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 We also acknowledge that some offers may have been delayed or rescinded after our data collection was completed.
2020 POST-GRADUATION INDUSTRY REPORT

Consulting

When They Received Their Offer


87% received their offers before December.

How They Heard About the Opportunity

187 responses

On Campus Interviewing (OCI) 51%
Previous Employer (through OCI) 18%
Other Career Services Resources 13%
Applied Directly 10%
Contacts Outside of Penn 3%
Previous Employer (Non-OCI) 3%
Contacts at Penn 2%
Other 1%

Job Functions

282 responses

Consulting: Management/Strategy 80%
Consulting: Research 6%
Consulting: Technology 3%
Data Analytics: Data Analytics 2%
Data Analytics: Data Science 2%
Software Development/Engineering 1%
Business Development 1%
Research: Other 1%
Finance: Private Equity 1%
Human Resources 1%
Sales 0.4%
Public Relations 0.4%
Marketing 0.4%
Market Research 0.4%
Writing: Journalism/Other Writing 0.4%
Entrepreneur/Founder 0.4%
Administration 0.4%
Clinical Other - Non-Nursing 0.4%
Advertising/Media Planning 0.4%
Finance: Financial Planning & Analysis 0.4%

Industry Breakdown

291 responses

Consulting, 69%
Management
Non-Profit/Government, 4%
Healthcare/Life Sciences, 12%
Other, 15%

Median Starting Salary

$85,000

Median Signing Bonus – $5,000

89% were working in a consulting role.
2020 POST-GRADUATION INDUSTRY REPORT

Consulting

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>203</td>
<td>$85,000</td>
<td>$38,000</td>
</tr>
<tr>
<td>Healthcare/Life Sciences</td>
<td>24</td>
<td>$76,250</td>
<td>$50,000</td>
</tr>
<tr>
<td>Management Consulting</td>
<td>140</td>
<td>$90,000</td>
<td>$46,400</td>
</tr>
<tr>
<td>Non-Profit/Government</td>
<td>8</td>
<td>$62,200</td>
<td>$38,000</td>
</tr>
<tr>
<td>Other</td>
<td>31</td>
<td>$75,000</td>
<td>$50,000</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>203</td>
<td>$85,000</td>
<td>$38,000</td>
</tr>
<tr>
<td>Healthcare/Life Sciences</td>
<td>24</td>
<td>$76,250</td>
<td>$50,000</td>
</tr>
<tr>
<td>Management Consulting</td>
<td>140</td>
<td>$90,000</td>
<td>$46,400</td>
</tr>
<tr>
<td>Non-Profit/Government</td>
<td>8</td>
<td>$62,200</td>
<td>$38,000</td>
</tr>
<tr>
<td>Other</td>
<td>31</td>
<td>$75,000</td>
<td>$50,000</td>
</tr>
</tbody>
</table>

*Stipends less than $20,000 not reported.

Employers & Job Titles

AArete, Analyst
Accenture, Analyst
Accenture, Analyst (Management Consulting) (5)
Accenture, Associate Consultant
Accenture, Consulting Analyst (6)
Accenture, Management Analyst
Accenture, Management Consultant
Accenture, Strategy Analyst (8)
Accenture, Summer Strategy Analyst
Activate Consulting, Business Analyst
Alpha Financial Markets Consulting, Analyst (Management Consulting)
Alvarez & Marsal, LLC, Analyst
Alvarez & Marsal, LLC, Analyst, Private Equity Services
Alvarez & Marsal, LLC, Financial Analyst
Alvarez & Marsal, LLC, Private Equity Performance Improvement Analyst (2)
Analysis Group, Inc., Analyst
Analysis Group, Inc., Analyst (Management Consulting)
Analysis Group, Inc., Healthcare Strategy Analyst
Aon, Account Specialist I (PSG)
Ares Management Corporation, Private Equity Analyst
Ashmore Consulting, Grant Writer
Avascent, Analyst (2)
Bain & Company, Associate Consultant (28)
Ballast Research, Media Fellow
Bates White Economic Consulting, Consultant (2)
Bates White Economic Consulting, Consultant 1
Berkeley Research Group, Associate
Berkeley Research Group, Corporate Finance Associate
Blackstone Consulting, Business Analyst
Blueprint Research Group, Associate (2)
Booz Allen Hamilton, Health Operations Consultant
Booz Allen Hamilton, Healthcare Consultant
Boston Consulting Group (BCG), AI Software Engineer
Boston Consulting Group (BCG), Associate (22)
Boston Consulting Group (BCG), Associate Consultant (6)
Boston Consulting Group (BCG), Consulting Business Associate (7)
Boston Consulting Group (BCG), Management Consultant
Boston Consulting Group (BCG) - GAMMA, AI Software Engineer
Capco, Associate Consultant
CBPartners, Analyst
Celegence, LLC, Sales and Marketing Associate
Censeo Consulting Group, Business Analyst
Charles River Associates, Analyst
Clarion, Associate Consultant
ClearView Healthcare Partners, Analyst (4)
ClearView Healthcare Partners, Analyst (Management Consulting) (3)
ClearView Healthcare Partners, Life Sciences Strategy Analyst
ClearView Healthcare Partners, Title Not Provided (3)
Collaborative Solutions, LLC, Associate Consultant
Compass Lexecon, Analyst (Management Consulting)
Compass Lexecon, Analyst, Finance & Securities
Compass Lexecon, Consultant
Cornerstone Research, Analyst (Management Consulting) (2)
Cornerstone Research, Economic Research Analyst
Crossix Solutions, Inc., Marketing Data Analyst
Deloitte, Analyst
Deloitte, Business Analyst (4)
2020 POST-GRADUATION INDUSTRY REPORT
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 (2)
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
2020 POST-GRADUATION INDUSTRY REPORT

