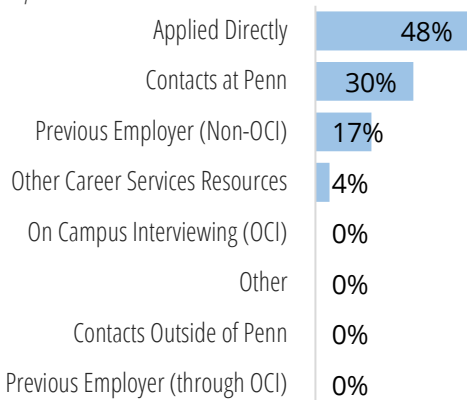
responses: 24 (2020) | 42 (2019)

March 2020 – stay-at-home orders began & hiring/job offers were impacted.



How They Heard About the Opportunity

23 responses



Job Functions

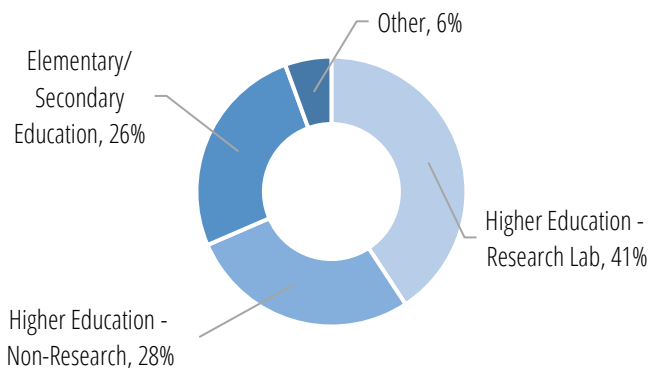
51 responses

55% were working in a research role.



Industry Breakdown

54 responses



Education

Salary by Industry

	Reporting	Median	Range	
Education	24	\$45,634	\$22,000	\$60,000
Elementary/Secondary Education	9	\$47,500	\$22,000	\$60,000
Higher Education - Non-Research	2	-	-	-
Higher Education - Research Lab	13	\$45,000	\$26,624	\$53,000
Other	0	-	-	-

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

Employers & Job Titles

- Arbor Tutors**, English Tutor
- Becker Friedman Insitute for Economics (BFI)**, Research Professional
- Carnegie Mellon University**, Associate Researcher
- Carnegie Mellon University**, Graduate Research Assistant
- Columbia Engineering**, Amgen Scholar at Nanotherapeutics and Stem Cell Engineering Lab
- Columbia Mortimer B. Zuckerman Mind Brain and Behavior Institute**, Research Technician
- Elite Scholars of China**, Educational Consultant
- Intrinsic Schools**, Special Education Teacher
- Johns Hopkins University**, Title Not Provided
- Kellogg School of Management**, Lab Manager
- Kory Ferry Advance**, Product Manager
- New York City: Department of Education (DOE)**, Special Education Teacher
- New York University**, Research Technician
- Northwestern University**, Research Assistant
- Rutgers University- Graduate School of Applied and Professional Psychology**, Project Coordinator
- Saga Education**, Algebra Tutor
- Scripps Institution of Oceanography**, Research Assistant
- Success Academy Charter Schools (NY)**, Associate Teacher (2)
- Success Academy Charter Schools (NY)**, Teacher
- Teach for America**, Corps Member
- Teach For America**, ESOL Teacher
- Teach For America**, High School Biology Teacher
- Teach For America**, High School English Teacher
- Teach For America**, Philadelphia Corps Member - Middle School Math
- Teach For America**, Teacher (3)
- Temple University**, Research Assistant
- The Rockefeller University**, Title Not Provided
- University of Chicago**, Research Assistant
- University of Chicago - Booth School of Business**, Research Professional at the University of Chicago Booth School of Business Marketing Department
- University of Chicago - Urban Labs**, Project Associate
- University of Maryland School of Medicine**, Research Project Coordinator
- University of North Carolina at Chapel Hill**, Social/Clinical Research Assistant
- University of Pennsylvania**, Clinical Research Specialist
- University of Pennsylvania**, Junior Data Analyst - Criminology Department
- University of Pennsylvania**, Research Assistant (2)
- University of Pennsylvania**, Research Specialist
- University of Pennsylvania**, Research Technician
- University of Pennsylvania - Arts & Sciences**, Research Specialist
- University of Pennsylvania - Center for Neuroengineering and Therapeutics**, Research Assistant
- University of Pennsylvania - Dr. David F. Meaney Research Lab**, Research Specialist
- University of Pennsylvania - History of Art**, Research Assistant
- University of Pennsylvania - Office of Investments**, Analyst
- University of Pennsylvania - Penn Office Of Investments**, Investment Analyst
- University of Pennsylvania - Penn Wharton Entrepreneurship Venture Lab**, Communications Coordinator
- University of Pennsylvania - Perelman School of Medicine**, Research Administrative Coordinator
- University of Pennsylvania - Perelman School of Medicine**, Research Specialist
- University of Pennsylvania - Perelman School of Medicine, Lab of Dr. George Cotsarelis**, Title Not Provided
- Wellesley**, Analyst
- Wexner Medical Center - Ohio State University**, Research Assistant
- Yale University**, Research Assistant

Engineering/Manufacturing

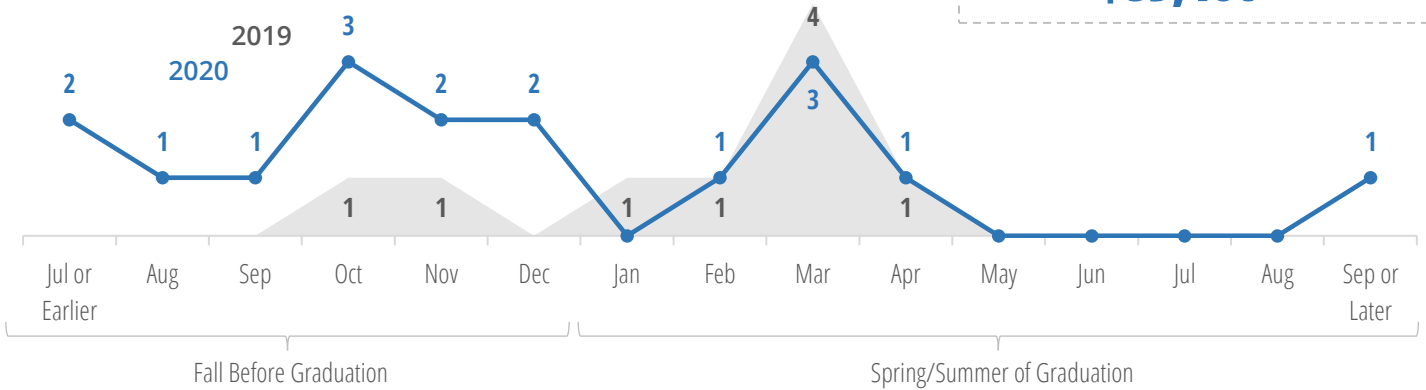
When They Received Their Offer

responses: 17 (2020) | 9 (2019)



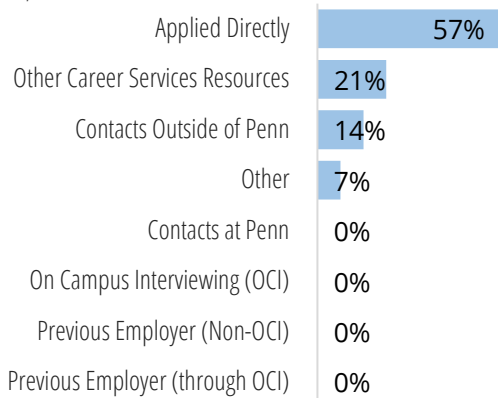
Median Starting Salary

\$89,400



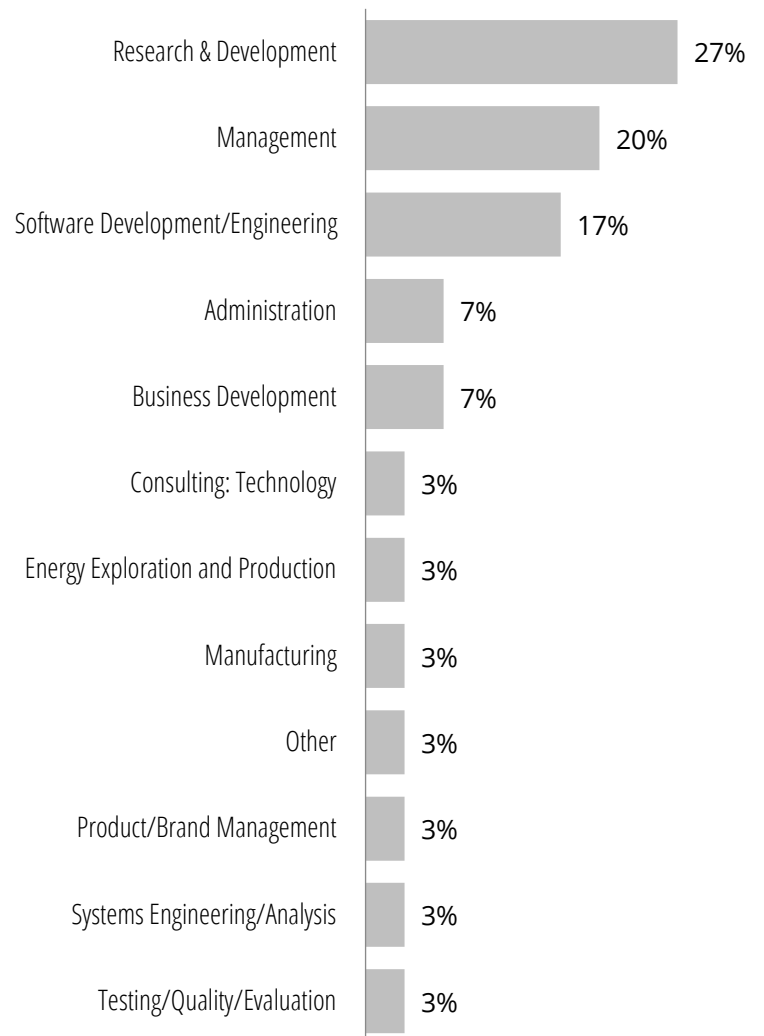
How They Heard About the Opportunity

14 responses



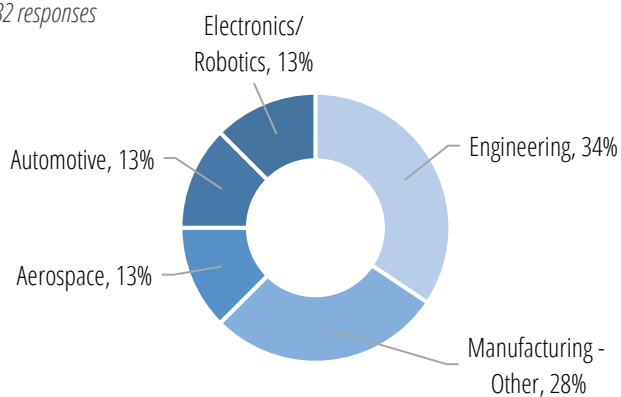
Job Functions

30 responses



Industry Breakdown

32 responses



Engineering/Manufacturing

Salary by Industry

	Reporting	Median	Range	
Engineering/Manufacturing	17	\$89,400	\$50,000	\$180,000
Aerospace	2	-	-	-
Automotive	2	-	-	-
Computer Products - Hardware	0	-	-	-
Electronics/Robotics	1	-	-	-
Engineering	6	\$70,375	\$50,000	\$100,000
Manufacturing - Other	6	\$92,000	\$89,400	\$180,000

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Employers & Job Titles

AES Clean Technology, Project Coordinator

CEG Solutions LLC, Energy Development Associate

Cogo Labs, Backend Software Engineer

Etcetera Bio, Title Not Provided

General Dynamics, Electric Boat, Materials Engineer

General Motors, Mechanical Engineer

Ghost Robotics, Autonomy and AI Applications Engineer

GPG TRACK Program at General Motors, Quality, Reliability, and Durability Engineer

Lava Limited, General Manager

Lockheed Martin, Software Engineer

Management Science & Innovation, Consultant

McMaster-Carr, Management Development

McMaster-Carr, Management Trainee (4)

Millennium Engineering and Integration, Engineering Intern

NAVSEA, Mechanical Engineer

Nuro, Software Engineer

Oasis Investment Company, Business Development Executive - Engineering & Healthcare Services

