



# Summer 2019 **Industry Report**

## **Consulting**

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

## **Consumer Products**

## **Education**

Elementary/Secondary Education | Higher Education (including Research Labs) | Other

## **Engineering/Manufacturing**

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

## **Financial Services**

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

## **Government**

Federal Government | State/Local Government | Other

## **Healthcare**

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

## **Methodology**

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

## **Marketing/Advertising/ Public Relations**

## **Media/Journalism/Entertainment**

## **Nonprofit**

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

## **Pharmaceuticals/Biotechnology**

## **Real Estate/Construction**

## **Retail/Wholesale**

## **Sports/Hospitality/Food Service**

## **Technology**

## ***Full-time Monthly Salaries***

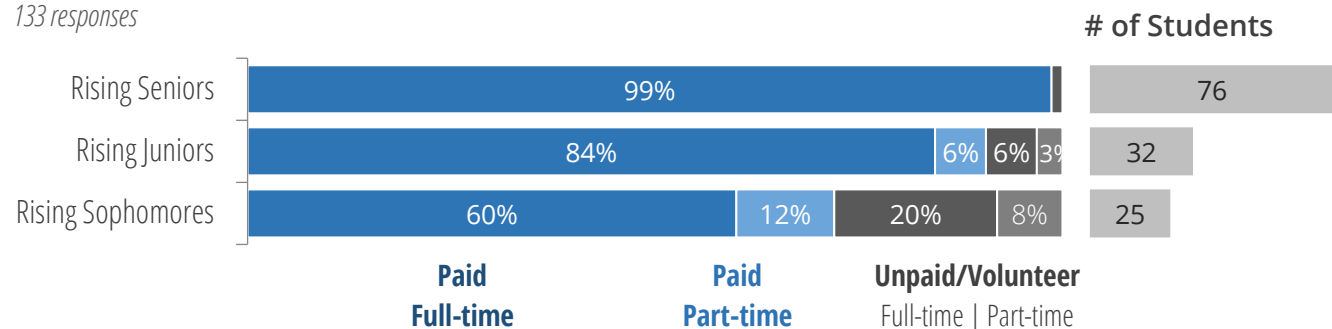
***by Industry***

***by Job Function***

## Consulting

### Type of Work/Internship

133 responses



### Average Monthly Salary

99 responses

**\$4,881**

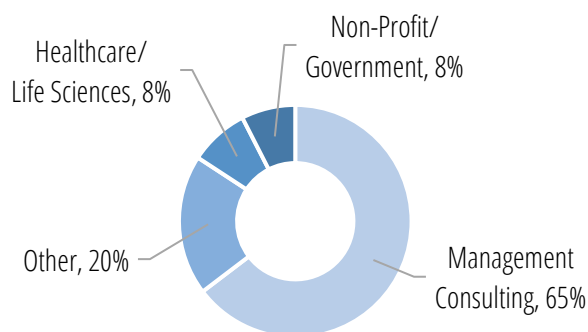
Avg. 48 Hours  
per Week

**\$941**

Avg. 22 Hours  
per Week

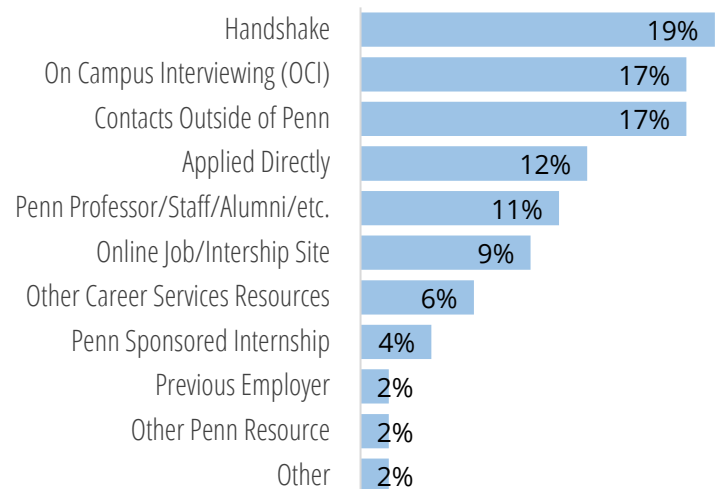
### Industry Breakdown

133 responses



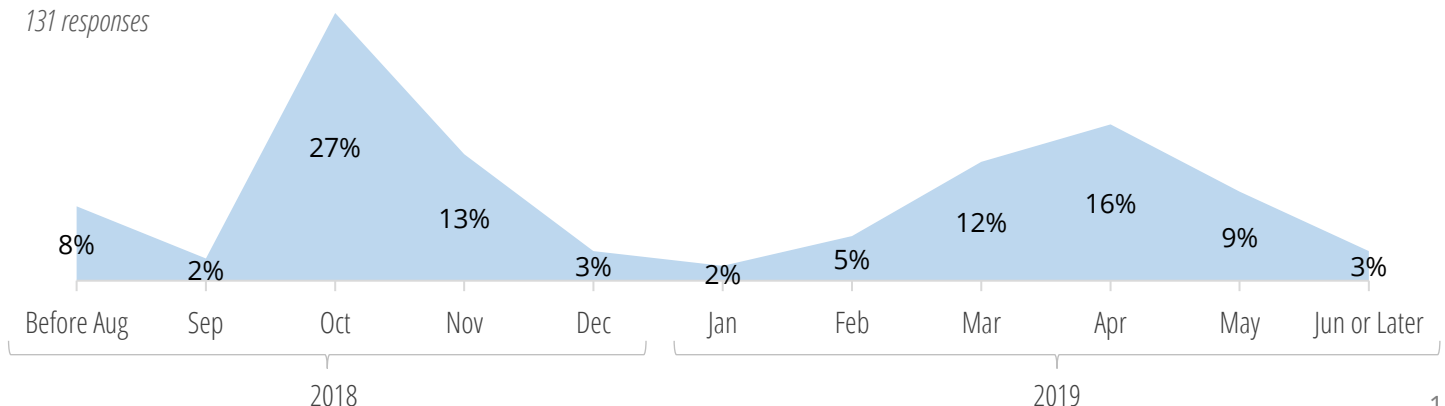
### How They Heard About the Opportunity

132 responses



### When They Accepted Their Offer

131 responses



## Consulting

### Full-Time Monthly Salaries by Industry

	Reporting	Median	Range	
Consulting	95	\$5,120	\$180	\$12,500
Healthcare/Life Sciences	9	\$5,000	\$3,200	\$6,000
Management Consulting	68	\$5,875	\$180	\$12,500
Non-Profit/Government	5	\$2,500	\$2,300	\$3,520
Other	13	\$2,975	\$1,600	\$6,500

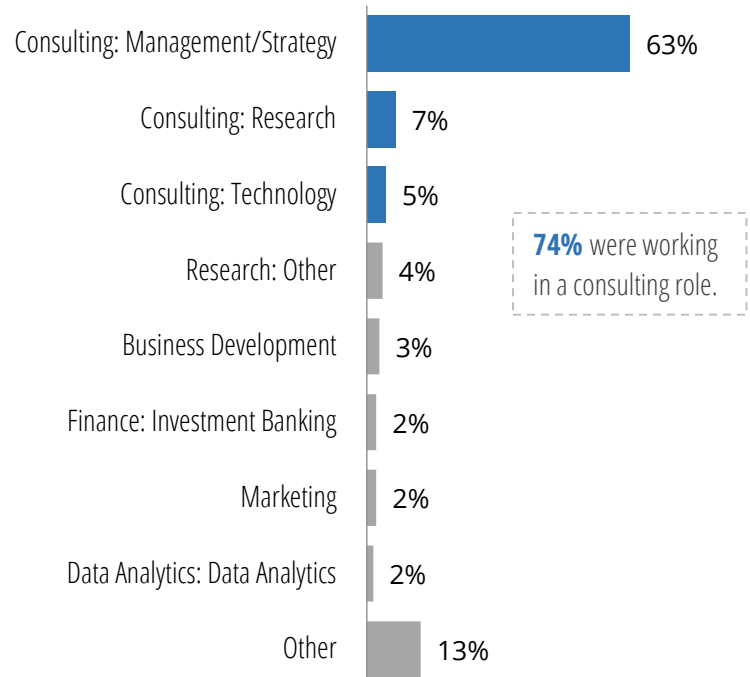
*\*Fewer than 3 reported salaries not published to maintain confidentiality.*

### Employers & Job Titles

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

### Job Functions

132 responses



+ Rising Senior  
 \* Rising Junior  
 ○ Rising Sophomore

# SUMMER 2019 INDUSTRY REPORT

## Consulting

- + Rising Senior
- \* Rising Junior
- o Rising Sophomore

### Employers & Job Titles

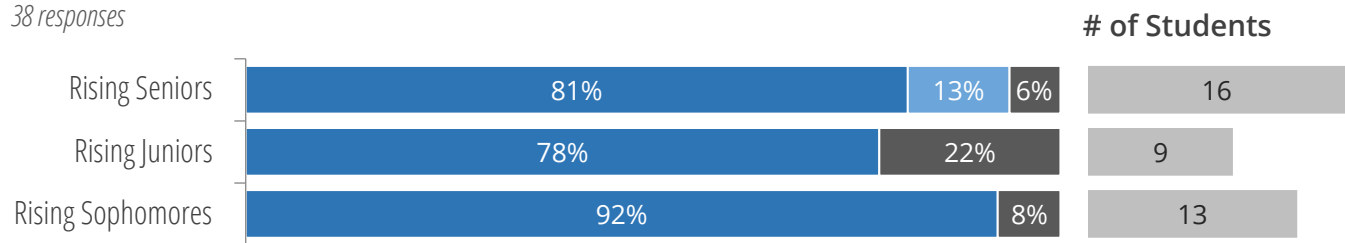
**Deloitte**, Intern +  
**Deloitte**, Intern (2) o  
**Deloitte**, Summer Intern +  
**Deloitte**, Summer Intern o  
**Deloitte**, Summer Scholar (3) +  
**Deloitte**, Transfer Pricing Intern +  
**Econsult Solutions Inc.**, Research Assistant Intern \*  
**El OpenLAB Consulting S.A.S**, Summer Analyst & Researcher \*  
**Emerton**, Strategy Consulting Intern \*  
**Epic Research LLC**, Marketing Analyst +  
**EY**, Intern \*  
**EY**, M&A Consulting Intern +  
**EY**, Mergers & Acquisitions Consulting Intern +  
**EY**, S&O Intern +  
**EY**, Summer Associate +  
**EY**, Summer Intern +  
**EY**, Summer Intern \*  
**EY**, Summer M&A Consultant +  
**Finch Brands**, Brand Strategy Intern +  
**Finch Brands**, Brand Strategy Intern \*  
**FTI Consulting**, Data & Analytics Intern +  
**FTI Consulting**, Strategic Communications Intern +  
**Gartner**, Research Specialist Intern +  
**Glover Park Group**, Intern o  
**Howard Fischer Associates**, Market Analyst +  
**ICS Consulting Inc.**, Data Analyst \*  
**Keru**, Marketing Intern (2) o  
**Keru**, Product Operations Intern (2) o  
**KPMG**, Corporate Finance Intern \*  
**KPMG**, Management Consulting Intern \*  
**KPMG**, Strategy Advisory Intern \*  
**Latam Impact Program** o  
**Leadership Solutions Inc.**, Associate Consultant Intern \*  
**Lewis & Ellis** o  
**Lynk Global**, Client Solutions Research Analyst Intern \*  
**McKinsey & Company**, Business Analyst (2) +  
**McKinsey & Company**, Business Analyst \*  
**McKinsey & Company**, Freshman Summer Business Analyst o  
**McKinsey & Company**, Summer Advanced Analytics Fellow +  
**McKinsey & Company**, Summer Analyst o