Education

When They Received Their Offer

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

How They Heard About the Opportunity

Job Functions

Industry Breakdown
**Education**

Salary by Industry

<table>
<thead>
<tr>
<th>Education</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elementary/Secondary Education</td>
<td>24</td>
<td>$45,634</td>
<td>$22,000</td>
</tr>
<tr>
<td>Higher Education - Non-Research</td>
<td>9</td>
<td>$47,500</td>
<td>$22,000</td>
</tr>
<tr>
<td>Higher Education - Research Lab</td>
<td>2</td>
<td></td>
<td>-</td>
</tr>
<tr>
<td>Other</td>
<td>13</td>
<td>$45,000</td>
<td>$26,624</td>
</tr>
</tbody>
</table>

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

**Employers & Job Titles**

- Arbor Tutors, English Tutor
- Becker Friedman Institute 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 - 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
2020 POST-GRADUATION INDUSTRY REPORT

Engineering/Manufacturing

When They Received Their Offer

How They Heard About the Opportunity
14 responses

Job Functions
30 responses

Industry Breakdown
32 responses

Median Starting Salary
$89,400
# 2020 Post-Graduation Industry Report

## Engineering/Manufacturing

### Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering/Manufacturing</td>
<td>17</td>
<td>$89,400</td>
<td>$50,000</td>
</tr>
<tr>
<td>Aerospace</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Automotive</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Computer Products - Hardware</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Electronics/Robotics</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Manufacturing - Other</td>
<td>6</td>
<td>$70,375</td>
<td>$50,000</td>
</tr>
<tr>
<td>Manufacturing - Other</td>
<td>6</td>
<td>$92,000</td>
<td>$89,400</td>
</tr>
</tbody>
</table>

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

### 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
2020 POST-GRADUATION INDUSTRY REPORT

Financial Services

When They Received Their Offer

- 90% received their offers before December.

How They Heard About the Opportunity
235 responses

- Previous Employer (through OCI): 30%
- Previous Employer (Non-OCI): 23%
- Applied Directly: 17%
- On Campus Interviewing (OCI): 14%
- Other Career Services Resources: 7%
- Contacts at Penn: 6%
- Other: 3%
- Contacts Outside of Penn: 0%

52% received return offers from a previous employer.

Job Functions
403 responses

- Finance: Investment Banking: 44%
- Finance: Investment Management/Counsel: 9%
- Finance: Private Equity: 8%
- Finance: Trading: 6%
- Software Development/Engineering: 5%
- Finance: Securities Research: 5%
- Finance: Financial Planning & Analysis: 4%
- Data Analytics: Data Analytics: 3%
- Consulting: Management/Strategy: 2%
- Real Estate Investment: 2%
- Finance: Venture Capital: 2%
- Technology Analysis: 1%
- Finance: Sales: 1%
- Data Analytics: Data Science: 1%
- Finance: Risk Management: 1%
- Business Development: 1%
- Product/Brand Management: 1%
- Marketing: 1%
- Finance: Commercial Banking/Lending: 0.5%
- Legal Support: 0.5%
- Other: 0.5%
- Consulting: Technology: 0.5%
- Sales: 0.2%

80% were working in a finance role.