Oliver Healthcare Packaging, Pricing Analyst

Pep Boys Auto, Assistant Store Manager

Perfect Steel, Vice President, Sales

Poly, Software Engineering

Raytheon Intelligence & Space, Electrical Engineer

Skydio, Autonomy Engineer

Skydio, Test and Reliability Engineer

Sonos, Inc, Product Manager

Sym, Product Manager

The Aerospace Corporation, Mathematical Engineer

Vertex Aerospace LLC, Junior Thermal Engineer

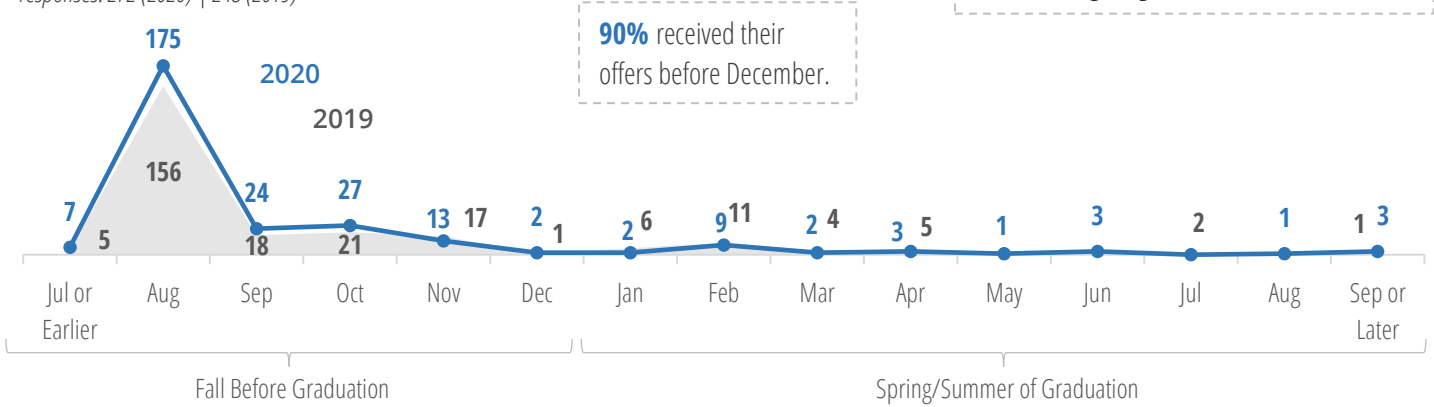
Water Technology, Inc., Mechanical Designer/Project Manager

Financial Services

Median Starting Salary
\$85,000
 Median Signing Bonus – **\$10,000**

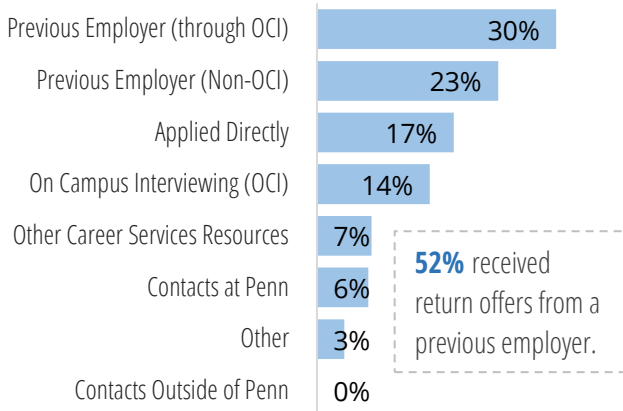
When They Received Their Offer

responses: 272 (2020) | 248 (2019)



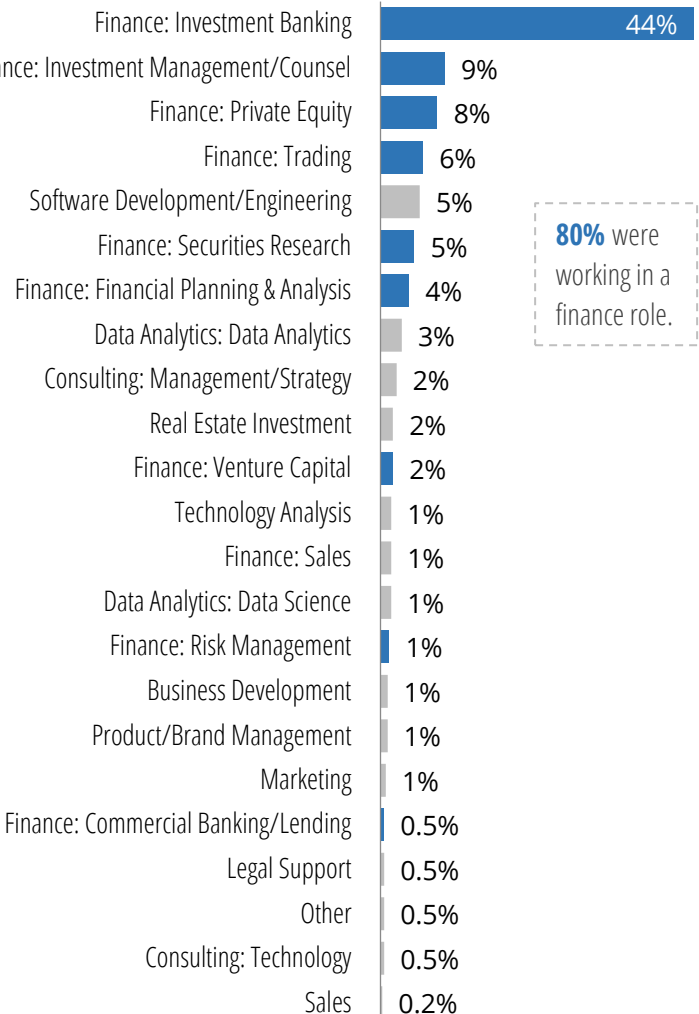
How They Heard About the Opportunity

235 responses



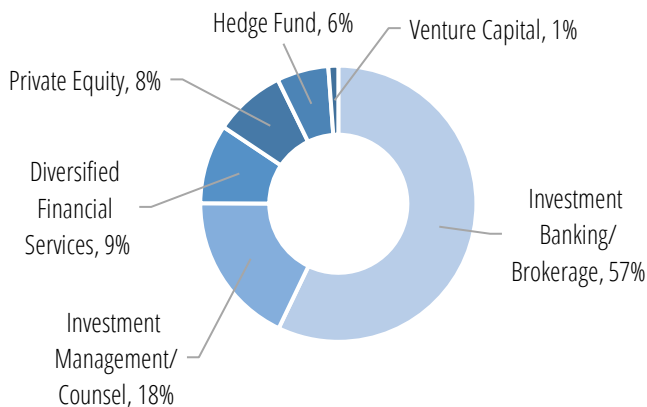
Job Functions

403 responses



Industry Breakdown

429 responses



Financial Services

Salary by Industry

	Reporting	Median	Range	
Financial Services	268	\$85,000	\$36,000	\$200,000
Diversified Financial Services (including commercial/retail banking)	23	\$88,000	\$58,011	\$99,000
Hedge Fund	17	\$100,000	\$90,000	\$200,000
Investment Banking/Brokerage	162	\$85,000	\$62,400	\$108,357
Investment Management/Counsel	43	\$85,000	\$36,000	\$160,000
Private Equity	22	\$85,000	\$60,000	\$110,000
Venture Capital	1	-	-	-

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

Employers & Job Titles

25madison, Marketing Specialist
Aksia, Investment Research Analyst
Akuna Capital, Quantitative Developer
Aldrich Capital Partners, Investment Analyst
AllianceBernstein, Equity Research Associate
AllianceBernstein, Research Associate
American Express, Analyst (2)
American Express, Analyst, Strategic Planning Group
American Express, Financial Analyst
American Express, Marketing Analyst
American Express, Product Management Analyst (2)
Anchorage Capital Group, Analyst
AQR Capital Management, Analyst
AQR Capital Management, Business Development Analyst
AQR Capital Management, Quantitative Research Analyst (2)
Armstrong International, Analyst
Audax Group, Private Equity Analyst
Bain Capital, Private Equity Analyst
Bank of America, Analyst (4)
Bank of America, Global Risk Analyst (3)
Bank of America, Investment Banking Analyst (7)
Bank of America, Sales and Trading Analyst
Bank of America, Strategy and Management Analyst
Bank of America, Tech, Media and Telecom Investment Banking Analyst
Bank of New York Mellon (BNY Mellon), Analyst
Barclays, Analyst (2)
Barclays, Emerging Technology Analyst
Barclays, Equity Sales Trading Analyst
Barclays, Investment Banking Analyst (4)
Barclays, Summer Analyst
Bellwether Asset Management, Analyst (2)
Berenson and Company, Analyst
Bessemer Venture Partners, Investor
Betterment, Full-Stack Software Engineer
BlackRock, Analyst
BlackRock, Analyst in Investor Relations for Foundations and Endowments
BlackRock, Business Analyst
BlackRock, Corporate Strategy and Development Analyst
BlackRock, Software Engineer
Blackstone, Analyst (5)
Blackstone, Real Estate Acquisitions Analyst
Blackstone, Software Developer
Blackstone, Software Engineer
Blackstone, Summer Business Analyst
Bregal Partners, Financial Analyst
Bridgewater Associates, Investment Engineer (3)
Bridgewater Associates, Investment Logic Engineer
Brown Brothers Harriman, Analyst
Brown Brothers Harriman, Information Security Analyst
Cain Brothers, Investment Banking Analyst
Cambridge Associates, Investment Analyst
Cantor Fitzgerald, Biotech Equity Research Associate
Cantor Fitzgerald, Investment Banking Summer Analyst
Capital Group, Associate Financial Analyst

Financial Services

Employers & Job Titles *(continued)*

Capital Group, Data Analyst
Capital One, Analyst
Capital One, Analyst in Analyst Development Program
Capital One, Associate Product Manager
Capital One, Associate Software Engineer
Capital One, Business Analyst (8)
Capital One, Data Analyst
Capital One, Product Management and Analytics
Capital One, Product Manager (3)
Capital One, Software Engineer
Capital One, Strategy Associate
Capital One, Technology Development Program Associate
Cascadia Capital, Investment Banking Analyst
CDIB Capital International, Associate
Centerview Partners, Investment Banker
Centerview Partners, Investment Banking Analyst (2)
Centerview Partners, Title Not Provided
Charlesbank Capital Partners, Associate
Chimera Capital Management, Junior Analyst
Chronograph, Analyst
Citadel and Citadel Securities, Commodities Analyst
Citadel and Citadel Securities, Software Engineer (3)
Citadel Securities, Options Trader
Citadel Securities, Trader
Citi, Analyst (2)
Citi, Investment Banking Analyst (2)
Citi, Markets Analyst
Citi, Sales and Trading Analyst
Citi, Securitized Product Sales Analyst
Citi, Software Development Engineer
Citi, Technology Analyst
Citi, Title Not Provided
Cohen & Steers, Compliance Associate
Colter Lewis Investment Partners, Investment Analyst
CoreVest American Finance, Underwriting Account Representative
Cove Hill Partners, Title Not Provided
Cowen, Investment Banking Analyst (2)
Cowen, Investment Banking Analyst (Healthcare)
Credit Suisse, Analyst
Credit Suisse, Financial Analyst (2)
Credit Suisse, High Yield Credit Research Analyst
Credit Suisse, Investment Banking Analyst (7)
Credit Suisse, Investment Banking and Capital Markets Analyst
Credit Suisse, M&A Analyst
Credit Suisse, Analyst
Credit Suisse, Equity Duratives Sales Analyst
Crescent Point, Analyst
DBD Partners, Investment Banking Analyst
DBO Partners, Analyst (Investment Banking)
Deutsche Bank, Analyst
Edgemont Partners, Investment Banking Analyst
England & Company, Investment Banking Analyst
Equitable Advisors (formerly, AXA Advisors, LLC), Financial Advisor
Equitable Advisors (formerly, AXA Advisors, LLC), Financial Consultant
Evercore, Analyst (3)
Evercore, Biotech Associate
Evercore, Fall Investment Banking Analyst
Evercore, Internship: Fall Analyst
Evercore, Investment Banking Analyst (5)
Evercore, Investment Banking Analyst - Restructuring
Evercore, Restructuring Analyst (2)
Evercore, Tech Advisory - M&A
Falcon Investment Advisors, Private Equity Analyst
Falls Bridge Capital, Analyst
Fidelity Investments, Investment Research Associate
Financo, Analyst
Financo, Investment Banking Analyst
Financo Securities, LLC, Investment Banking Analyst
Five Elms Capital, Financial Analyst
Five Rings Capital, Software Developer (2)
Flow Traders, Trader
Fortress Investment Group, Private Equity Summer Analyst
GCM Grosvenor, Data Analyst
GCM Grosvenor, Hedge Fund Strategies Analyst
General Atlantic, Analyst
GLC Advisors, Investment Banking Analyst
Goldman Sachs, Analyst (4)
Goldman Sachs, Analyst - Investment Banking
Goldman Sachs, Analyst (Investment Banking)
Goldman Sachs, Digital Product Management
Goldman Sachs, First Year Analyst
Goldman Sachs, Fixed Income Analyst
Goldman Sachs, Foreign Exchange Operations Trader