**McKinsey & Company**, Summer Business Analyst +  
**McKinsey & Company**, Summer Business Analyst o  
**Medialink**, Consulting Intern +  
**Mercer**, Multinational Clients Group M&A Intern \*  
**Mercer**, Strategic Partnerships and Research Platforms Intern \*  
**MGT Consulting**, Summer Analyst \*  
**Navigant**, Summer Associate +  
**Navigant Consulting**, Engineering Team Intern +  
**NERA**, Intern +  
**Oliver Wyman**, Research Assistant \*  
**Oliver Wyman**, Summer Consultant (2) +  
**PricewaterhouseCoopers (PwC)** o  
**PricewaterhouseCoopers (PwC)**, Consulting Intern \*  
**PricewaterhouseCoopers (PwC)**, Corporate Finance and Investment Banking Analyst o  
**PricewaterhouseCoopers (PwC)**, Cybersecurity Consultant Intern +  
**PricewaterhouseCoopers (PwC)**, Intern +  
**PricewaterhouseCoopers (PwC)**, Technology Consulting (Data & Analytics) Intern +  
**PricewaterhouseCoopers (PwC)**, Technology Consulting Intern (2) +  
**Putnam Associates**, Summer Associate Consultant +  
**Revelwood**, IT Policy Intern o  
**RWR Advisory**, Research Analyst \*  
**STG**, Intern \*  
**Strategic Results**, Marketing Analyst \*  
**Strategy&**, Advance Intern +  
**Strategy&**, Associate Intern +  
**Strategy&**, Summer Associate (3) +  
**Strategy&**, Summer Associate \*  
**Strategy&**, Summer Associate Intern +  
**Teneo**, Summer Intern +  
**The Frost Group**, Fundraising Intern o  
**Veronica Perez & Associates**, Summer Associate o  
**Wunderman Thompson**, Intern o  
**Zeektek**, Technical Sales and Recruiting Intern \*  
**ZS Associates**, Decision Analytics Associate Intern +  
**ZS Associates**, Strategy and Insight Planning Associate Intern +  
**ZS Associates**, Strategy Insights and Planning Associate +  
**ZS Associates**, Strategy Insights and Planning Associate Intern \*

# Consumer Products

## Type of Work/Internship

38 responses



## Average Monthly Salary

25 responses

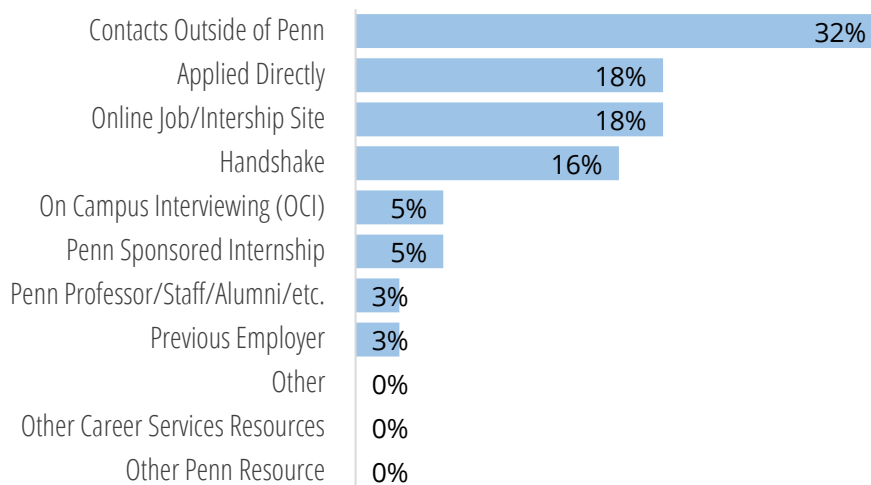
**Paid Full-time**  
**\$2,602**  
Avg. 41 Hours  
per Week

**Paid Part-time**  
Too few salary  
responses to report

**Unpaid/Volunteer**

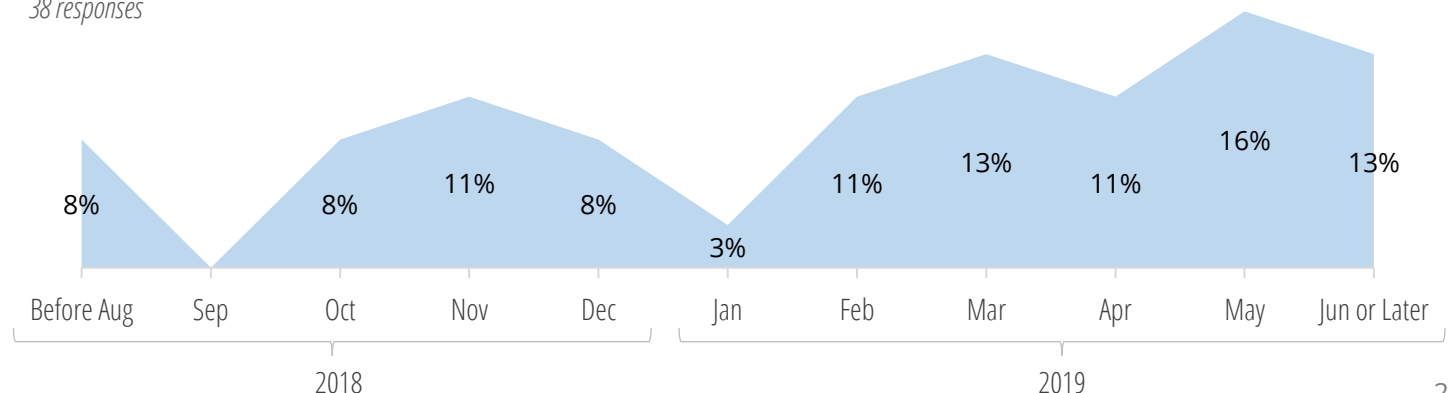
## How They Heard About the Opportunity

38 responses



## When They Accepted Their Offer

38 responses



# Consumer Products

## Full-Time Monthly Salaries by Industry

	Reporting	Median	Range	
Consumer Products	25	\$2,720	\$100	\$5,760

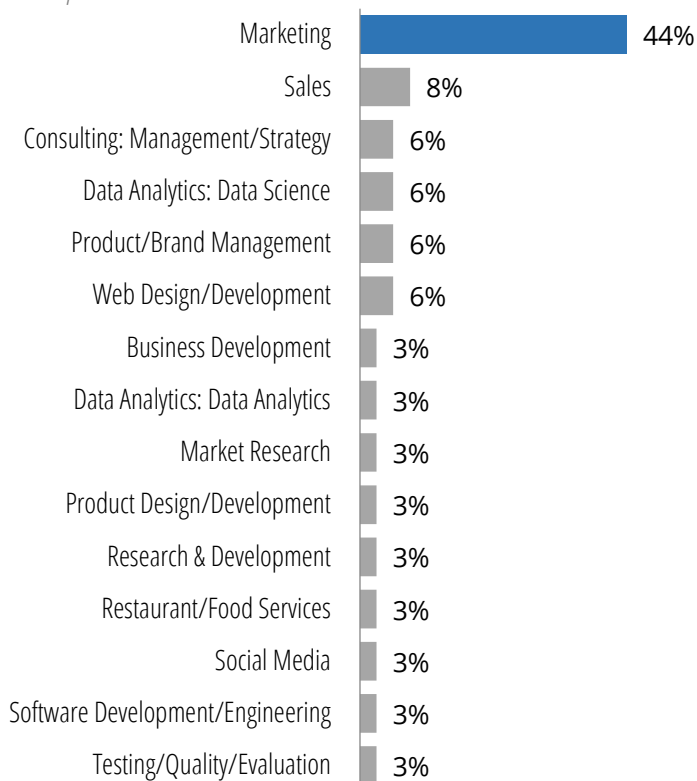
*\*Fewer than 3 reported salaries not published to maintain confidentiality.*

## Employers & Job Titles

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

## Job Functions

36 responses



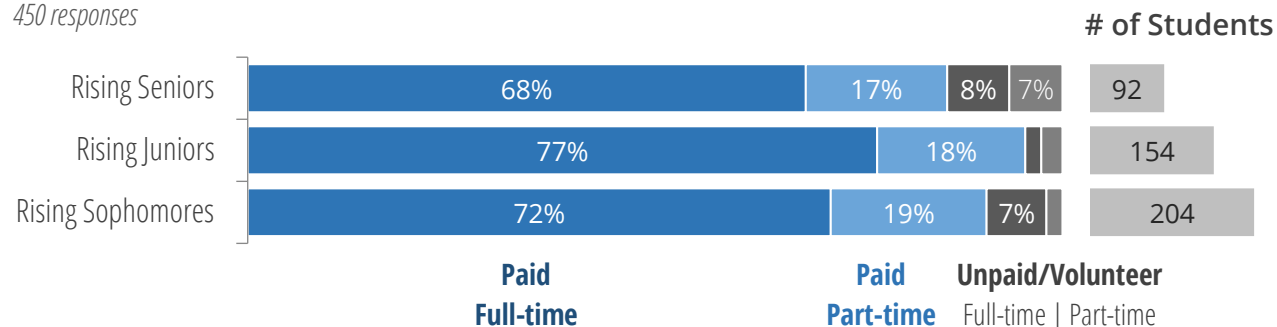
+ Rising Senior  
 \* Rising Junior  
 ○ Rising Sophomore