Industry Breakdown
429 responses

- Private Equity: 8%
- Diversified Financial Services: 9%
- Investment Management/ Counsel: 18%
- Hedge Fund: 6%
- Venture Capital: 1%
- Investment Banking/Brokerage: 57%

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

Fall Before Graduation
Spring/Summer of Graduation

When They Received Their Offer

- 90% received their offers before December.

Industry Breakdown
429 responses

- Private Equity: 8%
- Diversified Financial Services: 9%
- Investment Management/ Counsel: 18%
- Hedge Fund: 6%
- Venture Capital: 1%
- Investment Banking/Brokerage: 57%

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

How They Heard About the Opportunity
235 responses

- Previous Employer (through OCI): 30%
- Previous Employer (Non-OCI): 23%
- Applied Directly: 17%
- On Campus Interviewing (OCI): 14%
- Other Career Services Resources: 7%
- Contacts at Penn: 6%
- Other: 3%
- Contacts Outside of Penn: 0%

52% received return offers from a previous employer.

Job Functions
403 responses

- Finance: Investment Banking: 44%
- Finance: Investment Management/Counsel: 9%
- Finance: Private Equity: 8%
- Finance: Trading: 6%
- Software Development/Engineering: 5%
- Finance: Securities Research: 5%
- Finance: Financial Planning & Analysis: 4%
- Data Analytics: Data Analytics: 3%
- Consulting: Management/Strategy: 2%
- Real Estate Investment: 2%
- Finance: Venture Capital: 2%
- Technology Analysis: 1%
- Finance: Sales: 1%
- Data Analytics: Data Science: 1%
- Finance: Risk Management: 1%
- Business Development: 1%
- Product/Brand Management: 1%
- Marketing: 1%
- Finance: Commercial Banking/Lending: 0.5%
- Legal Support: 0.5%
- Other: 0.5%
- Consulting: Technology: 0.5%
- Sales: 0.2%
2020 POST-GRADUATION INDUSTRY REPORT

Financial Services

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial Services</td>
<td>268</td>
<td>$85,000</td>
<td>$36,000</td>
</tr>
<tr>
<td>Diversified Financial Services (including commercial/retail banking)</td>
<td>23</td>
<td>$88,000</td>
<td>$58,011</td>
</tr>
<tr>
<td>Hedge Fund</td>
<td>17</td>
<td>$100,000</td>
<td>$90,000</td>
</tr>
<tr>
<td>Investment Banking/Brokerage</td>
<td>162</td>
<td>$85,000</td>
<td>$62,400</td>
</tr>
<tr>
<td>Investment Management/Counsel</td>
<td>43</td>
<td>$85,000</td>
<td>$36,000</td>
</tr>
<tr>
<td>Private Equity</td>
<td>22</td>
<td>$85,000</td>
<td>$60,000</td>
</tr>
<tr>
<td>Venture Capital</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

*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, Investment Banking Analyst
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 Derivatives 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 Banking Analyst
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
Merrill 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
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), Buy-side 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
2020 POST-GRADUATION INDUSTRY REPORT

Government

When They Received Their Offer

<table>
<thead>
<tr>
<th>Month</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jul or Earlier</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Aug</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Sep</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Oct</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Nov</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Dec</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Jan</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Feb</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Mar</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Apr</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>May</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Jun</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Jul</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Aug</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Sep or Later</td>
<td>3</td>
<td>1</td>
</tr>
</tbody>
</table>

Fall Before Graduation
Spring/Summer of Graduation

How They Heard About the Opportunity
6 responses

<table>
<thead>
<tr>
<th>Source</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applied Directly</td>
<td>83%</td>
</tr>
<tr>
<td>Contacts Outside of Penn</td>
<td>17%</td>
</tr>
<tr>
<td>Contacts at Penn</td>
<td>0%</td>
</tr>
<tr>
<td>On Campus Interviewing (OCI)</td>
<td>0%</td>
</tr>
<tr>
<td>Other</td>
<td>0%</td>
</tr>
<tr>
<td>Other Career Services Resources</td>
<td>0%</td>
</tr>
<tr>
<td>Previous Employer (Non-OCI)</td>
<td>0%</td>
</tr>
<tr>
<td>Previous Employer (through OCI)</td>
<td>0%</td>
</tr>
</tbody>
</table>