Financial Services

Employers & Job Titles *(continued)*

Goldman Sachs, Investment Analyst
Goldman Sachs, Investment Banking Analyst (8)
Goldman Sachs, Investment Management Analyst
Goldman Sachs, Legal Analyst (2)
Goldman Sachs, Product Manager
Goldman Sachs, Quantitative Strategist
Goldman Sachs, Risk Analyst
Greenhill & Co., Investment Banking Analyst
Guggenheim Investments, Investment Analyst - Structured Credit
Guggenheim Partners, Equity Research Associate
Guggenheim Partners, Investment Analyst
Guggenheim Partners, Investment Banking Analyst (3)
Guggenheim Partners, Restructuring Investment Banking Analyst
Guggenheim Partners, Risk Management Analyst
Hilco Global, Analyst
Houlihan Lokey, Analyst (Investment Banking)
Houlihan Lokey, Analyst, Financial Restructuring Group
Houlihan Lokey, Financial Analyst (2)
Houlihan Lokey, Financial Restructuring Analyst
Houlihan Lokey, Investment Banking Analyst
Houlihan Lokey, Investment Banking TMT Analyst
Indus Capital Partners, Research Analyst
Insight Partners, Analyst
Insight Partners, Investment Analyst (5)
Insight Partners, Investor
Insight Partners, Onsite Business Analyst
Jane Street, Software Developer
Jane Street, Software Engineer
Jefferies, LLC, Investment Banking Analyst (5)
JPMorgan Chase & Co., Analyst (9)
JPMorgan Chase & Co., Analyst (Investment Banking)
JPMorgan Chase & Co., Business Analyst
JPMorgan Chase & Co., CIB Analyst
JPMorgan Chase & Co., Data Science Analyst
JPMorgan Chase & Co., Equity Derivatives Trader
JPMorgan Chase & Co., Financial Analyst
JPMorgan Chase & Co., IB Analyst
JPMorgan Chase & Co., Investment Banking Analyst (15)
JPMorgan Chase & Co., Investment Research Analyst
JPMorgan Chase & Co., Lending Analyst
JPMorgan Chase & Co., Leveraged Finance Analyst
JPMorgan Chase & Co., Security Trading Analyst (2)
JPMorgan Chase & Co., Software Engineer (2)
JPMorgan Chase & Co., Title Not Provided
JSA Sustainable Wealth Management, Paraplanner
Kohlberg Kravis & Roberts & Co. Inc. ("KKR"), Investment Analyst
Kohlberg Kravis & Roberts & Co. Inc. ("KKR"), Private Equity Analyst
Kohlberg Kravis & Roberts & Co. Inc. ("KKR"), Real Estate Credit Analyst
Lazard, Title Not Provided
Lazard Asset Management, Investment Research Analyst
LionTree, Analyst
Locust Walk, Analyst
M&T Bank, External Asset Management Analyst
M&T Bank, Wealth Investment Associate - Development Program
M. Klein & Company, Investment Banking Analyst
Macquarie, Analyst
Macquarie, Equity Analyst
Macquarie, Infrastructure & Energy Analyst
Macquarie, Investment Banking Analyst
Madison International Realty, LLC, Analyst
Magnetar Capital, Quantitative Analyst (Finance)
Man Numeric, Quantitative Research Analyst
Manning & Napier Advisors, LLC, Research Associate
McAdam Financially Advanced, Personal Financial Advisor
Meridian Bank PA, Commercial Real Estate Credit Analyst
Merril Lynch Wealth Management, Financial Advisor
Merrill, Associate Financial Advisor Development Program
MetLife Investment Management, Private Capital Analyst
Millennium, Equities Junior Analyst
Millennium, Research Analyst
Millennium Management LLC, Analyst
Miller Buckfire, Investment Banking Analyst
Mizuho, Investment Banking Analyst
Moelis & Company, Investment Banking Analyst (5)
Moody's Corporation, Strategy & Innovation Analyst
Morgan Stanley, Analyst
Morgan Stanley, Business Analyst
Morgan Stanley, Financial Risk Analyst
Morgan Stanley, Fixed Income Analyst
Morgan Stanley, Global Capital Markets Analyst
Morgan Stanley, Institutional Equities Analyst
Morgan Stanley, Investment Banking Analyst (14)
Morgan Stanley, Real Estate Investing Analyst

Financial Services

Employers & Job Titles *(continued)*

Morgan Stanley, Sales and Trading Analyst
Morgan Stanley, Technology Analyst
Morgan Stanley, Technology Investment Banking Analyst
MUFG, Corporate Derivatives Sales Analyst
New Markets Support Company, Analyst
New York Life Investments & Mainstay Mutual Funds, Rotational Analyst
Next Capital Management LLC, Analyst
Nomura Securities, Global Markets Analyst
Northern Trust Corporation, Investment Performance Analyst
Oak Hill Advisors, L.P., Business Analyst
Oak Hill Advisors, L.P., Investment Analyst
Octagon Credit Investors, LLC, Analyst
Oppenheimer & Co., High Yield Associate
Orbit Partners, Associate
Parthenon Capital, Private Equity Analyst
Partners Group, Investment Analyst
Peaceable Street Capital, Acquisition Analyst
Perella Weinberg Partners, Analyst
Perella Weinberg Partners, Investment Analyst
Perella Weinberg Partners, Investment Banking Analyst (2)
PIMCO, Account Analyst
PIMCO, Portfolio Analyst
PJ SOLOMON, Investment Banking Analyst (2)
PJT Partners, Analyst (3)
PJT Partners, Analyst (Investment Banking)
PJT Partners, Investment Banking Analyst (2)
PNC Financial Services, Investment Banking Analyst
Point72, Academy Analyst
Point72, Analyst
Point72, Data-Driven Research Analyst
Point72, Investment Analyst
Prudential Financial, Project Management Analyst
PSP Investments, Investment Analyst
Qatalyst Partners, Analyst
Rabobank Wholesale Banking North America, Investment Banking Analyst
RBC Capital Markets, Institutional FX Sales Analyst
Rialto Capital, Analyst
Robinhood, Data Analyst
Robinhood, Development Fellow
Rockefeller Capital Management, Associate Equity Analyst
Rockefeller Capital Management, Data Engineering Analyst
Sawaya Partners, Investment Banking Analyst
Scotiabank, Investment Banking Analyst
Silver Lake, Private Equity Analyst
Silversmith Capital Partners, Growth Equity Investor
Sinai Ventures, Business Analyst
Societe Generale, Analyst
Spectrum Equity, Investment Analyst
Stifel Financial, Investment Banking Analyst (5)
Stone Point Capital, Investment Analyst
Susquehanna International Group (SIG), Buyside Equity Research Analyst
Susquehanna International Group (SIG), Quantitative Sports Trader
Susquehanna International Group (SIG), Quantitative Trader
Susquehanna International Group (SIG), Quantitative Trader (Finance)
Susquehanna International Group (SIG), Software Engineer
T. Rowe Price, Associate Analyst
TD Securities, S&T Analyst
TD Securities, Sales & Trading Analyst
Teamworthy Ventures, Associate
Terranova Capital - Evli Group, Intern
The D. E. Shaw Group, Security Trading Analyst
The D. E. Shaw Group, Software Developer
The Invus Group, Analyst
The Raine Group, Investment Banking Analyst
The Riverside Company, Private Equity Analyst
Trillium Trading, Proprietary Trader
Truist, Business Analyst
Truist, Private Wealth Management Associate
U.S. Bank, Project Manager
UBS, Analyst (Investment Banking)
UBS, Investment Banking Analyst
UBS, Technology Analyst
Vanguard, Software Engineer
Vector Capital, Private Equity Analyst
Verdis Investment Management, Investment Analyst
Warburg Pincus, Private Equity Analyst (3)
Wells Fargo, Analyst
Wells Fargo, Public Finance Investment Banking Analyst
XR Trading LLC, Quantitative Trader (Finance)
YipitData, Data Specialist

Government

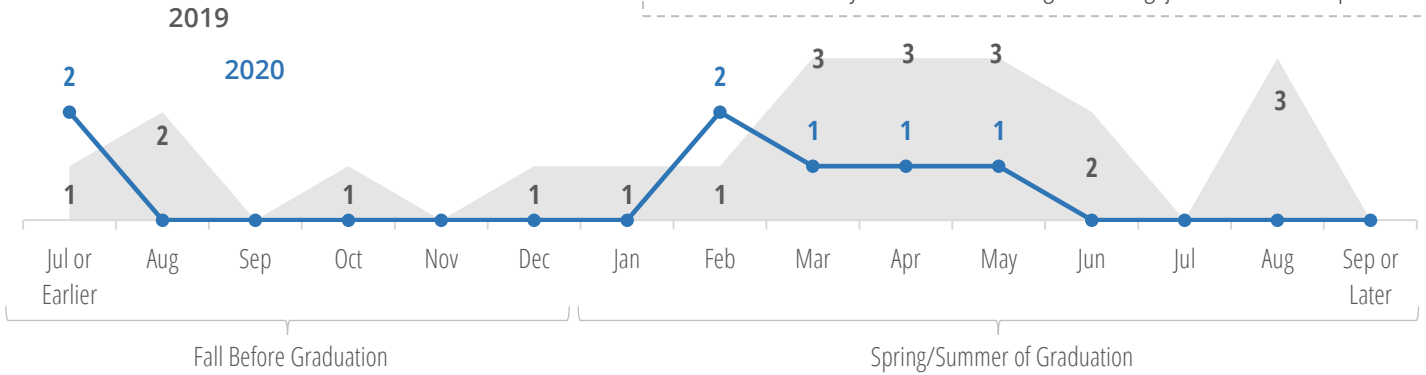


Median Starting Salary
\$48,000

When They Received Their Offer

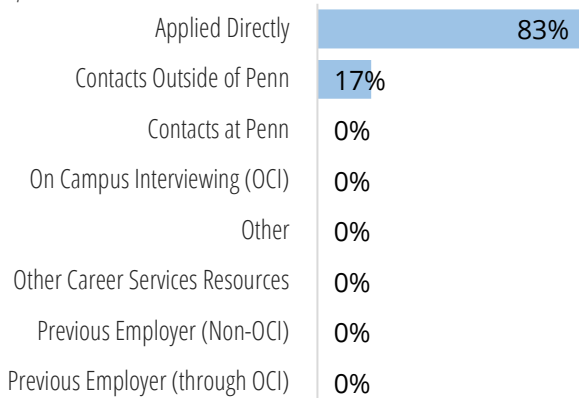
responses: 7 (2020) | 21 (2019)

March 2020 – stay-at-home orders began & hiring/job offers were impacted.



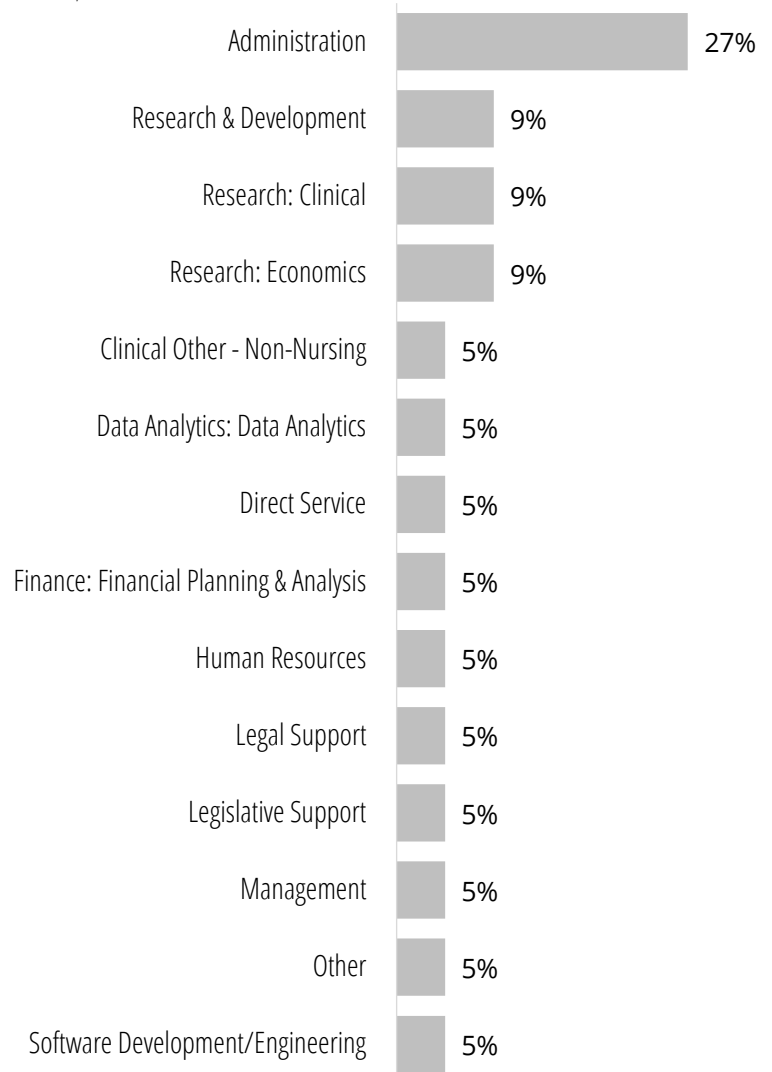
How They Heard About the Opportunity

6 responses



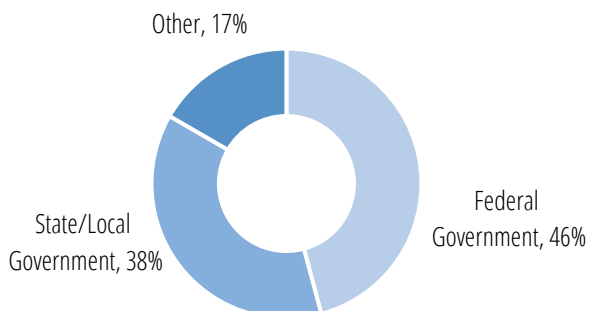
Job Functions

22 responses



Industry Breakdown

24 responses



Government

Salary by Industry

	Reporting	Median	Range	
Government	7	\$48,000	\$32,400	\$70,072
Federal Government	5	\$48,000	\$32,400	\$70,072
Other	2	-	-	-
State/Local Government	0	-	-	-

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

Employers & Job Titles

- City of Philadelphia**, Office of Workforce Development Program Assistant
- City of Philadelphia**, Program Development VISTA, Office of Immigrant Affairs
- City of Philadelphia**, Unified Benefits Application VISTA
- City of Philadelphia**, Workforce Data Systems Coordinator
- Consumer Financial Protection Bureau**, Director's Financial Analyst
- County of San Mateo**, Contact Tracer
- Federal Aviation Administration**, Electrical Engineer
- Federal Trade Commission**, Honors Paralegal
- H RTP: A Public Health Internship Program at the NYC Department of Health and Mental Hygiene**, Intern
- Majority Leader Steny H Hoyer**, Congressional Intern
- Ministere de l'education Nationale: Assistant de Langue (TAPIF)**, Academie de Nice
- National Institutes of Health**, IRTA Post-bac Researcher
- National Institutes of Health**, Psychologist Research Assistant
- Philadelphia Office of Homeless Services**, AmeriCorps Vista
- San Francisco Department of Elections**, Title Not Provided
- Singapore Economic Development Board**, Associate (2)
- The National Institutes of Health**, Post Bacc CRTA Fellow
- United States Army**, 2LT
- United States Census Bureau**, Survey Statistician
- United States Department of Commerce**, International Trade Compliance Analyst
- United States Navy**, Computer Engineer
- United States Navy**, Engineer
- United States Navy**, Navy Nurse