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

## Education

### Type of Work/Internship

450 responses



### Average Monthly Salary

225 responses

**\$1,688**

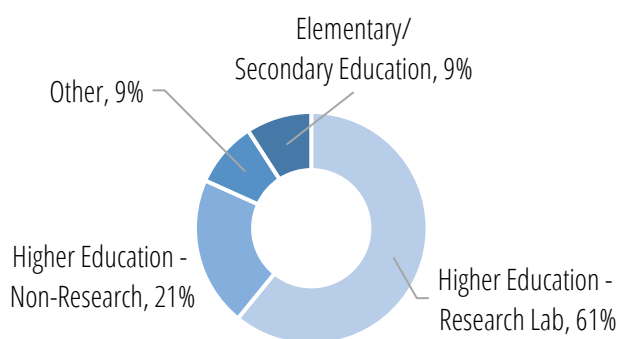
Avg. 38 Hours  
per Week

**\$894**

Avg. 21 Hours  
per Week

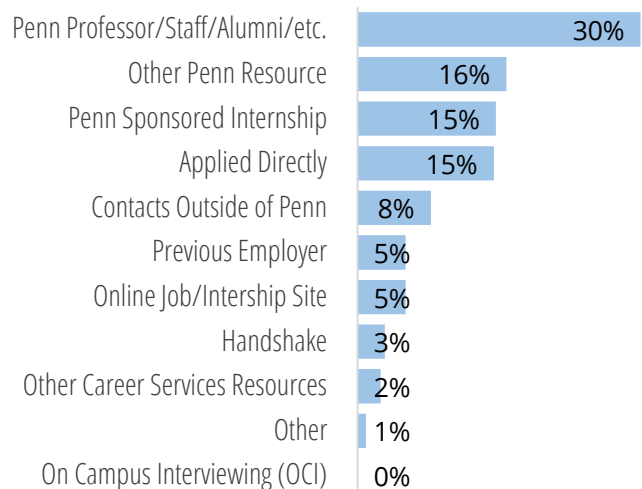
### Industry Breakdown

460 responses



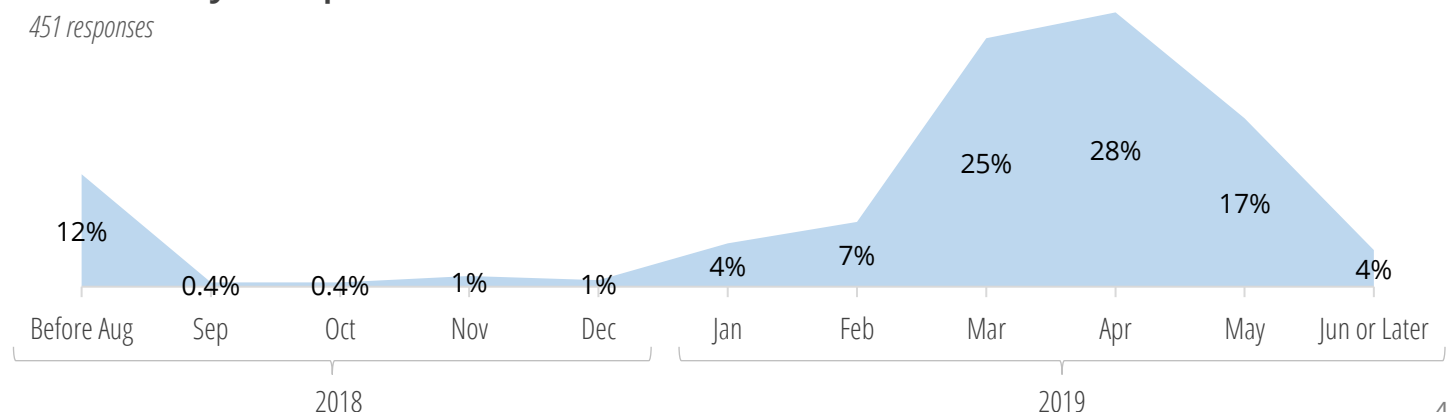
### How They Heard About the Opportunity

446 responses



### When They Accepted Their Offer

451 responses





# Education

## Full-Time Monthly Salaries by Industry

	Reporting	Median	Range	
Education	162	\$1,610	\$300	\$3,200
Elementary/Secondary Education	19	\$1,500	\$350	\$3,200
Higher Education - Non-Research	26	\$1,925	\$1,000	\$2,750
Higher Education - Research Lab	102	\$1,600	\$300	\$3,200

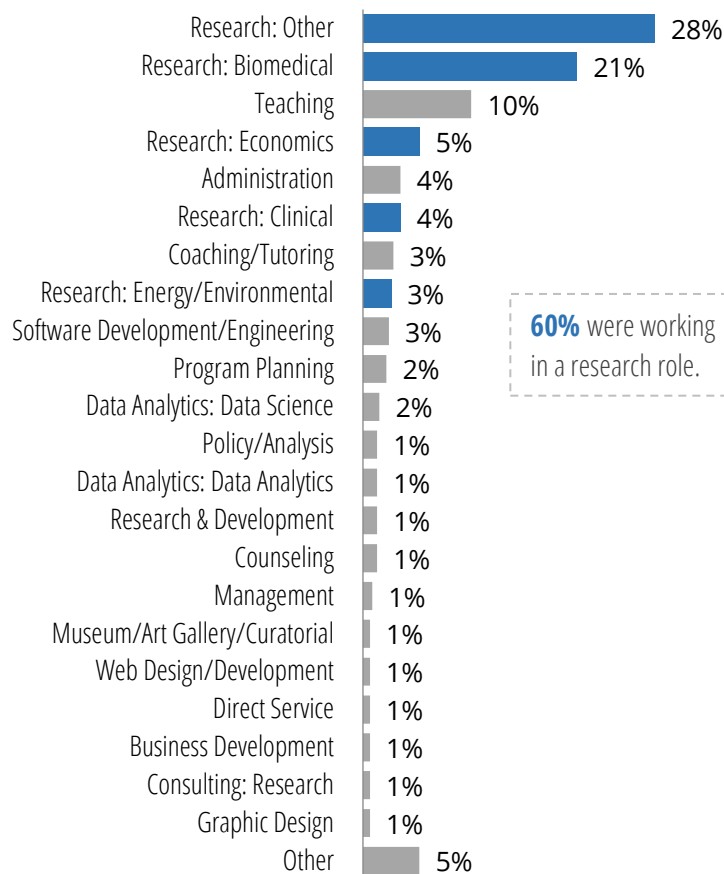
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## Employers & Job Titles

**Academica**, Special Projects Associate ○  
**ACLE**, Trainee Tutor +  
**American University of Beirut**, Arabic Teaching Assistant +  
**Arab American Family Center**, Teacher +  
**Architected Materials Laboratory**, Undergraduate Researcher ○  
**Association of American Medical Colleges**, Medical School Operations Intern ○  
**BBYO**, Leadership Development Staff ○  
**Berkeley Academy**, Teacher \*  
**Boyce Thompson Institute**, Research Intern \*  
**Breakthrough Collaborative**, Teaching Fellow \*  
**Breakthrough Collaborative**, Teaching Fellow ○  
**Breakthrough Miami**, Teaching Fellow \*  
**Caltech**, SURF Fellow +  
**CDF Freedom School**, Servant Leader Intern ○  
**Center for the Study of Neuroeconomics at George Mason University**, Research Assistant +  
**Changing Brain Lab**, Research Assistant ○  
**Child Language Lab- New York University**, Research Intern \*  
**China Folk House**, Intern ○  
**Cold Spring Harbor Laboratory**, Course Aide \*  
**Computational Memory Lab**, Data Scientist \*  
**Consortium for Policy Research in Education**, Research Assistant +  
**Copenhagen Business School**, Research Assistant ○  
**Cremins Lab**, Undergraduate Researcher \*  
**CURRENT, University of Tennessee, Knoxville**, REU Participant \*  
**Daldal Laboratories**, Lab Assistant ○  
**Developing Minds Lab**, Research Assistant +  
**Developing Minds Lab**, Research Assistant \*  
**Developing Minds Lab**, Research Assistant ○  
**Discovery Daycare**, Daycare Teacher ○  
**Dr. Julia Gray, Shira Pindyck**, Research Assistant ○

## Job Functions

440 responses



60% were working in a research role.

+ Rising Senior  
 \* Rising Junior  
 ○ Rising Sophomore



# SUMMER 2019 INDUSTRY REPORT

## Education

- + Rising Senior
- \* Rising Junior
- o Rising Sophomore

### Employers & Job Titles

**Early Learning Center**, Assistant Teacher o  
**Eden Lab**, Research Assistant +  
**Eden Lab**, Research Assistant o  
**Educapaz**, Research Intern +  
**Elitespath**, Intern/Mentor o  
**Engineering for Kids**, Instructor o  
**Erasmus University**, Research Assistant +  
**ESAP**, Residential Teaching Assistant o  
**Etonkids Educational Group**, Summer Intern \*  
**Fang-Yen Lab**, Research Assistant \*  
**Fox Chapel Area School District**, STEAM Curriculum Project Director o  
**Free Library of Philadelphia**, Work-Study o  
**Galapagos Education and Research Alliance**, Undergraduate Researcher \*  
**GenHERation**, Marketing Manager \*  
**Georgetown University Medical Center**, Data Analysis and Marketing Intern o  
**Georgia Institute of Technology**, Research Assistant \*  
**Girls Who Code**, Teaching Assistant o  
**Hao Shen Lab**, Student Research Assistant +  
**Harvard University**, Summer Intern \*  
**Hickory Hill Swim & Tennis Club**, Coach/Lesson Instructor \*  
**iD Tech**, Instructor (3) o  
**IESE Business School**, Summer Intern o  
**iGEM/Penn Engineering**, Engineer +  
**Indiana University School of Medicine- Medical Scientist Training Program**, Research Assistant/Undergraduate Researcher \*  
**Ivy Labs**, Writing Specialist o  
**JEI Learning Center**, Teaching Assistant o  
**JKCP**, Residential Teaching Assistant o  
**Kelly Writers House**, Summer Workshop Student Intern o  
**Kineo**, Business Analyst o  
**Kinney Center for Autism Education and Support**, Scholar o  
**Kumon**, Teacher/Grader o  
**Laboratory of Dr. Robert Vonderheide**, Undergraduate Research Assistant \*  
**LDI**, Health Policy Intern +  
**Leadership in the Business World**, Residential Teaching Assistant (2) o  
**Leap Skills**, Intern \*  
**Leap Skills**, Intern o  
**Learning Policy Institute**, Communications/Policy and Research Intern +  
**Linguistic Data Consortium**, Administrative Assistant \*  
**Makuu College Impact Program**, Curriculum Curator/Mentor +  
**McKay Orthopedic Research Center**, Research Assistant +