Job Functions
22 responses

<table>
<thead>
<tr>
<th>Function</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration</td>
<td>27%</td>
</tr>
<tr>
<td>Research &amp; Development</td>
<td>9%</td>
</tr>
<tr>
<td>Research: Clinical</td>
<td>9%</td>
</tr>
<tr>
<td>Research: Economics</td>
<td>9%</td>
</tr>
<tr>
<td>Clinical Other - Non-Nursing</td>
<td>5%</td>
</tr>
<tr>
<td>Data Analytics: Data Analytics</td>
<td>5%</td>
</tr>
<tr>
<td>Direct Service</td>
<td>5%</td>
</tr>
<tr>
<td>Finance: Financial Planning &amp; Analysis</td>
<td>5%</td>
</tr>
<tr>
<td>Human Resources</td>
<td>5%</td>
</tr>
<tr>
<td>Legal Support</td>
<td>5%</td>
</tr>
<tr>
<td>Legislative Support</td>
<td>5%</td>
</tr>
<tr>
<td>Management</td>
<td>5%</td>
</tr>
<tr>
<td>Other</td>
<td>5%</td>
</tr>
<tr>
<td>Software Development/Engineering</td>
<td>5%</td>
</tr>
</tbody>
</table>

Industry Breakdown
24 responses

- Federal Government, 46%
- State/Local Government, 38%
- Other, 17%

When They Received Their Offer

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

Median Starting Salary
$48,000

Previously Employer (through OCI)
Previously Employer (Non-OCI)
Other Career Services Resources
On Campus Interviewing (OCI)
Contacts at Penn
Contacts Outside of Penn
Applied Directly

How They Heard About the Opportunity
6 responses

When They Received Their Offer

Job Functions
22 responses

Industry Breakdown
24 responses
Government

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government</td>
<td>7</td>
<td>$48,000</td>
<td>$32,400</td>
</tr>
<tr>
<td>Federal Government</td>
<td>5</td>
<td>$48,000</td>
<td>$32,400</td>
</tr>
<tr>
<td>Other</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>State/Local Government</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

*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
HRTP: 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'éducation 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
2020 POST-GRADUATION INDUSTRY REPORT

Healthcare

When They Received Their Offer


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

How They Heard About the Opportunity

47 responses

<table>
<thead>
<tr>
<th>Source</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applied Directly</td>
<td>53%</td>
<td></td>
</tr>
<tr>
<td>Contacts at Penn</td>
<td>13%</td>
<td></td>
</tr>
<tr>
<td>Other Career Services Resources</td>
<td>9%</td>
<td></td>
</tr>
<tr>
<td>Contacts Outside of Penn</td>
<td>9%</td>
<td></td>
</tr>
<tr>
<td>Previous Employer (Non-OCI)</td>
<td>9%</td>
<td></td>
</tr>
<tr>
<td>Previous Employer (through OCI)</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>2%</td>
<td></td>
</tr>
<tr>
<td>On Campus Interviewing (OCI)</td>
<td>0%</td>
<td></td>
</tr>
</tbody>
</table>

Job Functions

82 responses

<table>
<thead>
<tr>
<th>Function</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nursing</td>
<td>46%</td>
</tr>
<tr>
<td>Research: Clinical</td>
<td>20%</td>
</tr>
<tr>
<td>Research: Biomedical</td>
<td>10%</td>
</tr>
<tr>
<td>Clinical Other - Non-Nursing</td>
<td>9%</td>
</tr>
<tr>
<td>Administration</td>
<td>6%</td>
</tr>
<tr>
<td>Business Development</td>
<td>1%</td>
</tr>
<tr>
<td>Consulting: Management/Strategy</td>
<td>1%</td>
</tr>
<tr>
<td>Data Analytics: Data Analytics</td>
<td>1%</td>
</tr>
<tr>
<td>Data Analytics: Data Science</td>
<td>1%</td>
</tr>
<tr>
<td>Direct Service</td>
<td>1%</td>
</tr>
<tr>
<td>Human Resources</td>
<td>1%</td>
</tr>
<tr>
<td>Public Relations</td>
<td>1%</td>
</tr>
<tr>
<td>Research: Other</td>
<td>1%</td>
</tr>
</tbody>
</table>

Industry Breakdown

122 responses

<table>
<thead>
<tr>
<th>Sector</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hospital</td>
<td>88%</td>
</tr>
<tr>
<td>Health Maintenance Organization</td>
<td>3%</td>
</tr>
<tr>
<td>Private Practice</td>
<td>3%</td>
</tr>
<tr>
<td>Community/Public Health Center</td>
<td>6%</td>
</tr>
<tr>
<td>Other</td>
<td>122</td>
</tr>
</tbody>
</table>