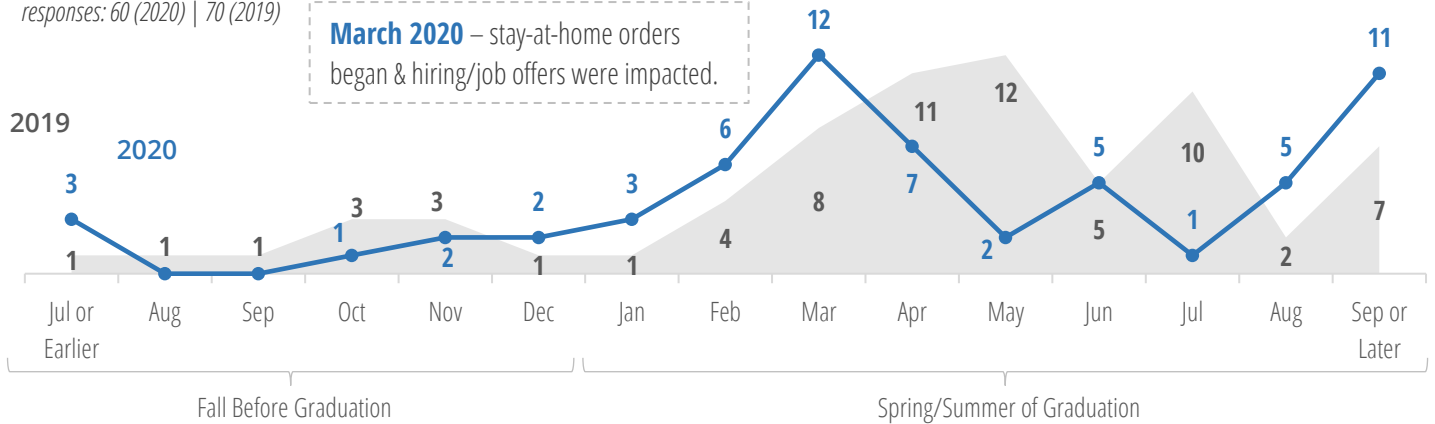
Healthcare

Median Starting Salary
\$56,569

When They Received Their Offer

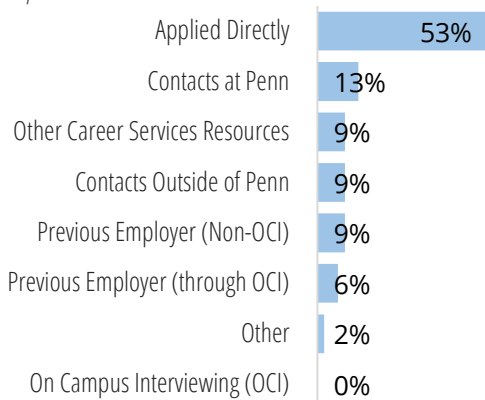
responses: 60 (2020) | 70 (2019)

March 2020 – stay-at-home orders began & hiring/job offers were impacted.



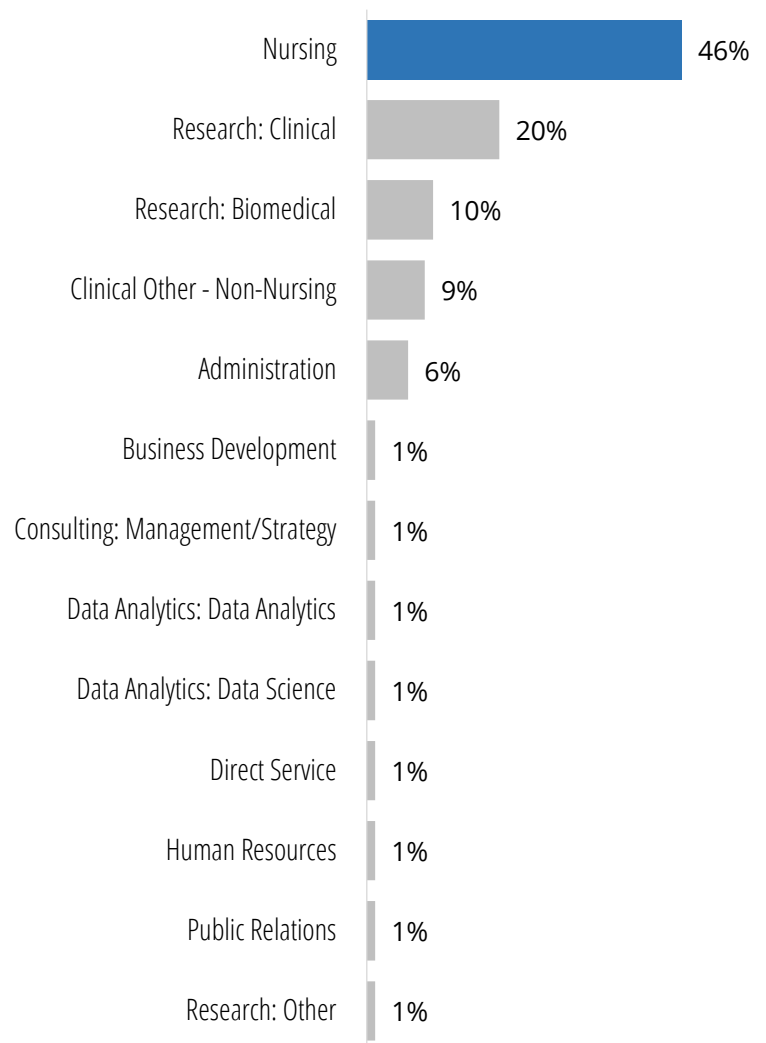
How They Heard About the Opportunity

47 responses



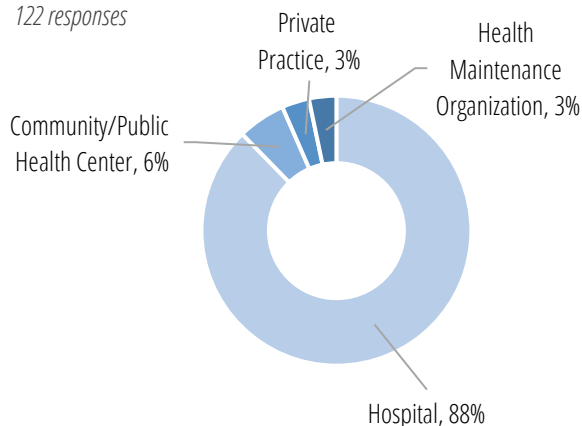
Job Functions

82 responses



Industry Breakdown

122 responses



Healthcare

Salary by Industry

	Reporting	Median	Range	
Healthcare	48	\$56,569	\$24,000	\$146,682
Community/Public Health Center	2	-	-	-
Health Maintenance Organization	1	-	-	-
Hospital	43	\$57,138	\$26,000	\$146,682
Nursing Home/Long Term Care Facility	0	-	-	-
Private Practice	2	-	-	-

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

Employers & Job Titles

Baylor Scott & White Health, Cardiovascular Intensive Care Nurse
Beebe Healthcare, Clinical Nurse 1
Bodhi Meditation, Executive Assistant
Boston Children's Hospital, Clinical Research Assistant
Boston Children's Hospital, Registered Nurse
Boston Children's Hospital, Research Associate II
Brigham and Women's Hospital, Research Enrollment Coordinator
Children's Health, Pediatric Registered Nurse
Children's Hospital of Los Angeles, Registered Nurse
Children's Hospital of Philadelphia, Data Scientist Intern
Children's Hospital of Philadelphia, Neonatal, Pediatric, and Cardiovascular Intensive Care Units
Children's Hospital of Philadelphia, Oncology Nurse
Children's Hospital of Philadelphia, Registered Nurse (5)
Children's Hospital of Philadelphia, Research Assistant (2)
Children's Hospital of Philadelphia, Research Technician (2)
Children's Hospital of the King's Daughters, Registered Nurse
Cooper University Hospital, Researcher
CVS Health, Senior Consultant
Dana-Farber Cancer Institute, Research Technician
Dana-Farber Cancer Institute and Harvard Medical School, Cancer Researcher
Dell Children's Medical Center, Registered Nurse
Devoted Health, Provider Operations Associate
Duke University Medical Center, Pediatric Nurse
DuSan Ambulance, EMT
George Washington University Hospital, Registered Nurse
Hackensack Meridian Health, Oncology Registered Nurse
HCA Healthcare, RN I-Inpatient Rehab

HCA Presbyterian/St. Luke's Medical Center, Registered Nurse - Hematology Oncology
Holy Cross Health, Endoscopy Registered Nurse
Jaisohn Medical Center, Registered Nurse
Jefferson Hospital, Nurse
John R. Oishei Children's Hospital, NICU Registered Nurse
Johns Hopkins Children's Center, Registered Nurse
Johns Hopkins Healthcare, New Grad RN
Johns Hopkins Healthcare, Registered Nurse (2)
Johns Hopkins Medicine, Registered Nurse
Kuchnir Dermatology and Dermatologic Surgery,
Lankenau Medical Center, Surgical Research Assistant
LifeCycle WomanCare, Staff Nurse
Mainline Health, Registered Nurse
Marcus Autism Center, Laboratory Coordinator
Mass General Brigham, Registered Nurse
Massachusetts General Hospital, Clinical Research Coordinator
Massachusetts General Hospital, Community Health Worker
Massachusetts General Hospital, Project Coordinator
Massachusetts General Hospital - Medical Practice Evaluation Center, Clinical Research Coordinator
Medstar Georgetown University Hospital, Registered Nurse (3)
MedStar Washington Hospital Center, Registered Nurse (3)
Memorial Hermann, Nurse
Mount Sinai Health System, Oncology Nurse
Mount Sinai Health System, Registered Nurse
Mount Sinal Hospital - Mount Sinai Health System, Registered Nurse
National Health Corps, Care Coordinator at Project Home
NYU Langone Health, Registered Nurse

Healthcare

Employers & Job Titles *(continued)*

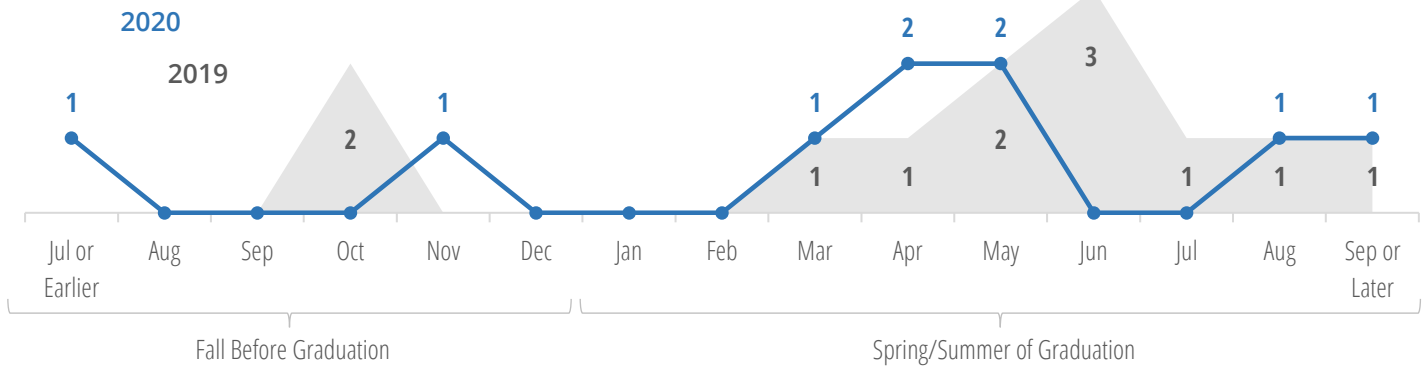
- Penn Medicine**, Clinical Research Coordinator (3)
Penn Medicine, Measey Surgical Scholar
Penn Medicine, Registered Nurse (6)
Penn Medicine, Research Assistant
Penn Medicine, Research Program Manager
Penn Medicine, Research Specialist
Penn Medicine, Trauma Surgical Intensive Care Unit Registered Nurse
Penn Medicine, Title Not Provided (3)
Penn Medicine - Hospital of the University of Pennsylvania,
Penn Medicine - Hospital of the University of Pennsylvania,
 Clinical Nurse I
Penn Medicine - Hospital of the University of Pennsylvania,
 Clinical Research Coordinator
Penn Medicine - Hospital of the University of Pennsylvania,
 Financial Administrative Coordinator
Penn Medicine - Hospital of the University of Pennsylvania,
 Inpatient Clinical Nurse 1
Penn Medicine - Hospital of the University of Pennsylvania, Lab
 Technician
Penn Medicine - Hospital of the University of Pennsylvania,
 Registered Nurse (2)
Penn Medicine - Lancaster General Health, Registered Nurse
Penn Medicine - Lancaster General Health, Registered Nurse/Nurse
 Resident
Penn Medicine - Penn Presbyterian Medical Center,
 Cardiology/Thoracic Surgery Registered Nurse
Penn Medicine - Penn Presbyterian Medical Center, Registered
 Nurse
Penn Medicine - Pennsylvania Hospital, Clinical Nurse
- Penn Medicine - Princeton Health**, Registered Nurse
Penn Medicine - Princeton Medical Center Foundation, Registered
 Nurse
Philadelphia Public Health Management Corporation, Americorps
 VISTA
Philadelphia Veteran's Affairs Medical Center, Nurse
PIH Health, Registered Nurse
Progyny, Inc., Business Intelligence Analyst
ProScribe, Medical Scribe
Raleigh Neurology Associates, P.A., Medical Scribe
St. John's Hospital, Surgical Technician
Stanford Health Care, Registered Nurse
Texas Digestive Consultants, Medical Scribe
The Carle Foundation, Registered Nurse
UC Health, Registered Nurse
UCSF Medical Center, Assistant Clinical Research Coordinator
University of California, Los Angeles (UCLA), Registered Nurse
University of Michigan Medical School, Clinical Subjects Coordinator
University of Washington Medical Center, Registered Nurse
US Dermatology Partners, Medical Assistant
Vanderbilt University Medical Center, Registered Nurse (2)
Vanderbilt University Medical Center, Research Assistant
Vanderbilt University Medical Center, Trauma Nurse Resident
W2O Group, Account Associate
Weill Cornell Medicine, Research Assistant
WellSpan Health, Registered Nurse
Wills Eye Hospital, Continuing Medical Education Coordinator Intern
Yale New Haven Health, Emergency Department RN