**Meadowbrook Country Day Camp**, Lifeguard/Lake Specialist o  
**Montshire Museum of Science**, Exhibits Intern o  
**MSE Communications Department**, Communications Intern o  
**Museum Library**, Library Student Associate \*  
**National Constitution Center**, Education Department Intern o  
**National Institute of Public Finance and Policy**, Technology Policy Research Intern o  
**National University of Singapore**, Research Assistant \*  
**National University of Singapore**, Research Intern o  
**New Student Orientation & Academic Initiatives**, NSO Team Coordinator \*  
**New Student Orientation & Academic Initiatives**, Team Coordinator +  
**Noodle Partners**, Technical Project Management Intern o  
**Northeast Charter Schools Network**, Policy Intern \*  
**OGR**, Project Manager +  
**Paraclete**, Assistant Teacher +  
**Penn Medicine - Bartolomei Lab**, Research Assistant \*  
**Penn Medicine - Microbiology**, Undergraduate Researcher o  
**Penn Medicine - Riley Lab**, Research Assistant o  
**Penn Medicine - Riley Lab**, Undergraduate Researcher +  
**Philadelphia Urban Missions Program**, Coordinator o  
**Platt Laboratory**, Research Assistant o  
**Plaza Child Care**, Teaching Assistant o  
**Porf. Dan Hopkins**, Research Assistant +  
**Practice Makes Perfect**, Teaching Fellow +  
**Psychology Lab**, Research Assistant +  
**Ramah in the Rockies**, Programmer +  
**Renmin University of China**, Research Assistant \*  
**Risbud Laboratory, Thomas Jefferson University**, Research Intern/Assistant o  
**Ruscio Lab**, Research Assistant +  
**RWTH Aachen University**, Research Assistant \*  
**Sage Corps**, Fellowship o  
**Sand Tots Nursery School**, Assistant o  
**School District of Philadelphia**, Data Quality Intern \*  
**School District of Philadelphia**, Data Analysis Intern \*  
**Science Workshop**, Intern o  
**Scripps Institution of Oceanography**, Student Researcher +  
**Scripps Institution of Oceanography**, Summer Researcher +  
**SFRS**, Financial Aid Advisor \*  
**Singapore Management University**, Social Media Intern o  
**Skooldio**, Business Development Intern o  
**Smilow Center for Translational Research**, Research Assistant (2) o

# Education

- + Rising Senior
- \* Rising Junior
- o Rising Sophomore

## Employers & Job Titles

**Smilow Center for Translational Research**, Researcher +  
**St. Joseph's Services**, Adult Literacy Teacher +  
**St. Mary's Nursery School**, Teacher Assistant o  
**Stanford University**, Lab Intern o  
**Steppingstone Scholars**, Teacher \*  
**Success Academy Charter Schools**, Training Services Intern \*  
**Summer at AIS**, Student Worker/Counselor o  
**Teach For America**, Operations Associate o  
**Texas A&M University**, Research Assistant o  
**The Princeton Review**, Course Instructor \*  
**The Rockefeller University**, Undergraduate Researcher through Summer Undergraduate Research Fellowship (SURF) program o  
**Trinity College Dublin via GRIP**, Research Intern +  
**University of Chicago – Chicago Project on Security and Threats**, Data Research Assistant o  
**University of Maryland School of Medicine**, Research Assistant +  
**University of Minho**, Legal Research Assistant o  
**University of Oklahoma**, Intern +  
**University of Oklahoma**, Research Assistant \*  
**University of Pennsylvania** +  
**University of Pennsylvania** \*  
**University of Pennsylvania** o  
**University of Pennsylvania**, Assistant Researcher \*  
**University of Pennsylvania**, Chemical Engineering Researcher +  
**University of Pennsylvania**, Coach +  
**University of Pennsylvania**, Coordinator +  
**University of Pennsylvania**, Intern \*  
**University of Pennsylvania**, Intern (2) o  
**University of Pennsylvania**, Office Assistant o  
**University of Pennsylvania**, PURM Research Assistant \*  
**University of Pennsylvania**, Rachleff Scholar Research Assistant \*  
**University of Pennsylvania**, Rachleff Scholars Program Intern \*  
**University of Pennsylvania**, Research Assistant (8) +  
**University of Pennsylvania**, Research Assistant (21) \*  
**University of Pennsylvania**, Research Assistant (28) o  
**University of Pennsylvania**, Research Assistant, Course Development Assistant +  
**University of Pennsylvania**, Research Assistant/Machine Lab Assistant +  
**University of Pennsylvania**, Research Assistant o  
**University of Pennsylvania**, Research Coordinator +  
**University of Pennsylvania**, Research Fellow +  
**University of Pennsylvania**, Research Fellow (2) o  
**University of Pennsylvania**, Research Intern +  
**University of Pennsylvania - Bonini Lab**, Student Research Assistant \*

**University of Pennsylvania**, Research Intern \*  
**University of Pennsylvania**, Research Intern (2) o  
**University of Pennsylvania**, Research Student o  
**University of Pennsylvania**, Research Undergrad o  
**University of Pennsylvania**, Researcher +  
**University of Pennsylvania**, Researcher \*  
**University of Pennsylvania**, Researcher o  
**University of Pennsylvania**, Residential Teaching Assistant (4) o  
**University of Pennsylvania**, RTA \*  
**University of Pennsylvania**, SEM Trainer o  
**University of Pennsylvania**, Software Engineering Research Assistant o  
**University of Pennsylvania**, Student Researcher (2) \*  
**University of Pennsylvania**, Student Researcher o  
**University of Pennsylvania**, Student Runner o  
**University of Pennsylvania**, Summer Research Intern +  
**University of Pennsylvania**, Summer Research Intern \*  
**University of Pennsylvania**, Undergraduate Research Assistant (2) \*  
**University of Pennsylvania**, Undergraduate Research Assistant (2) o  
**University of Pennsylvania**, Undergraduate Research Fellow o  
**University of Pennsylvania**, Undergraduate Researcher (3) \*  
**University of Pennsylvania**, Undergraduate Researcher (4) o  
**University of Pennsylvania**, Undergraduate Sustainability Intern +  
**University of Pennsylvania**, Visual Studies Summer Intern +  
**University of Pennsylvania - Annenberg Public Policy Center**, CHAMP Media Coder \*  
**University of Pennsylvania - Annenberg Public Policy Center**, Researcher o  
**University of Pennsylvania - Annenberg School for Communication**, Undergraduate Research Assistant \*  
**University of Pennsylvania - Annenberg School for Communication Library**, Metadata Assistant \*  
**University of Pennsylvania - Betley Lab**, Neuroscience Undergraduate Researcher o  
**University of Pennsylvania - Bioengineering Department**, Research Partner +  
**University of Pennsylvania - Biology Department**, Undergraduate Researcher \*  
**University of Pennsylvania - Bonini Lab**, Research Assistant \*  
**University of Pennsylvania - Career Services**, Career Services Work Study +  
**University of Pennsylvania - Brannon Lab**, Researcher \*  
**University of Pennsylvania - Center for Neurobiology and Behavior (Penn Medicine)**, Research Assistant +

## Education

- + Rising Senior
- \* Rising Junior
- o Rising Sophomore

### Employers & Job Titles

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

## Education

- + Rising Senior
- \* Rising Junior
- o Rising Sophomore

### Employers & Job Titles

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

## Education

- + Rising Senior
- \* Rising Junior
- o Rising Sophomore

### Employers & Job Titles

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



## Education

- + Rising Senior
- \* Rising Junior
- o Rising Sophomore

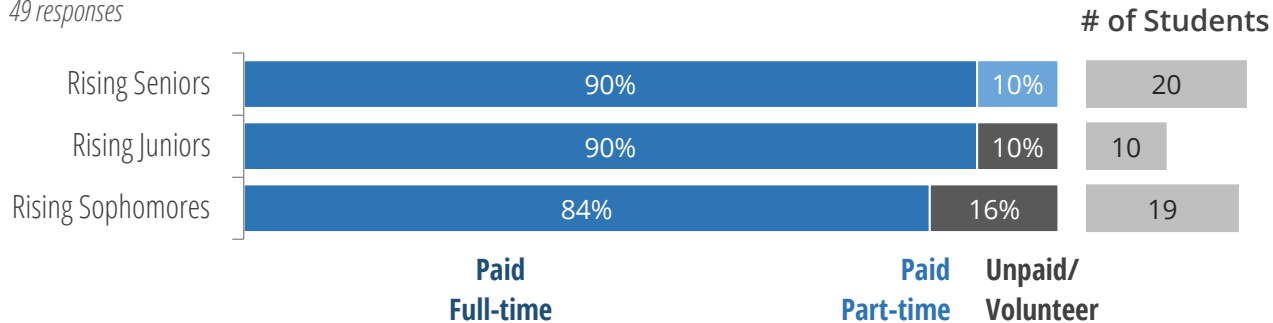
### Employers & Job Titles

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

# Engineering/Manufacturing

## Type of Work/Internship

49 responses



## Average Monthly Salary

34 responses

**\$1,719**

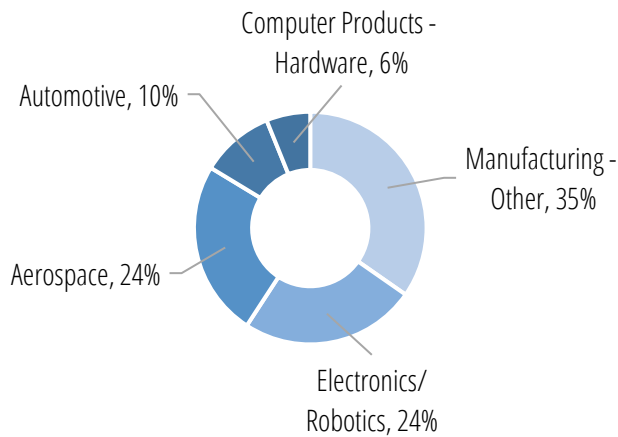
Avg. 41 Hours  
per Week

Too few responses to report

Avg. 23 Hours  
per Week

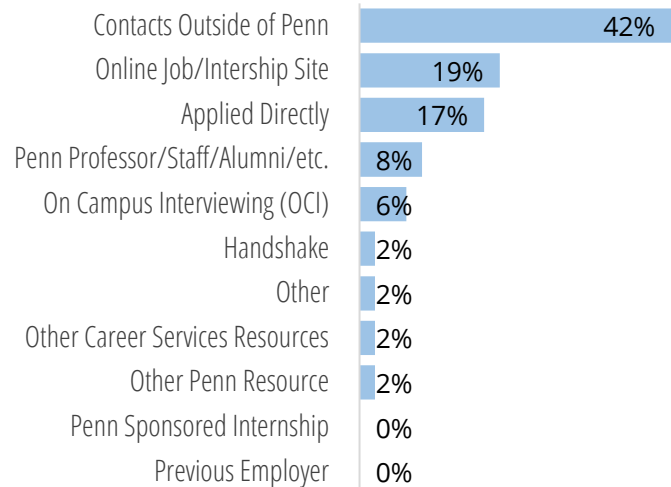
## Industry Breakdown

49 responses



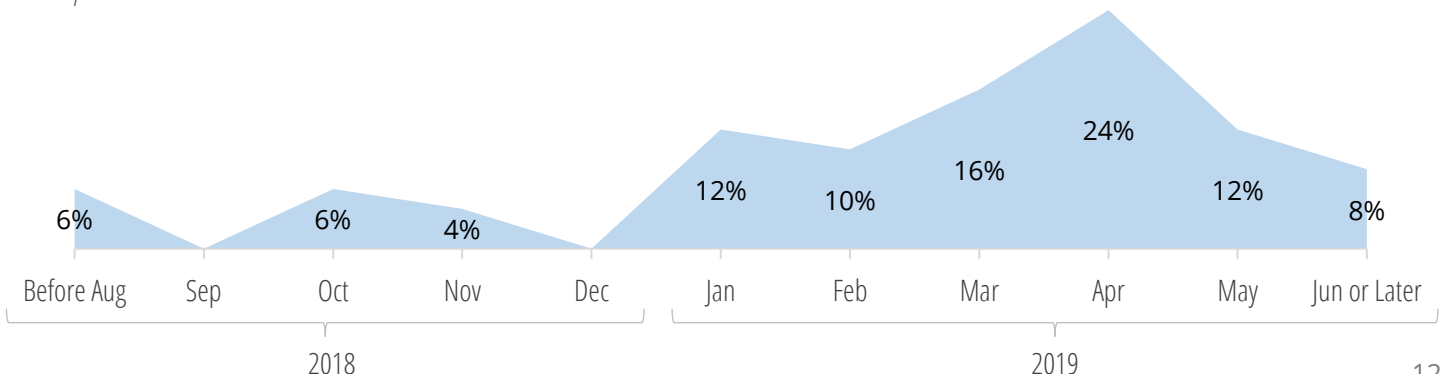
## How They Heard About the Opportunity

48 responses



## When They Accepted Their Offer

49 responses





# Engineering/Manufacturing

## Full-Time Monthly Salaries by Industry

	Reporting	Median	Range	
Engineering/Manufacturing	34	\$2,540	\$300	\$6,600
Aerospace	9	\$3,967	\$2,500	\$6,600
Automotive	3	\$2,400	\$1,300	\$2,700
Computer Products - Hardware	1	-	-	-
Electronics/Robotics	7	\$3,000	\$700	\$4,320
Manufacturing - Other	14	\$2,120	\$300	\$4,000