Median Starting Salary

$56,569

Notes:

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

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare</td>
<td>48</td>
<td>$56,569</td>
<td>$24,000 - $146,682</td>
</tr>
<tr>
<td>Community/Public Health Center</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Health Maintenance Organization</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Hospital</td>
<td>43</td>
<td>$57,138</td>
<td>$26,000 - $146,682</td>
</tr>
<tr>
<td>Nursing Home/Long Term Care Facility</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Private Practice</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

*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 Unit
**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

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

17
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,
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
Progny, 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
When They Received Their Offer


Job Functions

25 responses

- Advertising/Media Planning: 20%
- Public Relations: 12%
- Administration: 8%
- Consulting: Management/Strategy: 8%
- Data Analytics: Data Analytics: 8%
- Market Research: 8%
- Marketing: 8%
- Business Development: 4%
- Consulting: Research: 4%
- Entrepreneur/Founder: 4%
- Other: 4%
- Policy/Analysis: 4%
- Sales: 4%
- Software Development/Engineering: 4%

Median Starting Salary

$58,500

How They Heard About the Opportunity

8 responses

- Applied Directly: 50%
- Contacts at Penn: 25%
- Other Career Services Resources: 13%
- Previous Employer (through OCI): 13%
- Contacts Outside of Penn: 0%
- On Campus Interviewing (OCI): 0%
- Other: 0%
- Previous Employer (Non-OCI): 0%

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

2020 POST-GRADUATION INDUSTRY REPORT

Marketing/Advertising/Public Relations

25 responses

- Advertising/Media Planning: 20%
- Public Relations: 12%
- Administration: 8%
- Consulting: Management/Strategy: 8%
- Data Analytics: Data Analytics: 8%
- Market Research: 8%
- Marketing: 8%
- Business Development: 4%
- Consulting: Research: 4%
- Entrepreneur/Founder: 4%
- Other: 4%
- Policy/Analysis: 4%
- Sales: 4%
- Software Development/Engineering: 4%
2020 POST-GRADUATION INDUSTRY REPORT

Marketing/Advertising/Public Relations

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marketing/Advertising/Public Relations</td>
<td>9</td>
<td>$58,500</td>
<td>$41,000</td>
</tr>
</tbody>
</table>

*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
Omnicon 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
2020 POST-GRADUATION INDUSTRY REPORT

Media/Journalism/Entertainment

When They Received Their Offer


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

Median Starting Salary

$64,813

Job Functions

37 responses

- Administration: 14%
- Production (Media): 11%
- Animation: 8%
- Writing: Journalism/Other Writing: 8%
- Finance: Financial Planning & Analysis: 5%
- Marketing: 5%
- Game Development: 5%
- Data Analytics: Data Analytics: 5%
- Business Development: 5%
- Advertising/Media Planning: 5%
- Entrepreneur/Founder: 3%
- Consulting: Management/Strategy: 3%
- Coaching/Tutoring: 3%
- Market Research: 3%
- Other: 3%
- Product/Brand Management: 3%
- Research: Other: 3%
- Social Media: 3%
- Software Development/Engineering: 3%
- Management: 3%

How They Heard About the Opportunity

26 responses

- Applied Directly: 25%
- On Campus Interviewing (OCI): 25%
- Previous Employer (Non-OCI): 25%
- Other: 17%
- Contacts at Penn: 8%
- Contacts Outside of Penn: 0%
- Other Career Services Resources: 0%
- Previous Employer (through OCI): 0%
2020 POST-GRADUATION INDUSTRY REPORT

Media/Journalism/Entertainment

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Media/Journalism/Entertainment</td>
<td>13</td>
<td>$64,813</td>
<td>$25,902</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>$140,400</td>
</tr>
</tbody>
</table>

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

*Stipends less than $20,000 not reported.

Employers & Job Titles

Atlantic Records, A&R
Blizzard Entertainment, Associate Software Engineer
Bloomberg News, News Reporter
Bottled Lightning, Strategic Brand Communications Leader
Breaking Glass Pictures, Administrative Assistant & Social Media Manager
Caesars Entertainment, Data Analyst
CBS Interactive, Marketing Intern
CNN, News Associate
Confidential, Personal and Digital Assistant
Creative Artists Agency, Mailroom Clerk
Creative Artists Agency, Receptionist/Mailroom
DreamWorks Animation, Administrative Assistant
Dreamworks Animation, Visual Development Artist
Independent Feature Film, Associate Producer
indigenous, Executive Assistant to Co-CEO
Indigenous Media LLC, Intern
LaurenTappan.com, Blogger
Media Matters for America, Communications Associate
National Public Radio (NPR), Inc., Assistant Producer
National Research Group, Inc., Market Research Analyst