Marketing/Advertising/Public Relations

When They Received Their Offer

responses: 9 (2020) | 12 (2019)

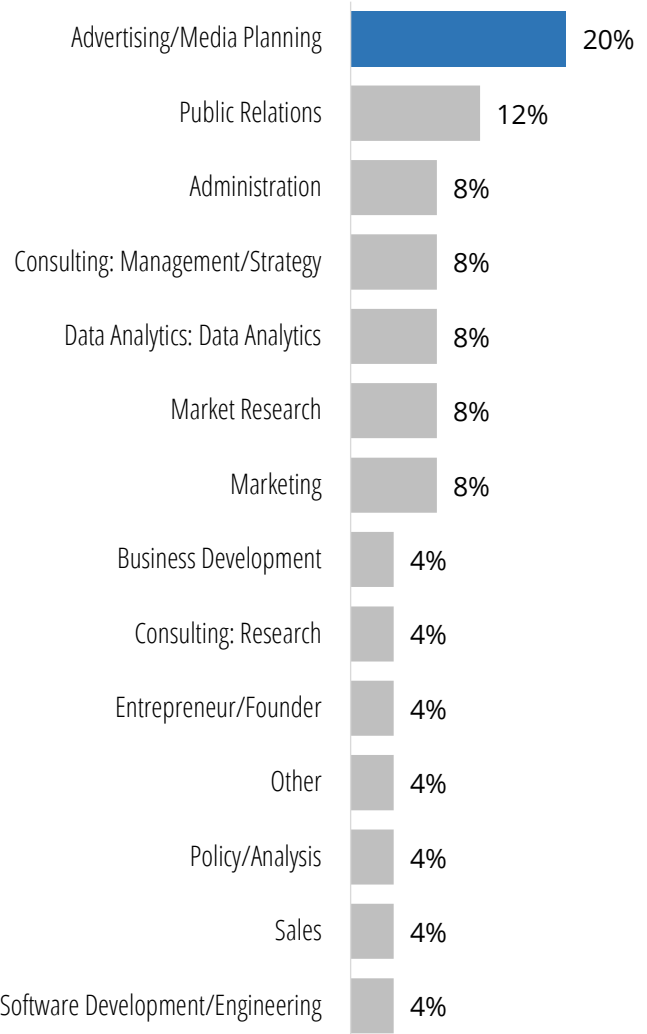
March 2020 – stay-at-home orders began & hiring/job offers were impacted.



Median Starting Salary
\$58,500

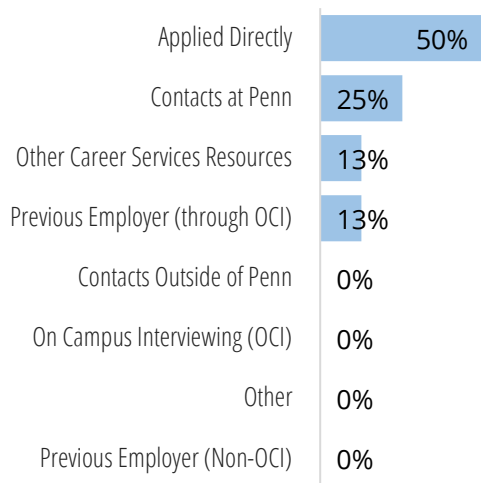
Job Functions

25 responses



How They Heard About the Opportunity

8 responses



Marketing/Advertising/Public Relations

Salary by Industry

	Reporting	Median	Range	
Marketing/Advertising/Public Relations	9	\$58,500	\$41,000	\$111,000

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

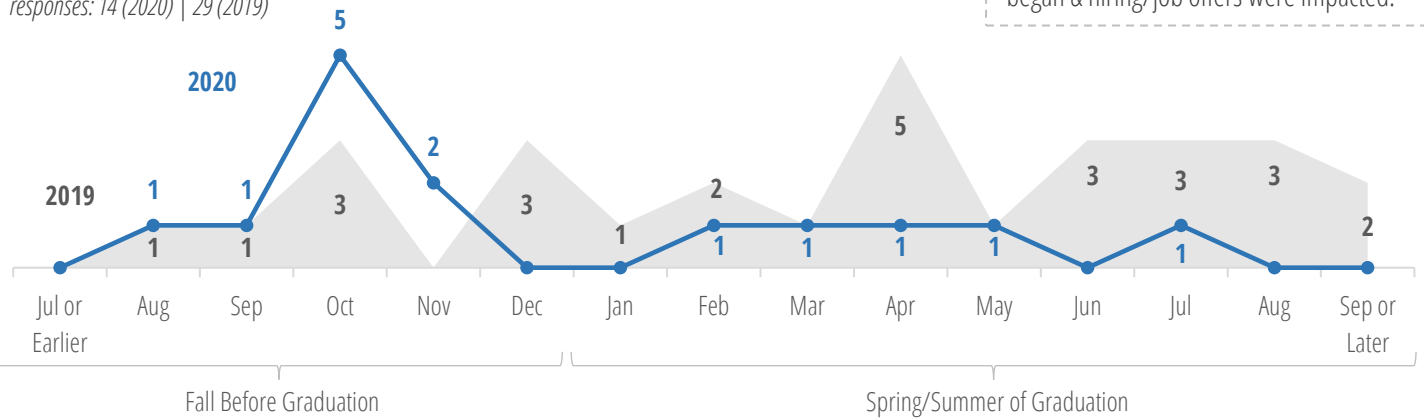
Employers & Job Titles

8 Acre Perspective, Market Research Analyst
Ampush, Growth Marketing Analyst
APCO Worldwide, Project Assistant
ASCEND PR Group, Public Relations Intern
Citigate Dewe Rogerson, Communications Executive
Feld Direct, Account Coordinator
Global Strategy Group, Research Associate
Global Strategy Group, Research Election Assistant
Interpret LLC, Data Visualization Designer
Kepler, Client Solutions Analyst
Lincoln Park Strategies, Project Assistant
Lunar Solar Group, Growth Analyst
Maslanky + Partners, Associate Language Strategist
Newscred, Full-Stack Software Engineer
NION Marketing, Founder
Noble People, Assistant Planner
Omnicom Health Group, Copywriter
Quadrant Strategies, Associate
Rock Central, Research Analyst
Shore Fire Media, Publicity Coordinator
Sprout Social, Inc., Sales Operations Analyst
Syneos Health Communications, Graduate Trainee
The NPD Group, Systems Analyst
The Snow Agency, Junior Paid Social Analyst
UM Worldwide, Portfolio Management Associate
WHP Global, Corporate Development Analyst

Media/Journalism/Entertainment

When They Received Their Offer

responses: 14 (2020) | 29 (2019)

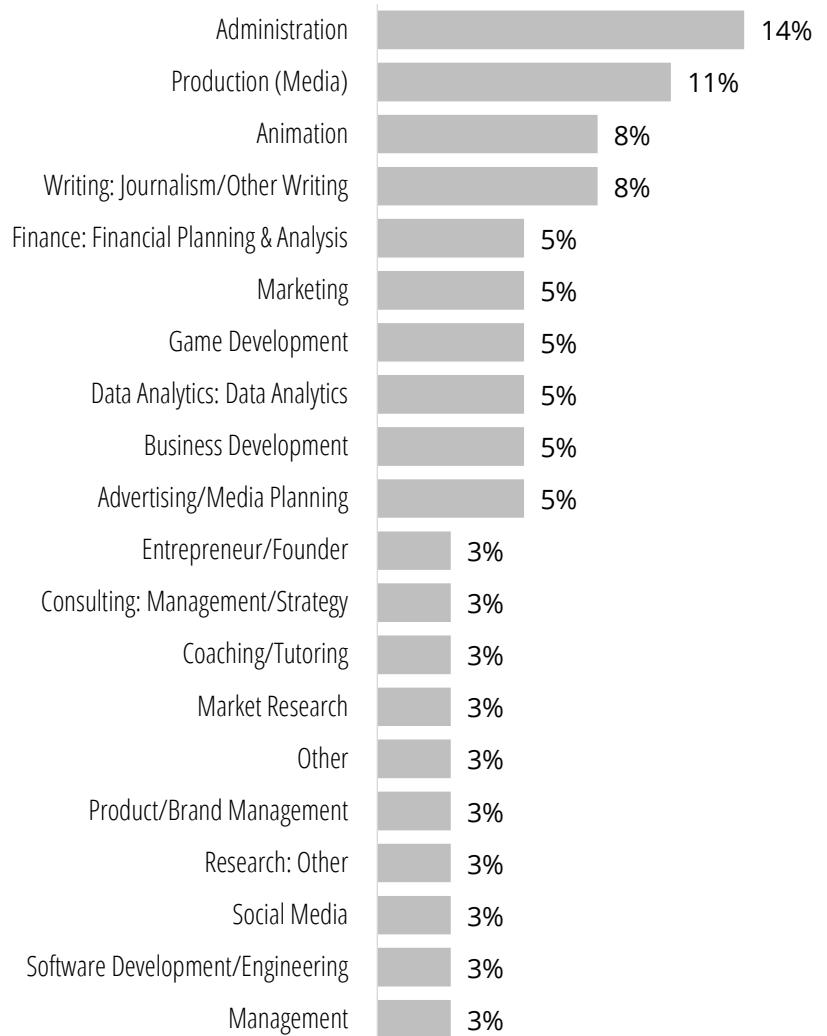


March 2020 – stay-at-home orders began & hiring/job offers were impacted.

Median Starting Salary
\$64,813

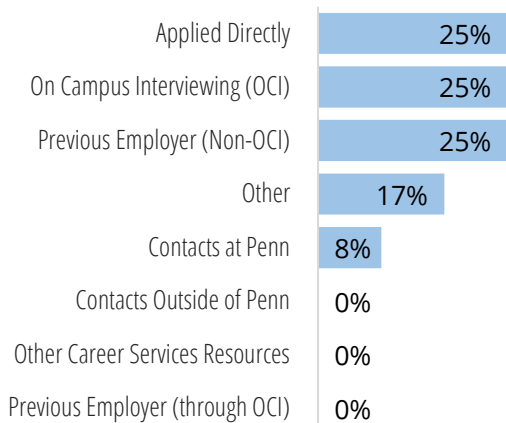
Job Functions

37 responses



How They Heard About the Opportunity

26 responses



Media/Journalism/Entertainment

Salary by Industry

	Reporting	Median	Range	
Media/Journalism/Entertainment	13	\$64,813	\$25,902	\$140,400

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

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

Employers & Job Titles

Atlantic Records , A&R	NBCUniversal , Account Services Representative
Blizzard Entertainment , Associate Software Engineer	NBCUniversal , East Coast Page
Bloomberg News , News Reporter	NBCUniversal , Media Tech Associate
Bottled Lightning , Strategic Brand Communications Leader	Netflix , Visual Development Artist
Breaking Glass Pictures , Administrative Assistant & Social Media Manager	Pixar Animation Studios , Global Technology/Software Engineer
Caesars Entertainment , Data Analyst	Premiere , Acting Coach
CBS Interactive , Marketing Intern	Prophecy Games , Gameplay Engineer
CNN , News Associate	Red Ventures , Associate
Confidential , Personal and Digital Assistant	Singapore International Film Festival , Programme Executive
Creative Artists Agency , Mailroom Clerk	Sony Interactive Entertainment America (Sony PlayStation) , Technical Artist
Creative Artists Agency , Receptionist/Mailroom	Starbaby Enterprises, LLC , Multimedia Marketing Editor
DreamWorks Animation , Administrative Assistant	Steve Rotfeld Productions Inc , Development Intern
Dreamworks Animation , Visual Development Artist	The Gersh Agency , Summer Intern
Independent Feature Film , Associate Producer	The Good Startup , Founder
indigenous , Executive Assistant to Co-CEO	The Walt Disney Company , Analyst
Indigenous Media LLC , Intern	The Walt Disney Company , Corporate Finance Analyst
LaurenTappan.com , Blogger	The Walt Disney Company , Global Development Analyst
Media Matters for America , Communications Associate	Ziiki Media , Artists and Relations
National Public Radio (NPR), Inc. , Assistant Producer	
National Research Group, Inc. , Market Research Analyst	