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

## Employers & Job Titles

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

## Job Functions

46 responses



+ Rising Senior  
 \* Rising Junior  
 ○ Rising Sophomore

# Engineering/Manufacturing

## Employers & Job Titles

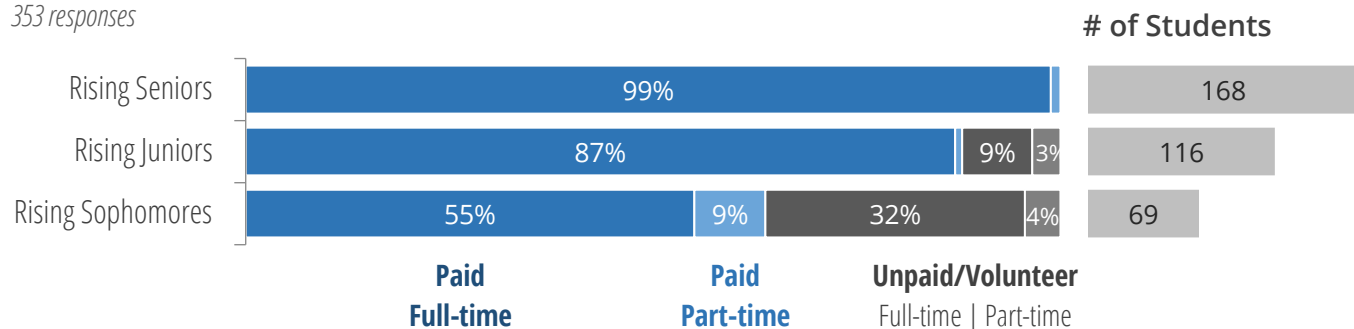
**Leviton Manufacturing**, Packaging Design Intern ○  
**Lockheed Martin**, Intern \*  
**National Aeronautics and Space Administration (NASA)**, Office of Diversity Intern +  
**National Aeronautics and Space Administration (NASA)**, Research Assistant +  
**National Aeronautics and Space Administration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

+ Rising Senior  
\* Rising Junior  
○ Rising Sophomore

# Financial Services

## Type of Work/Internship

353 responses



## Average Monthly Salary

236 responses

**\$5,155**

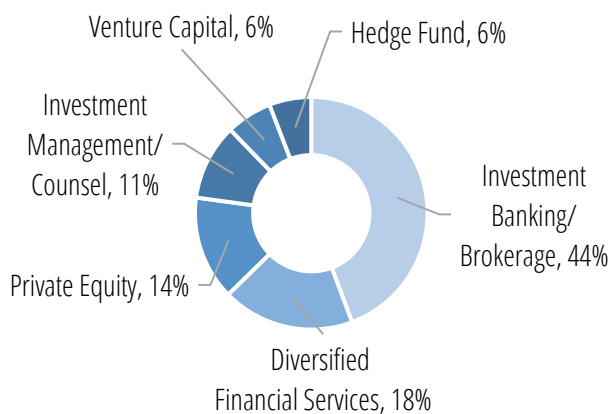
Avg. 53 Hours  
per Week

**\$2,077**

Avg. 27 Hours  
per Week

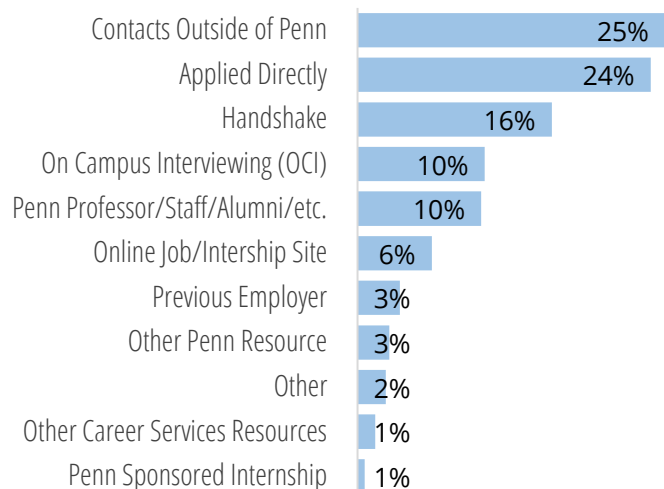
## Industry Breakdown

359 responses



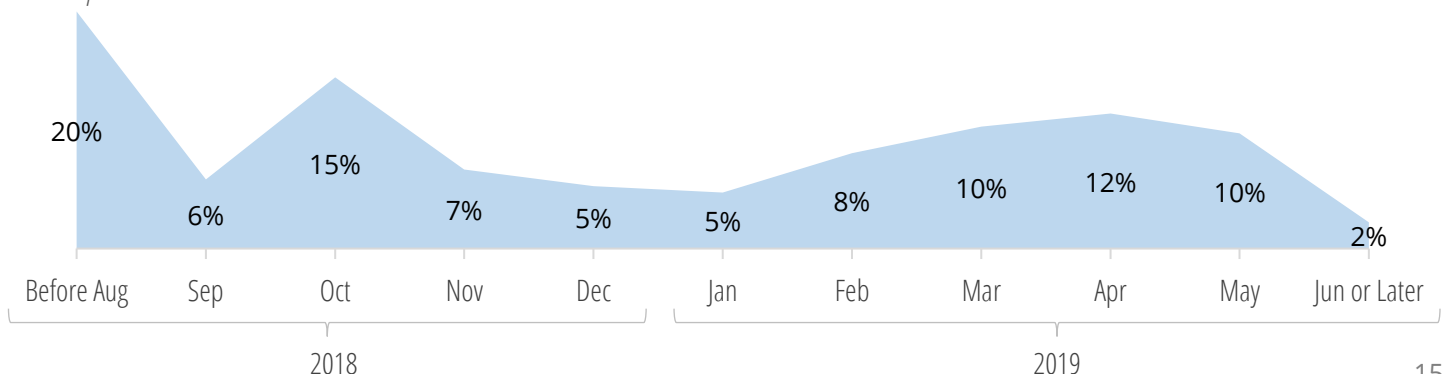
## How They Heard About the Opportunity

353 responses



## When They Accepted Their Offer

355 responses



# Financial Services

## Full-Time Monthly Salaries by Industry

	Reporting	Median	Range	
Financial Services	229	\$5,000	\$250	\$20,000
Diversified Financial Services (including commercial/retail banking)	50	\$3,120	\$500	\$11,000
Hedge Fund	11	\$9,000	\$1,600	\$17,000
Investment Banking/Brokerage	109	\$6,800	\$600	\$20,000
Investment Management/Counsel	22	\$3,075	\$250	\$7,000
Private Equity	30	\$2,500	\$380	\$12,000
Venture Capital	7	\$2,100	\$1,600	\$5,000

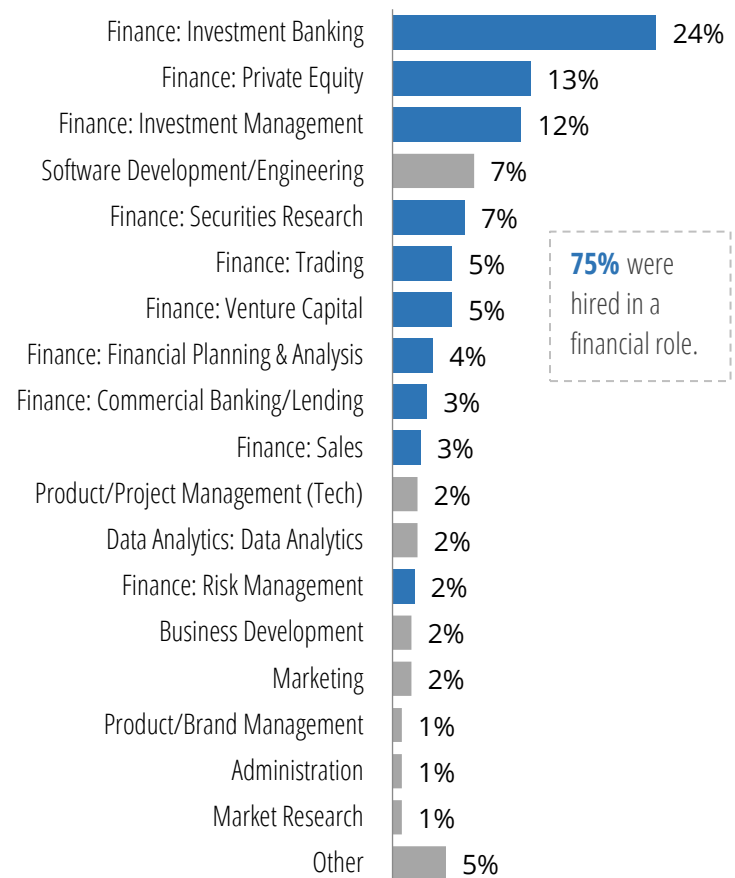
*\*Fewer than 3 reported salaries not published to maintain confidentiality.*