NBCUniversal, Account Services Representative
NBCUniversal, East Coast Page
NBCUniversal, Media Tech Associate
Netflix, Visual Development Artist
Pixar Animation Studios, Global Technology/Software Engineer
Premiere, Acting Coach
Prophecy Games, Gameplay Engineer
Red Ventures, Associate
Singapore International Film Festival, Programme Executive
Sony Interactive Entertainment America (Sony PlayStation), Technical Artist
Starbaby Enterprises, LLC, Multimedia Marketing Editor
Steve Rotfeld Productions Inc, Development Intern
The Gersh Agency, Summer Intern
The Good Startup, Founder
The Walt Disney Company, Analyst
The Walt Disney Company, Corporate Finance Analyst
The Walt Disney Company, Global Development Analyst
Ziiki Media, Artists and Relations
Nonprofit

When They Received Their Offer


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

How They Heard About the Opportunity

18 responses

<table>
<thead>
<tr>
<th>How They Heard About It</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applied Directly</td>
<td>13 (67%)</td>
<td>8 (23%)</td>
</tr>
<tr>
<td>Contacts at Penn</td>
<td>3 (17%)</td>
<td>7 (20%)</td>
</tr>
<tr>
<td>Contacts Outside of Penn</td>
<td>2 (12%)</td>
<td>1 (3%)</td>
</tr>
<tr>
<td>On Campus Interviewing (OCI)</td>
<td>0 (0%)</td>
<td>0 (0%)</td>
</tr>
<tr>
<td>Other</td>
<td>0 (0%)</td>
<td>0 (0%)</td>
</tr>
<tr>
<td>Other Career Services Resources</td>
<td>0 (0%)</td>
<td>0 (0%)</td>
</tr>
<tr>
<td>Previous Employer (Non-OCI)</td>
<td>0 (0%)</td>
<td>0 (0%)</td>
</tr>
<tr>
<td>Previous Employer (through OCI)</td>
<td>0 (0%)</td>
<td>0 (0%)</td>
</tr>
</tbody>
</table>

Job Functions

47 responses

<table>
<thead>
<tr>
<th>Job Function</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration</td>
<td>9 (19%)</td>
</tr>
<tr>
<td>Policy/Analysis</td>
<td>3 (6%)</td>
</tr>
<tr>
<td>Social Media</td>
<td>3 (6%)</td>
</tr>
<tr>
<td>Research: Other</td>
<td>3 (6%)</td>
</tr>
<tr>
<td>Data Analytics: Data Analytics</td>
<td>3 (6%)</td>
</tr>
<tr>
<td>Entrepreneur/Founder</td>
<td>2 (4%)</td>
</tr>
<tr>
<td>Other</td>
<td>2 (4%)</td>
</tr>
<tr>
<td>Museum/Art Gallery/Curatorial</td>
<td>2 (4%)</td>
</tr>
<tr>
<td>Teaching</td>
<td>2 (4%)</td>
</tr>
<tr>
<td>Public Relations</td>
<td>2 (4%)</td>
</tr>
<tr>
<td>Finance: Financial Planning &amp; Analysis</td>
<td>2 (4%)</td>
</tr>
<tr>
<td>Legal Support</td>
<td>2 (4%)</td>
</tr>
<tr>
<td>Direct Service</td>
<td>2 (4%)</td>
</tr>
<tr>
<td>Research: Economics</td>
<td>2 (4%)</td>
</tr>
<tr>
<td>Program Planning</td>
<td>2 (4%)</td>
</tr>
<tr>
<td>Software Development/Engineering</td>
<td>2 (4%)</td>
</tr>
<tr>
<td>Graphic Design</td>
<td>2 (4%)</td>
</tr>
<tr>
<td>Fund Raising/Promotion</td>
<td>2 (4%)</td>
</tr>
<tr>
<td>Coaching/Tutoring</td>
<td>2 (4%)</td>
</tr>
<tr>
<td>Clinical Other - Non-Nursing</td>
<td>2 (4%)</td>
</tr>
<tr>
<td>Advertising/Media Planning</td>
<td>2 (4%)</td>
</tr>
<tr>
<td>Human Resources</td>
<td>2 (4%)</td>
</tr>
</tbody>
</table>

Industry Breakdown

51 responses

- Public Interest/Advocacy, 76%
- Cultural Institutions/Arts & Cultural Affairs, 14%
- Social Services, 10%

Median Starting Salary

$43,680

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

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nonprofit</td>
<td>15</td>
<td>$42,000</td>
<td>$24,000 - $60,000</td>
</tr>
<tr>
<td>Cultural Institutions/Arts and Cultural Affairs</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Public Interest/Advocacy</td>
<td>11</td>
<td>$42,000</td>
<td>$24,960 - $55,000</td>
</tr>
<tr>
<td>Social Services</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

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

*Stipends less than $20,000 not reported.