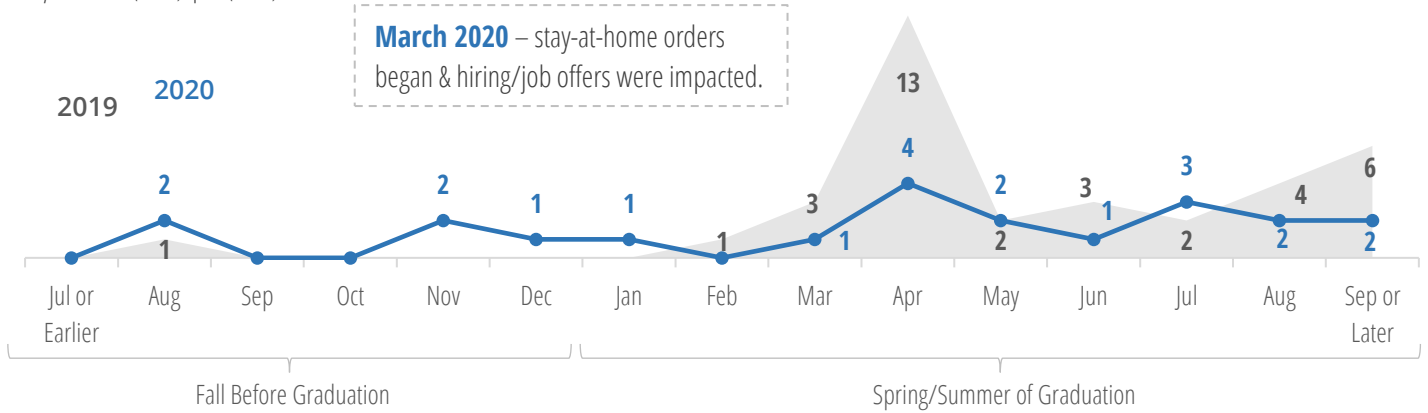
Nonprofit



Median Starting Salary
\$43,680

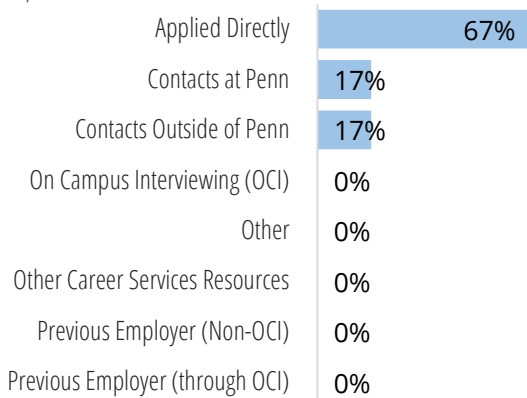
When They Received Their Offer

responses: 21 (2020) | 35 (2019)



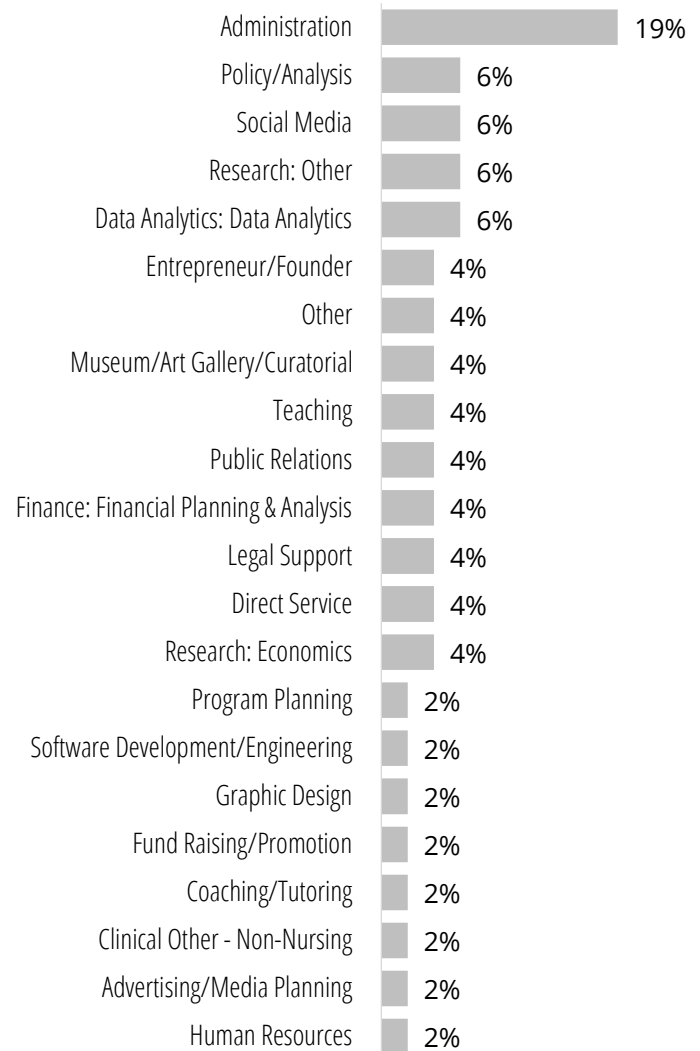
How They Heard About the Opportunity

18 responses



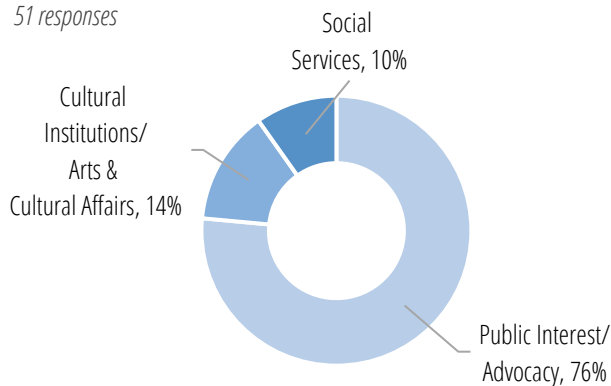
Job Functions

47 responses



Industry Breakdown

51 responses



Nonprofit

Salary by Industry

	Reporting	Median	Range	
Nonprofit	15	\$42,000	\$24,000	\$60,000
Cultural Institutions/Arts and Cultural Affairs	2	-	-	-
Public Interest/Advocacy	11	\$42,000	\$24,960	\$55,000
Social Services	2	-	-	-

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

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

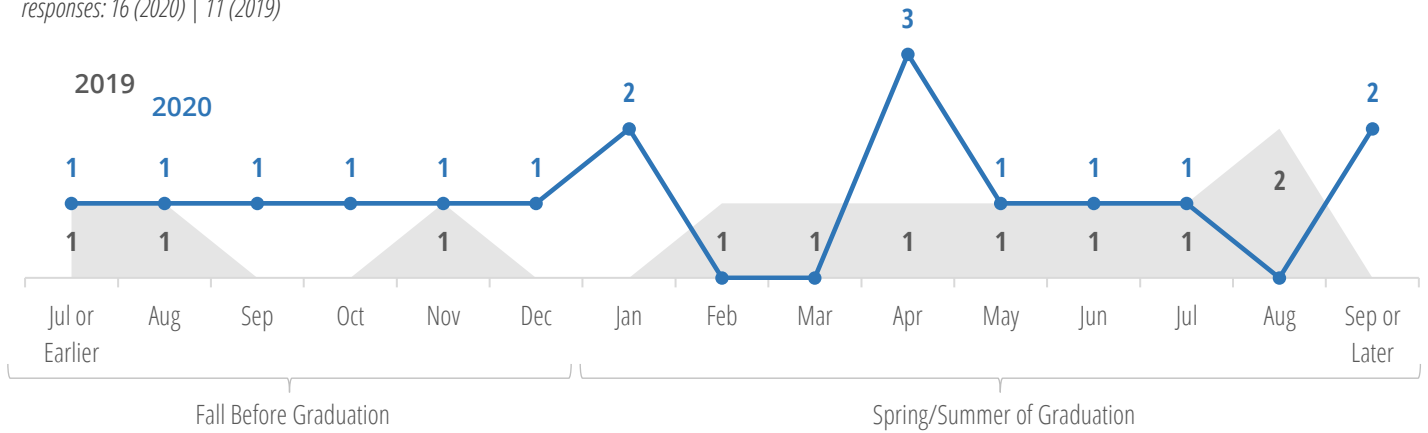
Employers & Job Titles

AmeriCorps , CityYear Service Corps Member	Justice at Work (Friends of Farmworkers) , Paralegal
AmeriCorps , New Jersey Watershed Ambassador Program	Justice in June , Social Media Designer
APPRISE , Policy Analyst	Minds Matter NYC , Program Assistant
Bennet for America , Grassroots Donations Organizer	Mothership Strategies , Digital Fellow
Biden for President , Finance Assistant - Abroad & HQ	Museum of the Moving Image , Research Assistant
Biden for President , National Communications Assistant	National Development Council , Intern
Biden for President , Title Not Provided	PA Stands Up , Distributed Organizer
Bonhams , Jewelry Administrator	Pathways to Housing DC , ACT Recovery Specialist
Bread for the City , Nurse	Pen America , Human Resources Intern
Center for Global Development , Research Assistant	Pennsylvania Working Families Party , Field Organizer
Child Trends , Project Assistant	Pete For America , Digital Paid Media Associate
CHILD USA , Research Fellow	Pew Research Center , Content Analyst
Children's Defense Fund , Research and Evaluation Intern	Pew Research Center , Content Analyst (Coder)
City Year , Americorps Member	Rebecca Rhynhart for Philadelphia City Controller , Deputy Finance Director
City Year , City Year Member	Respond Crisis Translation , Communications & Outreach Lead
Collective Climb , Social Entrepreneur	RTI International , Health Analyst
Democratic Congressional Campaign Committee , Digital Strategist	Schuylkill Center for Environmental Education , Environmental Art Intern
Democratic National Committee , Pennsylvania Field Organizer	Sotheby's , Gallery Liaison and Private Sales Administrator
Democratic Party of Wisconsin , Field Organizer	The Brookings Institution , Economic Research Assistant
Direct Persuasion , Junior Analyst	The College Promise Campaign (CPC) , Executive Assistant to CEO
Education Plus Health , Community Health Worker	The Heron Foundation , Associate
Education Quality Outcomes Standards , Project Manager	The Hoover Institution , Research Assistant
Fellowship of Catholic University Students (FOCUS) , Campus Missionary	The Metropolitan Museum of Art , Title Not Provided
Future Now Fund & Future Now Action , Policy Intern	Thomas Cole National Historic Site , Research Fellow
Hong Kong Institute of Architects , Curatorial Assistant	Venture For America , Fellow
International AIDS Vaccination Initiative , Paralegal	

Pharmaceuticals/Biotechnology

When They Received Their Offer

responses: 16 (2020) | 11 (2019)

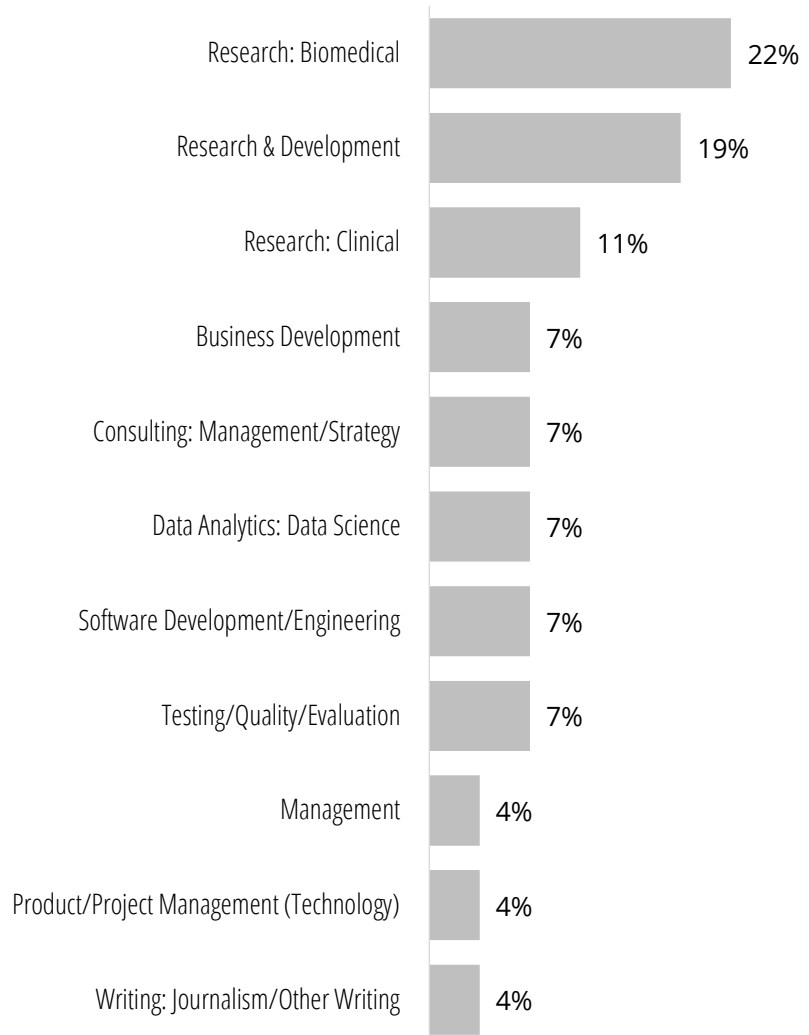




Median Starting Salary
\$71,500

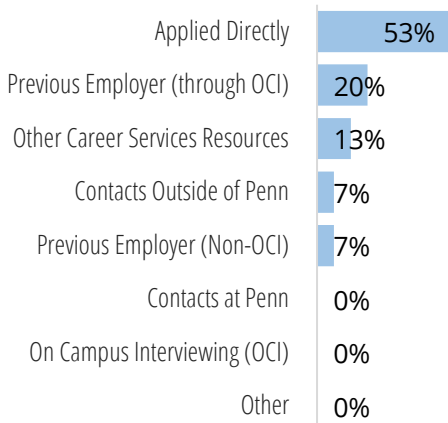
Job Functions

27 responses



How They Heard About the Opportunity

15 responses



Pharmaceuticals/Biotechnology

Salary by Industry

	Reporting	Median	Range	
Pharmaceuticals/Biotechnology	16	\$71,500	\$35,000	\$125,000