## Employers & Job Titles

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

## Job Functions

350 responses



## Financial Services

- + Rising Senior
- \* Rising Junior
- o Rising Sophomore

### Employers & Job Titles

**Bank of America**, Leadership Development HRDP Summer Analyst +  
**Bank of America**, Merrill Lynch Advisor Development Program Summer Analyst +  
**Bank of America**, Quantitative Analytics Summer Analyst +  
**Bank of America**, Sales and Trading Summer Analyst +  
**Bank of America**, Seasonal Client Associate +  
**Bank of America**, Strategy and Management Summer Analyst +  
**Bank of America**, Summer Analyst (2) +  
**Bank of America**, Technology Analyst Intern \*  
**Bank of China**, Analyst o  
**Bank of Montreal**, Summer Analyst +  
**BankMobile**, Project Assistant \*  
**BankMobile**, Software Development Intern o  
**Barclays**, Summer Analyst (3) +  
**Barclays**, Summer Software Developer Analyst +  
**Beach Point Capital Management LLC Europe**, Financial Analyst Intern o  
**Belvedere Trading**, Software Engineering Intern +  
**Betterment**, Engineering Intern +  
**Birch Grove Capital** \*  
**BlackRock**, Summer Analyst +  
**BMA Capital**, Equity Research Analyst \*  
**Brandywine Global Investment Management**, Research Analyst o  
**BRC Partners**, Summer Intern o  
**Brevet Capital Management**, Summer Analyst \*  
**Bridgewater Associates**, Investment Engineer Intern (2) +  
**Bridgewater Associates**, Investment Engineering Intern +  
**Brown Brothers Harriman**, Systems Intern +  
**Bruin Point Partners**, Private Equity Intern \*  
**Bryant Park Capital**, Investment Banking Summer Analyst o  
**BTG Pactual**, Equity Research Intern \*  
**BTG Pactual**, Fund Administration Summer Analyst o  
**BTG Pactual**, Summer Analyst \*  
**Cantor Fitzgerald**, Equity Research Intern +  
**Cantor Fitzgerald**, Sales and Trading Rotational Program +  
**Cantor Fitzgerald**, Sales and Trading Summer Analyst +  
**Capital Group American Funds**, Summer Associate +  
**Capital One**, Business Analyst Intern (2) +  
**Capital One**, Product Management and Analytics Intern +  
**Capital One**, Product Management and Data Analytics +  
**Capital One**, Software Engineer Intern \*  
**Capital One**, Software Engineering Intern \*  
**Capital One**, Technology Intern +  
**CardConnect**, Software Development Intern \*

**CB Insights**, Intelligence Unit Intern \*  
**CCMP Capital Advisors**, Summer Analyst +  
**CDPQ**, Summer Analyst \*  
**Cedarlake Capital**, Summer Analyst \*  
**Cellulant Limited Nigeria**, Summer Intern o  
**Centerview Partners**, Summer Analyst (2) +  
**Central American Bank for Economic Integration**, Business Intelligence Intern o  
**CGS-CIMB Securities India Pvt. Ltd.**, Equity Research Intern o  
**Charterhouse**, Summer Intern \*  
**ChrysCapital**, Intern o  
**Citi**, Cards Summer Analyst +  
**Citi**, Summer Analyst +  
**City Hall Capital**, Summer Analyst \*  
**Clearbrook Global Advisors**, Research Analyst Intern \*  
**Closed Loop Partners**, Investment Intern \*  
**Collider Ventures**, Project Manager o  
**Commerce Bank**, Business Analyst Intern o  
**Copeland Capital**, Investment Intern \*  
**Cowen and Co**, Investment Banking Summer Analyst +  
**Credit Suisse**, Investment Banking Summer Analyst (2) +  
**Credit Suisse**, Summer Analyst (3) +  
**Crimsonox Capital**, Financial Analyst Intern o  
**Deepak Colonisers Pvt Ltd**, Summer Intern \*  
**Denizbank Turkey**, Credit Risk Control and Risk Modeling Validation Intern o  
**Deutsche Bank**, Corporate Banking Summer Analyst +  
**Deutsche Bank**, Investment Banking Analyst \*  
**Deutsche Bank**, Summer Analyst +  
**Diversis Capital**, Summer Analyst \*  
**Duff & Phelps**, Product Design and Development Intern \*  
**EFG Hermes**, Investment Banking Intern o  
**Emerson Collective**, Ed Tech Summer Intern \*  
**Everbright Securities**, Equity Research Summer Analyst o  
**Evercore**, Investment Banking Summer Analyst (2) +  
**Evercore**, Summer Analyst (2) +  
**F2 Capital**, Investment Team Analyst \*  
**Fairfield County Bank**, Summer Intern o  
**Falcon Wealth Advisors**, Investment Analyst o  
**Fidelity Investments**, Equity Associate Sector Specialist Intern \*  
**Fidelity Investments**, Wealth Management Intern \*  
**First Republic Bank**, Digital Channels Intern \*  
**FIS Group**, Marketing Intern +  
**Flagstar Bank**, Consumer Lending Intern o

# Financial Services

- + Rising Senior
- \* Rising Junior
- o Rising Sophomore

## Employers & Job Titles

**Forester Capital, LLC**, Intern \*

**Freedom Wealth Management**, Intern o

**GCM Grosvenor**, European Hedge Fund Strategies Investment Research Intern +

**Girls Who Invest**, Venture Capital Summer Analyst \*

**Girls Who Invest/Penn Office of Investments**, Summer Investment Analyst \*

**Glenmede Investment Management**, Institutional Sales Intern \*

**Glilot Capital Partners**, Summer Intern o

**Global Atlantic Financial Group**, Investments Intern +

**Global Trading Systems**, Intern o

**Goldman Sachs**, Fundamental Equities Intern \*

**Goldman Sachs**, Investment Banking Summer Analyst (4) +

**Goldman Sachs**, Investment Banking Summer Analyst \*

**Goldman Sachs**, Securities Summer Analyst \*

**Goldman Sachs**, Strat Summer Analyst +

**Goldman Sachs**, Summer Analyst (10) +

**Goldman Sachs**, Summer Analyst (3) \*

**Goldman Sachs**, Summer Engineering Analyst \*

**Goldman Sachs**, Summer Financial Analyst \*

**Goldman Sachs**, Summer technology analyst +

**Goldman Sachs**, Technology Analyst +

**Golub Capital**, Summer Analyst o

**Goode Partners**, Private Equity Summer Analysis \*

**Gordon Brothers**, International Strategy Intern \*

**GreenOak Real Estate**, Intern +

**GreensLedge**, Intern o

**Grupo Guayacán**, Summer Associate o

**Guggenheim Securities**, Equity Research Summer Associate +

**Guggenheim Securities**, Investment Banking Summer Analyst +

**Harbert Management Corporation**, Summer Analyst \*

**HCI Equity Partners**, Intern \*

**Health Catalyst Capital**, Intern \*

**Hill Path Capital**, Summer Analyst \*

**Houlihan Lokey**, Summer Analyst +

**Houlihan Lokey**, Summer Financial Analyst +

**HT Capital Advisors**, Investment Banking Summer Analyst +

**IA Capital Group**, Summer Analyst \*

**iAngels**, Investor Relations Analyst o

**igc Partners**, M&A Summer Analyst o

**Insight Partners**, Summer Analyst +

**Invictus Capital**, Financial Analyst o

**Ion Crossover Partners**, Analyst o

**Jackson Hewitt**, Product Development Intern o

**Jane Street Capital**, Software Development Engineering Intern +

**Jefferies**, IBanking +

**Jefferies**, Summer Analyst (2) +

**JPMorgan Chase & Co.**, Investment Banking Intern +

**JPMorgan Chase & Co.**, Investment Banking Summer Analyst (4) +

**JPMorgan Chase & Co.**, Markets Summer Analyst +

**JPMorgan Chase & Co.**, Public Finance Summer Analyst +

**JPMorgan Chase & Co.**, Sales and trading \*

**JPMorgan Chase & Co.**, Securitized Products Group Trading Intern +

**JPMorgan Chase & Co.**, Software Engineering Intern +

**JPMorgan Chase & Co.**, Software Engineering Intern \*

**JPMorgan Chase & Co.**, Summer Analyst (6) +

**JPMorgan Chase & Co.**, Summer Analyst (5) \*

**Katana Financial LLC**, Analyst & Assistant Trader \*

**Kaulkin Ginsberg**, Summer Analyst o

**Kayne Anderson Capital Advisors**, Summer Associate +

**Landmark Ventures**, Intern \*

**Lateef**, Analyst \*

**Lazard**, Summer Analyst +

**Leedon Park**, Summer Analyst o

**Leith Wheeler**, Summer Analyst \*

**Lincoln Financial Group**, Data Analytics Intern +

**Litigate**, Summer Intern o

**Littlejohn LLC**, Private Equity Analyst \*

**LMT Investments**, Summer Analyst o

**Lopair** o

**M&T Bank**, Quantitative Analyst \*

**M. Klein and Company**, Investment Banking Summer Analyst +

**Macquarie**, Relationship Management Summer Analyst \*

**Macquarie**, Summer Analyst (3) +

**Maison Capital**, Analyst +

**MAP Private Equity**, Sales and Business Intelligence Summer Analyst +

**Marathon Asset Management**, Intern +

**Maverick Ventures Israel**, Investment Analyst Intern \*

**McKinsey Investment Office** \*

**Merrill Lynch**, Global Wealth Management Advisor Intern o

**Merrill Lynch**, Intern o

**Metronome Partners**, Investment Banking Summer Analyst \*

**Minsheng Securities**, Summer Intern o

**Moelis & Company**, Investment Banking Summer Analyst (3) +

**Monroe Capital**, Intern \*

**Moody's Analytics**, Business Analyst - Strategy & Innovation +

**Morgan Stanley**, Business Analyst Intern +

## Financial Services

- + Rising Senior
- \* Rising Junior
- o Rising Sophomore

### Employers & Job Titles

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



# SUMMER 2019 INDUSTRY REPORT

## Financial Services

- + Rising Senior
- \* Rising Junior
- Rising Sophomore

### Employers & Job Titles

**UBS**, Business Analyst +

**UBS**, Investment Banking Summer Analyst \*

**UTIMCO**, Intern \*

**V3 Capital Partners**, Intern ○

**Valley Bank**, Technology-Project Management Intern \*

**Vanguard**, Global Business Access and Continuity Intern +

**Viola**, Analyst \*

**VisionFund International**, Portfolio Analyst Intern ○

**Wedbush Securities**, Equity Research Intern +

**Wellesley Partners**, Intern +

**Wells Fargo**, Sales & Trading Summer Analyst +

**Wells Fargo**, Wealth and Investment Management Intern \*

**West Chester Capital Advisors**, Investment Analyst ○

**Westlake Securities**, Summer Analyst \*

**Williams Capital**, Corporate Finance Intern \*

**Ziegler Capital management**, Strategy Intern ○

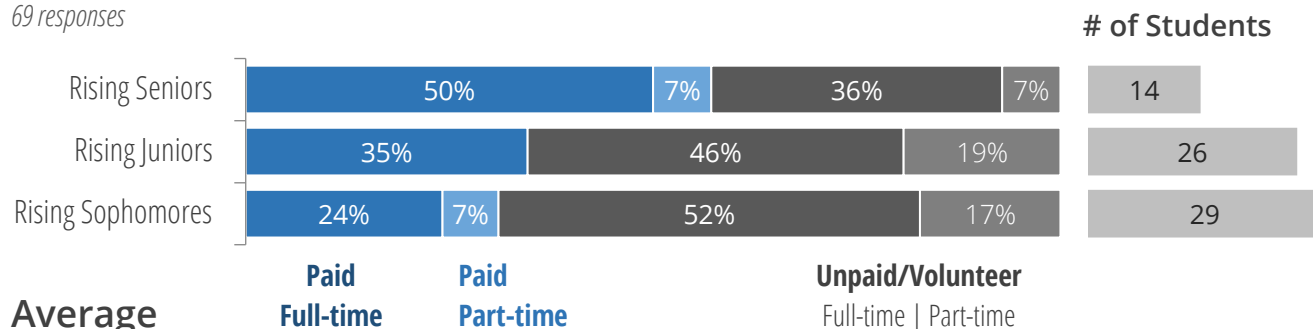
**Zions Bank**, Bank Administration Intern ○