Employers & Job Titles

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

When They Received Their Offer

Job Functions
27 responses

Median Starting Salary
$71,500

How They Heard About the Opportunity
15 responses

Applied Directly | 53%
Previous Employer (through OCI) | 20%
Other Career Services Resources | 13%
Contacts Outside of Penn | 7%
Previous Employer (Non-OCI) | 7%
Contacts at Penn | 0%
On Campus Interviewing (OCI) | 0%
Other | 0%
Pharmaceuticals/Biotechnology

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pharmaceuticals/Biotechnology</td>
<td>16</td>
<td>$71,500</td>
<td>$35,000-$125,000</td>
</tr>
</tbody>
</table>

*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
- **Leahy 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
2020 POST-GRADUATION INDUSTRY REPORT

Real Estate/Construction

When They Received Their Offer

[Graph showing the distribution of when respondents received their offer, with peaks in July, August, and September.]

Median Starting Salary
$80,000

How They Heard About the Opportunity
10 responses

- Previous Employer (Non-OCI): 30%
- Applied Directly: 20%
- On Campus Interviewing (OCI): 20%
- Contacts at Penn: 10%
- Other Career Services Resources: 10%
- Previous Employer (through OCI): 10%
- Contacts Outside of Penn: 0%
- Other: 0%

Job Functions
20 responses

- Real Estate Investment: 62%
- Real Estate Development: 10%
- Administration: 5%
- Finance: Financial Planning & Analysis: 5%
- Human Resources: 5%
- Other: 5%
- Social Media: 5%
- Software Development/Engineering: 5%
2020 POST-GRADUATION INDUSTRY REPORT

Real Estate/Construction

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Real Estate/Construction</td>
<td>11</td>
<td>$80,000</td>
<td>$65,000</td>
</tr>
</tbody>
</table>

*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
2020 POST-GRADUATION INDUSTRY REPORT

Technology

When They Received Their Offer


Job Functions

187 responses

- Software Development/Engineering: 48%
- Consulting: Technology
- Marketing: 6%
- Business Development: 5%
- Sales: 4%
- Data Analytics: Data Analytics: 4%
- Data Science: 4%
- Entrepreneur/Founder: 3%
- Product/Brand Management: 3%
- Finance: Financial Planning & Analysis: 3%
- Product/Project Management (Technology): 2%
- Human Resources: 2%
- Consulting: Management/Strategy: 2%
- User Experience/User Interface: 2%
- Other: 2%
- Public Relations: 0.5%
- Technology Analysis: 0.5%
- Research: Economics: 0.5%
- Web Design/Development: 0.5%
- Testing/Quality/Evaluation: 0.5%
- Policy/Analysis: 0.5%
- Writing: Journalism/Other Writing: 0.5%
- Legal Support: 0.5%
- Administration: 0.5%
- Finance: Securities Research: 0.5%
- Buying/Merchandising: 0.5%
- Animation: 0.5%
- Market Research: 0.5%

How They Heard About the Opportunity

103 responses

33% received return offers from a previous employer.

- Applied Directly: 32%
- Previous Employer (Non-OIC): 19%
- Other Career Services Resources: 15%
- Previous Employer (through OCI): 14%
- Contacts Outside of Penn: 8%
- On Campus Interviewing (OCI): 8%
- Contacts at Penn: 4%
- Other: 1%

Median Starting Salary

$102,500

Median Signing Bonus – $20,000
Technology

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technology</td>
<td>120</td>
<td>$102,500</td>
<td>$26,000</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$145,000</td>
<td></td>
</tr>
</tbody>
</table>

*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, Instack 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
Leveredge, 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)
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 Sapien, Associate Software Engineer
Publicis Sapien, Software Engineer
Quadio, 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