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

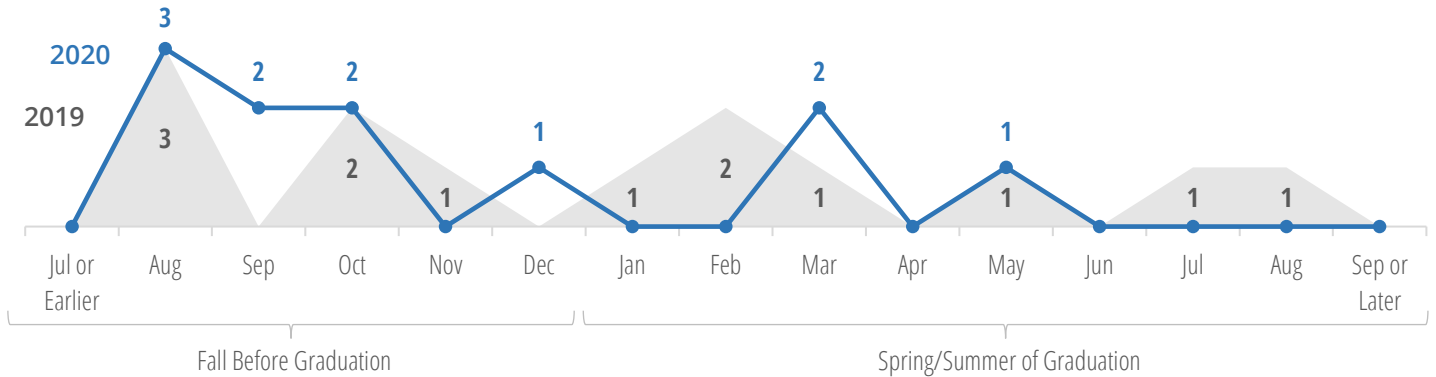
Employers & Job Titles

4D Molecular Therapeutics, Title Not Provided
AlphaThera, Business Development Associate
AlphaThera, Scientist
Aramex Clinical Research LLC, Assistant Medical Writer
Beam Therapeutics, Research Associate
Boehringer Ingelheim Corporation, Scientist
Butterfly Network, Inc., Clinical Research Coordinator
Cofactor Group, Associate
COMPASS Pathways, Title Not Provided
GlaxoSmithKline, Associate Scientist
GlaxoSmithKline, Technology Associate
Johnson & Johnson, The Janssen Pharmaceutical Companies, Value Chain Optimizer
Leahey and Johnson, Global Operations Leadership Development Program Associate
Merck & Co., Inc., Associate Specialist, Engineering
Merck & Co., Inc., Associate Specialist, Technical Operations
Merck & Co., Inc., Clinical Trial Coordinator
Myriad Genetics, Software Engineer
Pfizer, Inc., BioPharma Commercial Associate
Pfizer, Inc., Business Analyst
Project Farma, Project Engineer
Reason Research, Associate Research Analyst
Roivant Sciences, Business Analyst
SAI-Med Partners, LLC, Life Sciences Analyst
Seer, Associate Engineer
Spark Therapeutics, Research Associate
Strella Biotechnology, R&D
The Wistar Institute, Research Assistant
UT Austin - Dell Medical School, Medical Research Scientist
Vanda Pharmaceuticals Inc., Clinical Researcher
Verily Life Sciences, Firmware Engineer

Real Estate/Construction

When They Received Their Offer

responses: 11 (2020) | 13 (2019)





Median Starting Salary
\$80,000

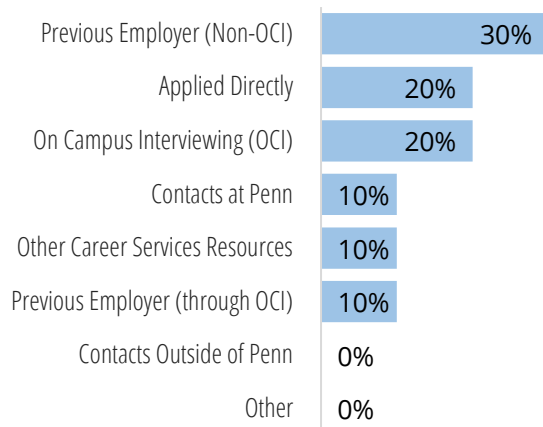
Job Functions

20 responses



How They Heard About the Opportunity

10 responses



Real Estate/Construction

Salary by Industry

	Reporting	Median	Range	
Real Estate/Construction	11	\$80,000	\$65,000	\$100,000

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

Employers & Job Titles

Almedia Junior Shopping Centers, Digital Content and Communications Coordinator

Brookfield Properties, Analyst

Compass, Software Engineer

Eastdil Secured, Analyst

Fields Development Group, Development Associate

Greystar, Development Analyst

Hines, Development Analyst

Jamestown L.P., Acquisitions Analyst

JBG SMITH, Development Analyst

JBG SMITH, Financial Analyst

JRK Property Holdings, Inc., Acquisitions Analyst

Keller Williams, Realty, Front Desk Receptionist

Mack Real Estate Group, Analyst

PGIM Real Estate, Investment Analyst

PulteGroup, Finance Analyst

Ranger Excavating, Health Officer

Square Mile Capital Management, Equity Investments Analyst

Starwood Property Trust, Rotational Analyst

The Davis Companies, Analyst, Acquisitions

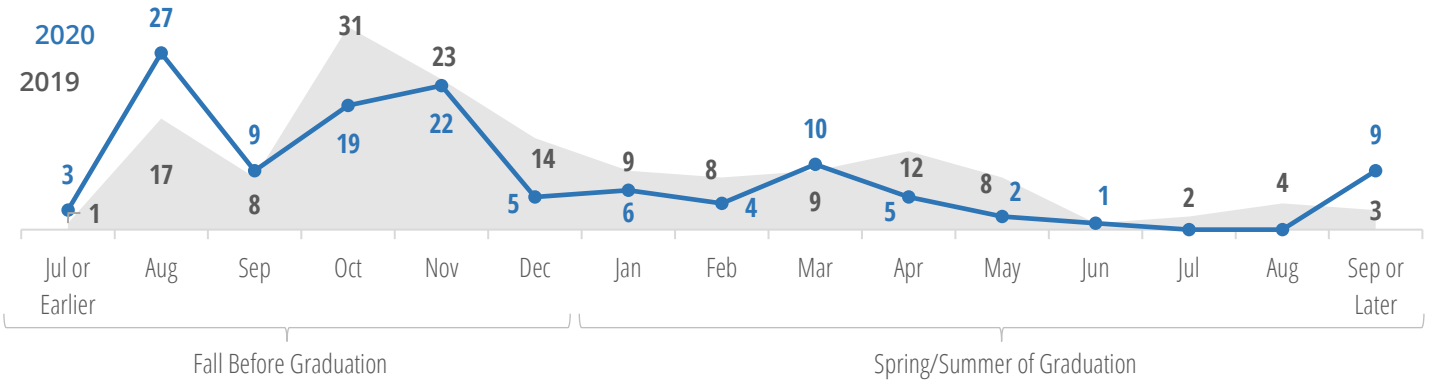
Unibail-Rodamco-Westfield, International Graduate Program Analyst

W. P. Carey, Inc., Investment Analyst

Technology

When They Received Their Offer

responses: 122 (2020) | 150 (2019)





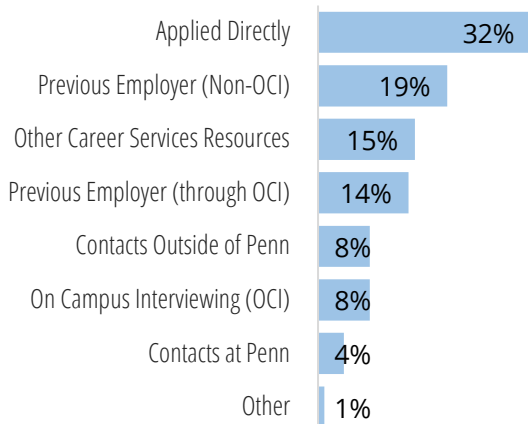
Median Starting Salary
\$102,500

Median Signing Bonus – **\$20,000**

How They Heard About the Opportunity

103 responses

33% received return offers from a previous employer.



Job Functions

187 responses



Technology

Salary by Industry

	Reporting	Median	Range	
Technology	120	\$102,500	\$26,000	\$145,000

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

Employers & Job Titles

Adobe Systems, Associate Consultant
Adobe Systems, Digital Strategy Analyst (2)
Affirm, Inc., Software Engineer
AirCampus, President
Airkit, Software Engineer
Airwallex, Associate Product Manager
Amazon, Title Not Provided (2)
Amazon, Account Manager (2)
Amazon, Applied Scientist
Amazon, Associate Professional Services
Amazon, Executive Content and Program Specialist
Amazon, Financial Analyst
Amazon, Instock Manager
Amazon, Legal Assistant
Amazon, Retail Account Manager
Amazon, Software Developer
Amazon, Software Development Engineer (2)
Amazon, Vendor Manager (2)
Amazon Robotics, Software Development Engineer (3)
Amazon Web Services, Software Development Engineer
Amazon Web Services, Software Engineer
Appian Corporation, Associate Consultant
Appian Corporation, Quality Engineer
Apple, Engineering Program Manager
Apple, PM Intern
Apple, Software Engineer (2)
Applecart, Analyst
Applecart, Politics & Advocacy Analyst
Artswrk, Frontend Developer
Atlassian, Software Engineer (2)
Bayesian Health, Frontend Developer
Microsoft, MSUS Product Marketing Manager

Better, Customer Experience Associate
Bloomberg, Analyst
Bloomberg, Equity Researcher
Bloomberg, Software Engineer (6)
BrainCo, UX Research Intern
Broadway Technology, Software Consultant
CariClub, Product Manager
Cesium, Software Developer
Chegg, Inc., Programmatic Revenue Analyst
Clumio, Inc., Software Engineer
Collective Health, Associate Product Manager
Commure, Engineer
CoParse, Co-Founder & CEO
Digivalet Inc., Title Not Provided
Double A Labs, Jr. Culture Curator
Dropbox, Product Manager
Epic, Project Manager (2)
Epic, Technical Solutions
Epic, Technical Solutions Engineer
Everlaw, Associate Product Lead
Everlaw, Product Designer
Facebook, Data Scientist (3)
Facebook, Early Response Escalations Specialist
Facebook, Marketing Science Analyst
Facebook, Quantitative Researcher
Facebook, Software Engineer (17)
Facebook - Digital Fish, Technical Artist
Fair Square Financial, Business Analyst
Figma, Software Engineer (2)
Foundry.ai / Predion.ai, Data Scientist
Google, Inc., Associate Account Strategist (3)
Google, Inc., Associate Product Manager

Google, Inc., Associate Product Marketing Manager (2)
Google, Inc., Diversity Sourcing Coordinator
Google, Inc., Human Resources Associate
Google, Inc., Software Engineer (11)
GoPuff, User Experience Designer
GrubHub, Financial Analyst
Grubhub, Inside Sales Executive
Grubhub, Inside Sales Representative
Guardsquare, Sales Development Representative
Helium 10, Digital Marketing Coordinator
Hellosaurus, Production Coordinator
kakaocommerce, Marketing Associate
Latch, Ios Developer
Leverge, Technical Project Manager
Linkedin Corporation, Business Analyst
Linkedin Corporation, Full-Stack Software Engineer
Linkedin Corporation, Sales Associate
Linkit!, Data Analyst
Linkit!, Technical Account Manager
Lyft, Associate Product Manager
Mastercard, Associate Consultant (4)
Mastercard, Associate Product Manager
Mastercard, Consultant
Mastercard, Data Engineer (2)
Mastercard, Product Manager
Microsoft, Customer Engineer
Microsoft, Electrical Engineer
Microsoft, Financial Analyst
Microsoft, FRP Analyst
Microsoft, Product Manager (5)

Technology

Employers & Job Titles (*continued*)

Microsoft, Product Marketing Manager (3)

Microsoft, Program Manager (5)

Microsoft, Software Engineer (9)

Microsoft, Technical Account Manager

Mission Road Entertainment LTD, International Operations Lead

Mito, Co-Founder

MongoDB, Software Engineer

Niche.com, Product Analyst

Nvidia, Software Engineer

Oracle, Business Development Representative

ORSNN, Associate

Ought, Business Operations Analyst

Palantir Technologies, Forward Deployed Engineer (2)

Palantir Technologies, Forward-Deployed Software Engineer

Palantir Technologies, Product Reliability Engineer

Palantir Technologies, Software Engineer

Palantir Technologies, Civil Liberties Engineer

Palo Alto Networks, Product Management Academy - PMA

Pattern Jobs, Operations

Percepta, Co-Founder & CEO

Plaid Technologies, Software Engineer

Porter, Co-Founder (2)