**Zions Bank**, Real Estate Credit Analyst Intern ○

## Government

### Type of Work/Internship

69 responses



### Average Monthly Salary

15 responses

**\$2,111**

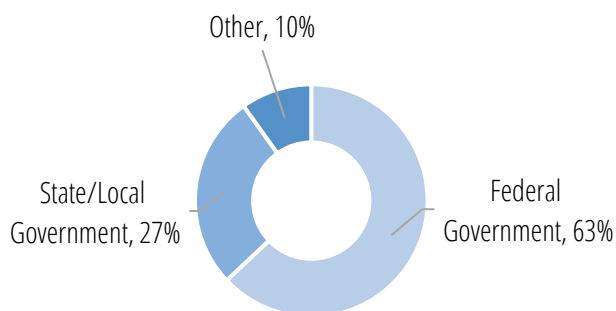
Avg. 39 Hours per Week

Too few responses

Avg. 22 Hours per Week

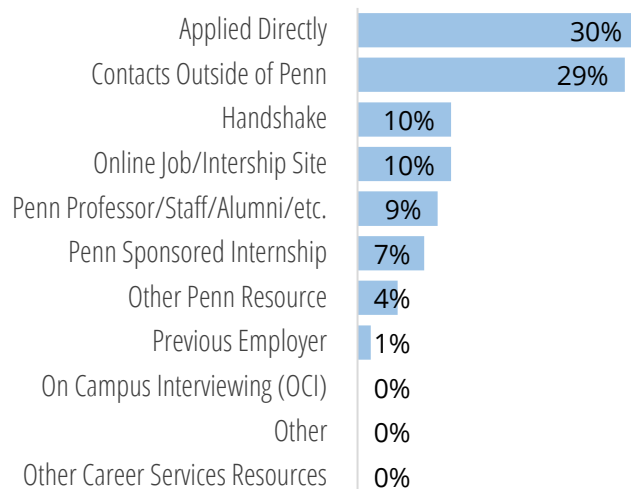
### Industry Breakdown

72 responses



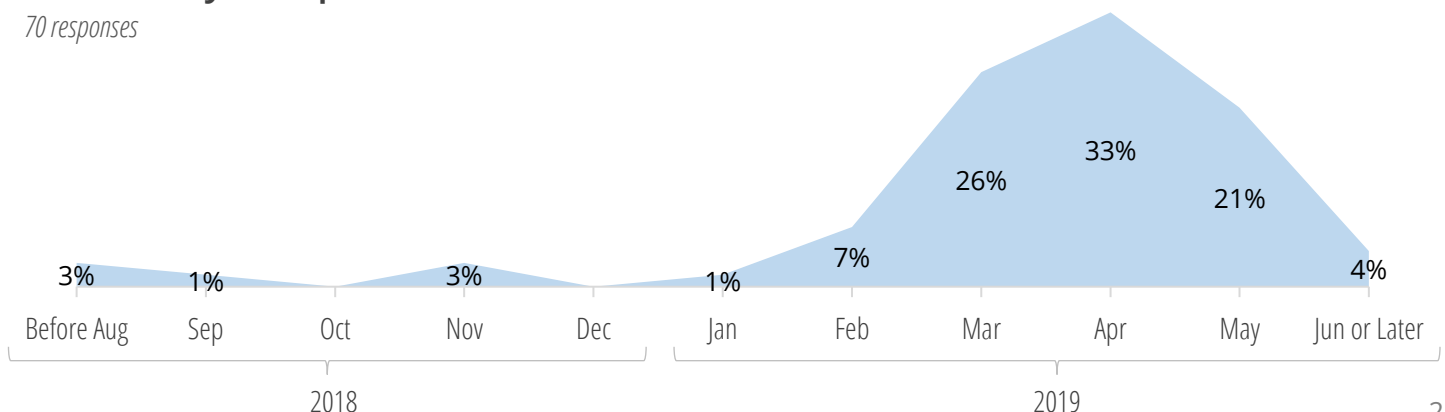
### How They Heard About the Opportunity

70 responses



### When They Accepted Their Offer

70 responses



# Government

## Full-Time Monthly Salaries by Industry

	Reporting	Median	Range	
Government	15	\$2,000	\$900	\$3,416
Federal Government	7	\$2,520	\$900	\$3,416
Other	1	-	-	-
State/Local Government	7	\$2,000	\$1,024	\$2,550

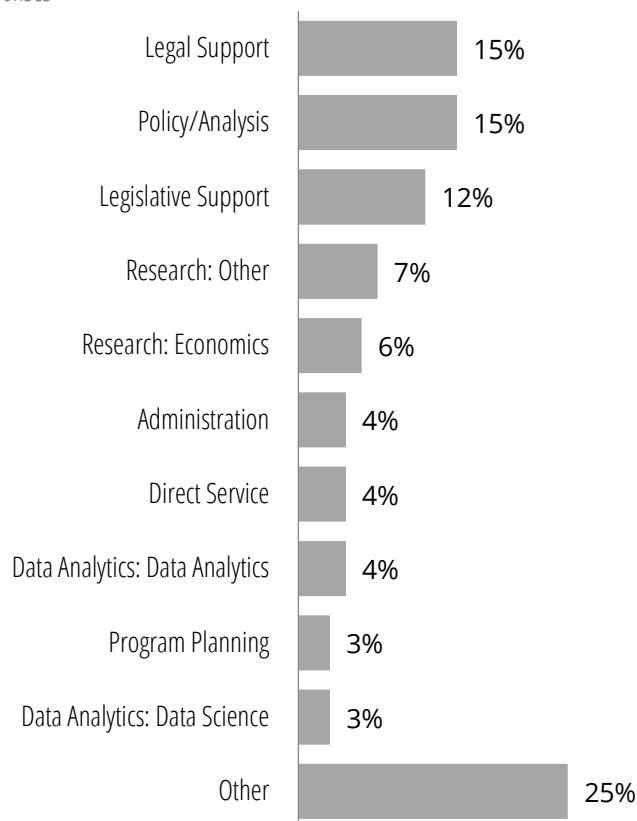
*\*Fewer than 3 reported salaries not published to maintain confidentiality.*

## Employers & Job Titles

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

## Job Functions

67 responses



+ Rising Senior  
 \* Rising Junior  
 ○ Rising Sophomore

# Government

- + Rising Senior
- \* Rising Junior
- Rising Sophomore

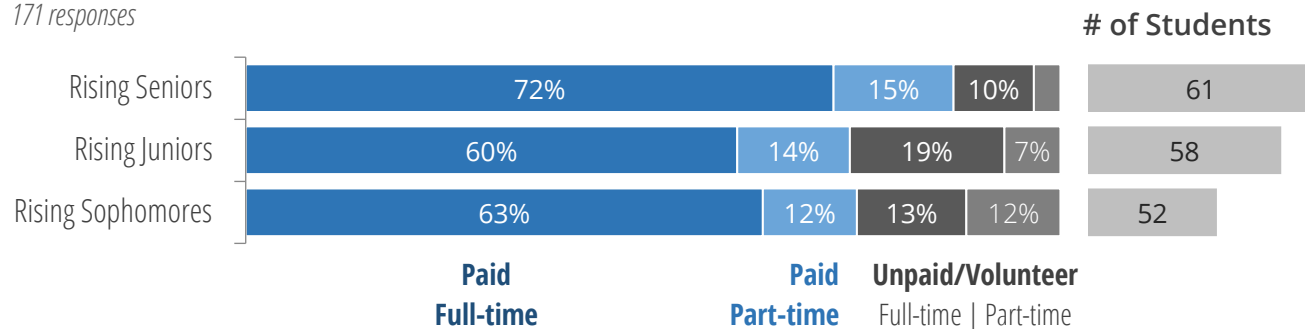
## Employers & Job Titles

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

## Healthcare

### Type of Work/Internship

171 responses



### Average Monthly Salary

85 responses

**\$1,805**

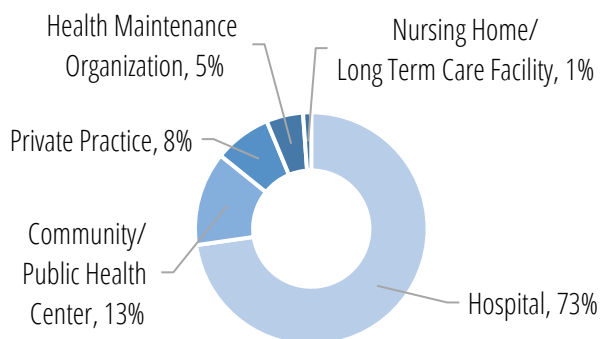
Avg. 39 Hours  
per Week

**\$957**

Avg. 20 Hours  
per Week

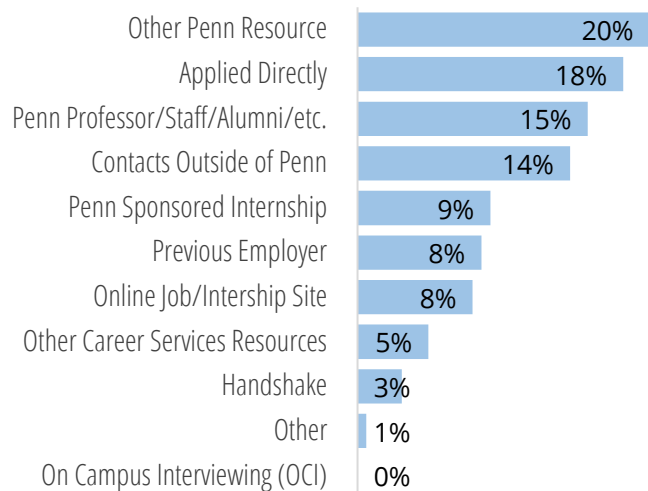
### Industry Breakdown

172 responses



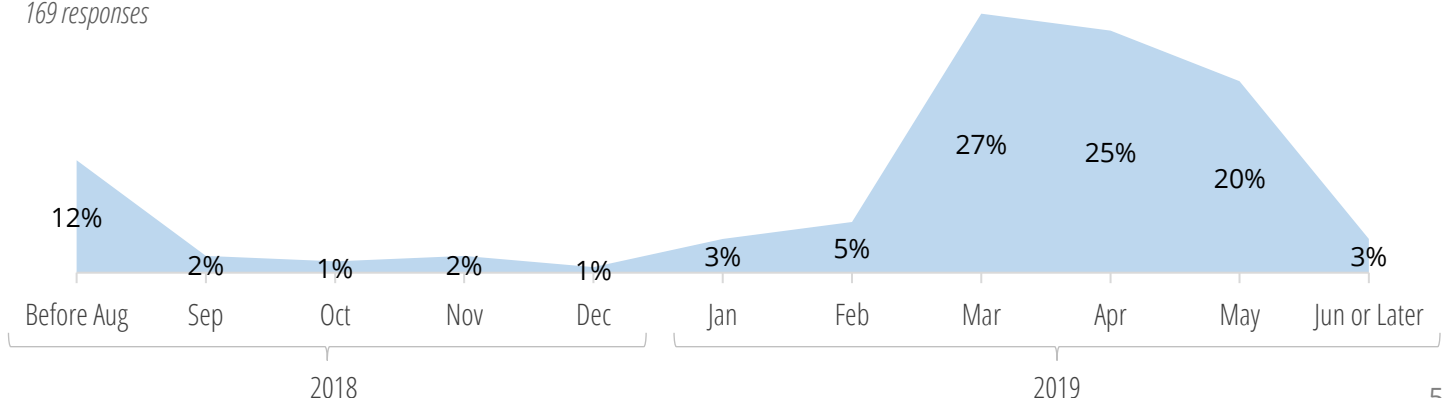
### How They Heard About the Opportunity