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

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

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

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

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

Stipends less than $20,000 not reported.
## Salaries by Job Function

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

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

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

<table>
<thead>
<tr>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Game Development</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>Graphic Design</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>Human Resources</td>
<td>4</td>
<td>$66,754</td>
</tr>
<tr>
<td>Insurance - Other</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td>Intelligence/Law Enforcement</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td>Legal Support</td>
<td>11</td>
<td>$52,000</td>
</tr>
<tr>
<td>Legislative Support</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td>Lobbying</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td>Management</td>
<td>11</td>
<td>$75,000</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td>Market Research</td>
<td>3</td>
<td>$55,000</td>
</tr>
<tr>
<td>Marketing</td>
<td>14</td>
<td>$70,000</td>
</tr>
<tr>
<td>Museum/Art Gallery/Curatorial</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>Nursing</td>
<td>24</td>
<td>$61,493</td>
</tr>
<tr>
<td>Other</td>
<td>3</td>
<td>$48,000</td>
</tr>
<tr>
<td>Performing Arts</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td>Policy/Analysis</td>
<td>3</td>
<td>$58,500</td>
</tr>
<tr>
<td>Product Design/Development</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td>Product/Brand Management</td>
<td>6</td>
<td>$80,000</td>
</tr>
<tr>
<td>Product/Project Management (Technology)</td>
<td>3</td>
<td>$80,000</td>
</tr>
<tr>
<td>Production (Media)</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>Program Evaluation</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td>Program Planning</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td>Property Management</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td>Public Relations</td>
<td>4</td>
<td>$61,500</td>
</tr>
<tr>
<td>Real Estate Development</td>
<td>2</td>
<td>-</td>
</tr>
<tr>
<td>Real Estate Investment</td>
<td>11</td>
<td>$80,000</td>
</tr>
<tr>
<td>Research</td>
<td>39</td>
<td>$38,000</td>
</tr>
<tr>
<td>Biomedical</td>
<td>9</td>
<td>$36,400</td>
</tr>
<tr>
<td>Clinical</td>
<td>16</td>
<td>$37,002</td>
</tr>
<tr>
<td>Economics</td>
<td>5</td>
<td>$53,000</td>
</tr>
<tr>
<td>Energy/Environmental</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>Other</td>
<td>8</td>
<td>$41,495</td>
</tr>
<tr>
<td>Research &amp; Development</td>
<td>11</td>
<td>$70,000</td>
</tr>
<tr>
<td>Restaurant/Food Services</td>
<td>0</td>
<td>-</td>
</tr>
</tbody>
</table>

*Fewer than 3 reported salaries not published to maintain confidentiality.
*Stipends less than $20,000 not reported.
### Salaries by Job Function (continued)

<table>
<thead>
<tr>
<th>Job Function</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sales</td>
<td>8</td>
<td>$58,540</td>
<td>$32,000</td>
</tr>
<tr>
<td>Social Media</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Software Development/Engineering</td>
<td>69</td>
<td>$118,000</td>
<td>$26,000</td>
</tr>
<tr>
<td>Systems Engineering/Analysis</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Teaching</td>
<td>10</td>
<td>$46,884</td>
<td>$22,000</td>
</tr>
<tr>
<td>Technology Analysis</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Testing/Quality/Evaluation</td>
<td>4</td>
<td>$81,000</td>
<td>$72,000</td>
</tr>
<tr>
<td>User Experience/User Interface</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Web Design/Development</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Writing</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Journalism/Other Writing</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Technical Writing (Scientific)</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

*Fewer than 3 reported salaries not published to maintain confidentiality.
*Stipends less than $20,000 not reported.
## Signing Bonuses by Industry

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

*Fewer than 3 reported signing bonuses not published to maintain confidentiality.*
## Signing Bonuses by Job Function

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

*Fewer than 3 reported signing bonuses not published to maintain confidentiality.*
## Signing Bonuses by Job Function (continued)

<table>
<thead>
<tr>
<th>Job Function</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research</td>
<td>3</td>
<td>$5,000</td>
<td>$5,000</td>
</tr>
<tr>
<td>Biomedical</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Economics</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Research &amp; Development</td>
<td>5</td>
<td>$5,000</td>
<td>$3,000</td>
</tr>
<tr>
<td>Sales</td>
<td>3</td>
<td>$5,000</td>
<td>$5,000</td>
</tr>
<tr>
<td>Software Development/Engineering</td>
<td>59</td>
<td>$20,000</td>
<td>$2,000</td>
</tr>
<tr>
<td>Systems Engineering/Analysis</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Technology Analysis</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Testing/Quality/Evaluation</td>
<td>3</td>
<td>$7,500</td>
<td>$5,000</td>
</tr>
</tbody>
</table>

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