PowerAdvocate, Growth Strategy Associate

Publicis Sapient, Associate Software Engineer

Publicis Sapient, Software Engineer

Quadrio, Marketing Manager

Qualtrics, Product Specialist

Refinitiv, Graduate Leadership Associate

Ring Central, Sales Development Representative

Salesforce, Software Engineer

SAP, Sales Support

SAP, Solutioning Center Intern

Scope, Associate Product Manager

Shoreline, Software Engineer

SimSpace Corporation, Data Science Engineer

Snap, Software Engineer

Snap Inc., Software Engineer

Spotify, Junior Editor

Taste (GetTaste.com), Operations Specialist

Toast, Inc, Software Engineer

Tulip Interfaces, Engineering Intern

Twitter, Product Manager

Uber, Associate Product Manager

Uber, Software Engineer

Uber, Strategic Finance Analyst

Unite Us, Operations Analyst

Vectra, Software Engineer

Veeva Systems, Associate Consultant

Vetcove, Software Engineer

Visible Alpha, LLC, Operations Associate

VMware, Inc., Data Governance Specialist

Walmart eCommerce, Category Analyst

Wayfair, Associate Product Manager

Wayfair, Business Analyst

Wealthfront, Software Engineer

Wealthfront, Inc., Backend Software Engineer

Wunderkind, Digital Marketing Specialist

X, the moonshot factory, Software Engineer

Zendesk, Software Engineer

Zynga, Rotational Product Manager (3)

Salaries by Industry

	Reporting	Median	Range	
Accounting	3	\$67,000	\$67,000	\$80,000
Aerospace	2	-	-	-
Automotive	2	-	-	-
Chemicals/Gases	0	-	-	-
Computer Products - Hardware	0	-	-	-
Consulting	203	\$85,000	\$38,000	\$156,000
Healthcare/Life Sciences	24	\$76,250	\$50,000	\$85,000
Management Consulting	140	\$90,000	\$46,400	\$156,000
Non-Profit/Government	8	\$62,200	\$38,000	\$76,000
Other	31	\$75,000	\$50,000	\$88,000
Consumer Products	11	\$70,000	\$65,000	\$90,000
Design/Fine Arts	3	\$50,000	\$42,000	\$55,000
Education	24	\$45,634	\$22,000	\$60,000
Elementary/Secondary Education	9	\$47,500	\$22,000	\$60,000
Higher Education - Non-Research	2	-	-	-
Higher Education - Research Lab	13	\$45,000	\$26,624	\$53,000
Other	0	-	-	-
Electronics/Robotics	1	-	-	-
Energy/Natural Resources/Utilities	5	\$65,000	\$35,000	\$72,000
Engineering	6	\$70,375	\$50,000	\$100,000
Financial Services	268	\$85,000	\$36,000	\$200,000
Diversified Financial Services (including commercial/retail banking)	23	\$88,000	\$58,011	\$99,000
Hedge Fund	17	\$100,000	\$90,000	\$200,000
Investment Banking/Brokerage	162	\$85,000	\$62,400	\$108,357
Investment Management/Counsel	43	\$85,000	\$36,000	\$160,000
Private Equity	22	\$85,000	\$60,000	\$110,000
Venture Capital	1	-	-	-
Government	7	\$48,000	\$32,400	\$70,072
Federal Government	5	\$48,000	\$32,400	\$70,072
Other	2	-	-	-
State/Local Government	0	-	-	-
Healthcare	48	\$56,569	\$24,000	\$146,682
Community/Public Health Center	2	-	-	-
Health Maintenance Organization	1	-	-	-
Hospital	43	\$57,138	\$26,000	\$146,682
Nursing Home/Long Term Care Facility	0	-	-	-
Private Practice	2	-	-	-

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

Salaries by Industry *(continued)*

	Reporting	Median	Range	
Insurance	11	\$65,000	\$60,000	\$85,000
Legal Services	9	\$45,000	\$24,960	\$70,000
Manufacturing - Other	6	\$92,000	\$89,400	\$180,000
Marketing/Advertising/Public Relations	9	\$58,500	\$41,000	\$111,000
Media/Journalism/Entertainment	13	\$64,813	\$25,902	\$140,400
Nonprofit	15	\$42,000	\$24,000	\$60,000
Cultural Institutions/Arts and Cultural Affairs	2	-	-	-
Public Interest/Advocacy	11	\$42,000	\$24,960	\$55,000
Social Services	2	-	-	-
Other	1	-	-	-
Performing Arts/Music/Theater	0	-	-	-
Pharmaceuticals/Biotechnology	16	\$71,500	\$35,000	\$125,000
Publishing/Printing	1	-	-	-
Real Estate/Construction	11	\$80,000	\$65,000	\$100,000
Retail/Wholesale	9	\$57,000	\$41,000	\$100,000
Sports/Hospitality/Food Service	3	\$72,000	\$35,360	\$78,000
Technology	120	\$102,500	\$26,000	\$145,000
Transportation	1	-	-	-

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Salaries by Job Function

	Reporting	Median	Range	
Accounting	0	-	-	-
Actuarial	4	\$68,500	\$64,475	\$77,000
Administration	7	\$41,600	\$24,960	\$64,480
Advertising/Media Planning	6	\$49,000	\$45,000	\$58,500
Animation	3	\$92,019	\$87,000	\$140,400
Architecture	1	-	-	-
Business Development	13	\$64,000	\$24,000	\$180,000
Buying/Merchandising	4	\$60,000	\$57,000	\$70,000
Clinical Other - Non-Nursing	6	\$36,240	\$25,459	\$60,000
Coaching/Tutoring	0	-	-	-
Construction	0	-	-	-
Consulting	211	\$85,000	\$46,400	\$140,000
Management/Strategy	173	\$87,000	\$46,400	\$105,000
Research	17	\$75,000	\$58,000	\$82,500
Technology	21	\$80,000	\$59,000	\$140,000
Counseling	0	-	-	-
Data Analytics	37	\$80,000	\$26,624	\$150,000
Data Analytics	25	\$80,000	\$26,624	\$150,000
Data Science	12	\$84,500	\$60,000	\$150,000
Direct Service	0	-	-	-
Editing	0	-	-	-
Energy Exploration and Production	1	-	-	-
Entrepreneur/Founder	3	\$100,000	\$50,000	\$156,000
Finance	216	\$85,000	\$36,000	\$160,000
Commercial Banking/Lending	2	-	-	-
Financial Planning & Analysis (non-banking)	16	\$73,750	\$36,000	\$85,000
Investment Banking	116	\$85,000	\$65,000	\$108,357
Investment Management/Counsel	22	\$85,000	\$55,000	\$150,000
Private Equity	22	\$85,000	\$60,000	\$95,000
Risk Management	4	\$67,500	\$63,000	\$85,000
Sales	3	\$85,000	\$85,000	\$85,000
Securities Research	14	\$85,000	\$60,000	\$100,000
Trading	13	\$85,000	\$80,000	\$160,000
Venture Capital	4	\$85,000	\$60,000	\$85,000
Fund Raising/Promotion	1	-	-	-

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Salaries by Job Function *(continued)*

	Reporting	Median	Range	
Game Development	1	-	-	-
Graphic Design	1	-	-	-
Human Resources	4	\$66,754	\$60,000	\$85,000
Insurance - Other	0	-	-	-
Intelligence/Law Enforcement	0	-	-	-
Legal Support	11	\$52,000	\$41,600	\$70,000
Legislative Support	0	-	-	-
Lobbying	0	-	-	-
Management	11	\$75,000	\$41,000	\$94,000
Manufacturing	0	-	-	-
Market Research	3	\$55,000	\$50,000	\$80,080
Marketing	14	\$70,000	\$40,000	\$92,000
Museum/Art Gallery/Curatorial	1	-	-	-
Nursing	24	\$61,493	\$52,000	\$104,000
Other	3	\$48,000	\$41,600	\$63,000
Performing Arts	0	-	-	-
Policy/Analysis	3	\$58,500	\$24,960	\$69,680
Product Design/Development	0	-	-	-
Product/Brand Management	6	\$80,000	\$52,500	\$110,000
Product/Project Management (Technology)	3	\$80,000	\$60,000	\$93,600
Production (Media)	1	-	-	-
Program Evaluation	0	-	-	-
Program Planning	0	-	-	-
Property Management	0	-	-	-
Public Relations	4	\$61,500	\$45,000	\$73,000
Real Estate Development	2	-	-	-
Real Estate Investment	11	\$80,000	\$65,000	\$100,000
Research	39	\$38,000	\$30,493	\$80,080
Biomedical	9	\$36,400	\$32,000	\$62,000
Clinical	16	\$37,002	\$30,493	\$75,000
Economics	5	\$53,000	\$45,000	\$80,080
Energy/Environmental	1	-	-	-
Other	8	\$41,495	\$31,200	\$67,500
Research & Development	11	\$70,000	\$50,000	\$90,000
Restaurant/Food Services	0	-	-	-

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Salaries by Job Function *(continued)*

	Reporting	Median	Range	
Sales	8	\$58,540	\$32,000	\$85,000
Social Media	1	-	-	-
Software Development/Engineering	69	\$118,000	\$26,000	\$200,000
Systems Engineering/Analysis	1	-	-	-
Teaching	10	\$46,884	\$22,000	\$60,000
Technology Analysis	2	-	-	-
Testing/Quality/Evaluation	4	\$81,000	\$72,000	\$95,000
User Experience/User Interface	0	-	-	-
Web Design/Development	1	-	-	-
Writing	1	-	-	-
Journalism/Other Writing	1	-	-	-
Technical Writing (Scientific)	0	-	-	-

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Signing Bonuses by Industry

	Reporting	Median	Range	
Accounting	3	\$3,000	\$3,000	\$5,000
Aerospace	2	-	-	-
Consulting	179	\$5,000	\$1,000	\$97,500
Healthcare/Life Sciences	21	\$5,000	\$2,000	\$12,500
Management Consulting	128	\$5,000	\$1,200	\$15,000
Non-Profit/Government	4	\$5,000	\$2,500	\$5,000
Other	26	\$8,000	\$1,000	\$97,500
Consumer Products	8	\$5,000	\$2,500	\$15,000
Design/Fine Arts	1	-	-	-
Electronics/Robotics	1	-	-	-
Energy/Natural Resources/Utilities	1	-	-	-
Engineering	2	-	-	-
Financial Services	235	\$10,000	\$1,000	\$75,000
Diversified Financial Services (including commercial/retail banking)	21	\$10,000	\$1,500	\$24,000
Hedge Fund	16	\$20,000	\$5,000	\$75,000
Investment Banking/Brokerage	145	\$10,000	\$2,000	\$50,000
Investment Management/Counsel	37	\$10,000	\$5,000	\$50,000
Private Equity	16	\$10,000	\$1,000	\$30,000
Healthcare	4	\$6,250	\$1,500	\$10,000
Community/Public Health Center	1	-	-	-
Hospital	3	\$7,500	\$1,500	\$10,000
Insurance	7	\$6,000	\$2,500	\$7,500
Media/Journalism/Entertainment	5	\$20,000	\$1,000	\$25,000
Pharmaceuticals/Biotechnology	8	\$5,250	\$5,000	\$20,000
Real Estate/Construction	5	\$3,500	\$1,000	\$12,750
Retail/Wholesale	6	\$4,000	\$2,500	\$20,000
Sports/Hospitality/Food Service	1	-	-	-
Technology	87	\$20,000	\$1,200	\$100,000
Transportation	1	-	-	-

**Fewer than 3 reported signing bonuses not published to maintain confidentiality.*

Signing Bonuses by Job Function

	Reporting	Median	Range	
Actuarial	4	\$5,750	\$2,500	\$7,000
Administration	1	-	-	-
Business Development	8	\$17,500	\$2,500	\$35,000
Buying/Merchandising	4	\$5,000	\$3,000	\$21,500
Consulting	190	\$5,000	\$1,000	\$97,500
Management/Strategy	159	\$5,000	\$1,200	\$97,500
Research	15	\$6,000	\$1,000	\$15,000
Technology	16	\$7,250	\$2,500	\$50,000
Data Analytics	24	\$8,000	\$1,500	\$50,000
Data Analytics	14	\$8,000	\$1,500	\$50,000
Data Science	10	\$5,000	\$3,000	\$50,000
Finance	184	\$10,000	\$1,000	\$50,000
Commercial Banking/Lending	1	-	-	-
Financial Planning & Analysis (non-banking)	11	\$10,000	\$3,000	\$20,000
Investment Banking	106	\$10,000	\$2,000	\$50,000
Investment Management/Counsel	19	\$10,000	\$1,000	\$50,000
Private Equity	16	\$10,000	\$3,000	\$30,000
Risk Management	2	-	-	-
Sales	3	\$10,000	\$10,000	\$10,000
Securities Research	13	\$10,000	\$2,500	\$15,000
Trading	10	\$10,000	\$5,000	\$25,000
Venture Capital	3	\$5,000	\$5,000	\$6,000
Game Development	1	-	-	-
Legal Support	3	-	-	-
Management	2	-	-	-
Market Research	2	-	-	-
Marketing	5	\$5,000	\$3,000	\$15,000
Nursing	3	-	-	-
Other	1	-	-	-
Policy/Analysis	1	-	-	-
Product/Brand Management	6	\$14,500	\$2,500	\$30,000
Product/Project Management (Technology)	2	-	-	-
Public Relations	1	-	-	-
Real Estate Development	1	-	-	-
Real Estate Investment	7	\$10,000	\$3,000	\$12,750

**Fewer than 3 reported signing bonuses not published to maintain confidentiality.*

Signing Bonuses by Job Function *(continued)*

	Reporting	Median	Range	
Research	3	\$5,000	\$5,000	\$6,000
Biomedical	1	-	-	-
Economics	1	-	-	-
Other	1	-	-	-
Research & Development	5	\$5,000	\$3,000	\$12,000
Sales	3	\$5,000	\$5,000	\$10,000
Software Development/Engineering	59	\$20,000	\$2,000	\$100,000
Systems Engineering/Analysis	1	-	-	-
Technology Analysis	2	-	-	-
Testing/Quality/Evaluation	3	\$7,500	\$5,000	\$12,000

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