169 responses



### When They Accepted Their Offer

169 responses



# Healthcare

## Full-Time Monthly Salaries by Industry

	Reporting	Median	Range	
Healthcare	68	\$1,800	\$400	\$4,579
Community/Public Health Center	4	\$1,750	\$400	\$2,720
Hospital	53	\$1,760	\$600	\$4,579
Private Practice	6	\$1,820	\$400	\$4,200

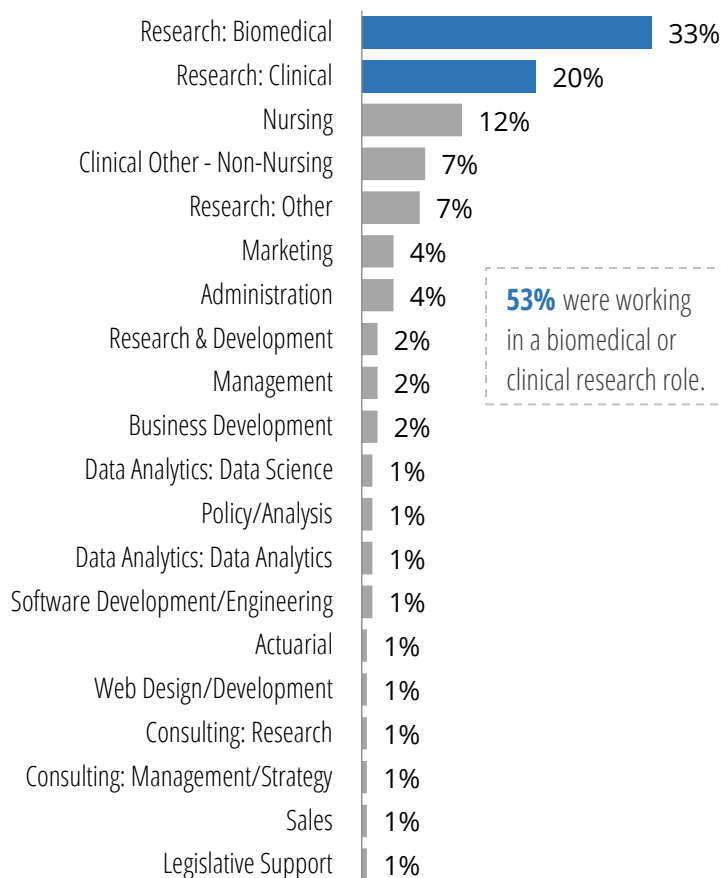
*\*Fewer than 3 reported salaries not published to maintain confidentiality.*

## Employers & Job Titles

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

## Job Functions

165 responses



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

+ Rising Senior  
 \* Rising Junior  
 ○ Rising Sophomore

# Healthcare

- + Rising Senior
- \* Rising Junior
- o Rising Sophomore

## Employers & Job Titles

**Children's Hospital of Philadelphia**, Student Data Researcher \*

**Children's Hospital of Philadelphia**, Student Lab Assistant o

**Children's Hospital of Philadelphia**, Student/Research Assistant \*

**Children's Hospital of Philadelphia**, Undergraduate Research +

**Children's Hospital of Philadelphia**, Undergraduate Research Assistant +

**Children's Hospital of Philadelphia**, Undergraduate Researcher (2) +

**Children's Hospital of Philadelphia - Center for Autism Research**, Student Linguistics Research Assistant +

**Children's Hospital of Philadelphia - PATHCORE Lab**, Research Assistant \*

**Cigna/Express Scripts**, Strategic Analytics & Pharmacy Operations Intern \*

**Cincinnati Children's Hospital Medical Center**, Research Assistant \*

**Cleveland Clinic**, Visiting Researcher \*

**Corpus Christi Medical Center- Bay Area**, Nurse Technician \*

**CU Boulder Positive Emotion and Psychopathology Lab**, Research Assistant \*

**Dahan Lab**, Research Intern o

**Detroit Medical Center**, Primary Investigator o

**Duke Regional Hospital**, Professional Nursing Assistant +

**Edith Nourse Rogers Memorial Hospital**, Student Nurse Technician +

**Family Medical Specialists of Florida**, Clinical Research Assistant o

**Flynn Fellowship**, Flynn Oncology Student Nurse Fellow +

**Fox Chase Cancer Center**, Summer Nurse Extern +

**Franciscan University**, Research Assistant o

**FTD Center**, Intern +

**Galen Robotics**, Electrical Engineering \*

**Gambia Goat Dairy**, Summer Intern o

**Herman Ostrow School of Dentistry at the University of Southern California**, Research Assistant o

**Highmark Health**, Actuarial Intern +

**Hospital of the University of Pennsylvania**, Clinical Research Assistant \*

**Hospital of the University of Pennsylvania**, Clinical Research Coordinator \*

**Hospital of the University of Pennsylvania**, Nurse Extern +

**Hospital of the University of Pennsylvania**, Research Assistant (3) +

**Hospital of the University of Pennsylvania**, Research Assistant (3) o

**Hospital of the University of Pennsylvania**, Student Geriatric Associate +

**Hospital of the University of Pennsylvania**, Undergraduate Research Assistant \*

**Hospital of the University of Pennsylvania – Department of Neurosurgery**, Research Assistant +

**Hospitalito Atitlan**, Research Assistant o

**Hospitalito Atitlan**, Research Volunteer o

**HUP**, Research Assistant +

**Independence Blue Cross**, Public Health Intern \*

**Institut National d'Oncologie**, Medical Intern \*

**Ixperience**, Business Strategist Intern \*

**Johns Hopkins-Sibley Memorial Hospital**, Nurse Extern +

**Kelz Lab**, Undergraduate Research Assistant o

**Lifespan Consulting and Coaching**, Editorial Assistant \*

**Lifespan Inc.**, Clinical Operations Intern \*

**Little Bytes Pediatric Dentistry**, Sterilization Technician / Auxiliary o

**Long Island Jewish Medical Center**, Volunteer \*

**Maplewood**, Certified Nursing Assistant o

**McGovern Medical School**, Research Assistant +

**Medicare Rights Center**, Intern +

**Medstar Georgetown University Hospital**, Summer Nurse Technician +

**Memorial Sloan Kettering Cancer Center/Weill Cornell Medicine**, Engineering Summer Program +

**MetroHealth**, Intern Scholar \*

**MetroPlus Health Plan**, Corporate Compliance Intern +

**MirrorMe3D**, Marketing Intern \*

**Mount Sinai**, Research Assistant \*

**Mount Sinai Autism Research Center**, Research Assistant +

**National Event Services**, EMT +

**Nationwide Telemedicine LLC**, Sales & Customer Service Representative o

**Northwell**, Summer Associate +

**NYU Langone**, Intern o

**Organisation Panafricaine de lutte contre le sida**, Intern +

**Partners Health Care**, Supply Chain Intern o

**Penn Medicine**, Administrative Assistant, Programmer o

**Penn Medicine**, Bioinformatician \*

**Penn Medicine**, Clinical Research Assistant \*

**Penn Medicine**, Research Assistant (4) +

**Penn Medicine**, Research Assistant \*

**Penn Medicine**, Research Assistant (5) o

**Penn Medicine**, Research Assistant and Bioinformatician \*

**Penn Medicine**, Research Intern +

**Penn Medicine**, Research Intern o

**Penn Medicine**, Student Researcher +

**Penn Medicine**, Summer Research Engineer o

**Penn Medicine**, Undergraduate Researcher +

**Penn Medicine**, Undergraduate Researcher \*



# Healthcare

- + Rising Senior
- \* Rising Junior
- Rising Sophomore

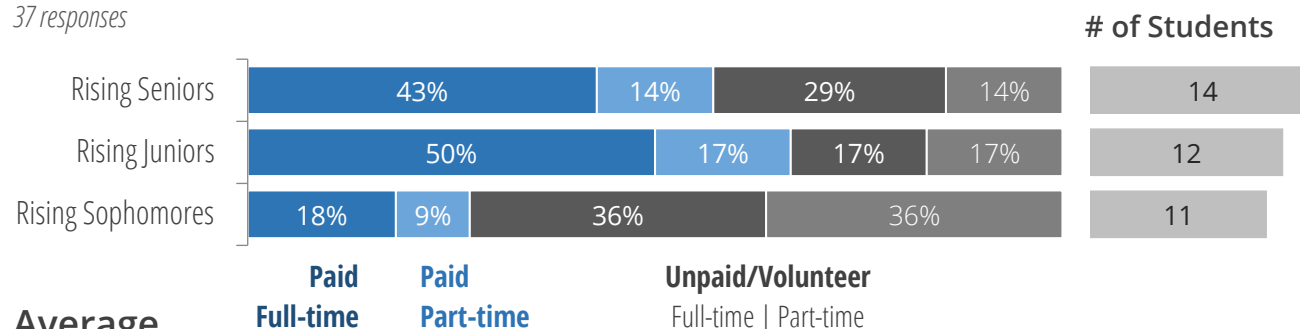
## Employers & Job Titles

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

# Marketing/Advertising/Public Relations

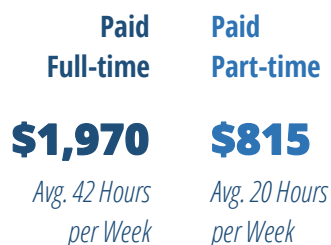
## Type of Work/Internship

37 responses



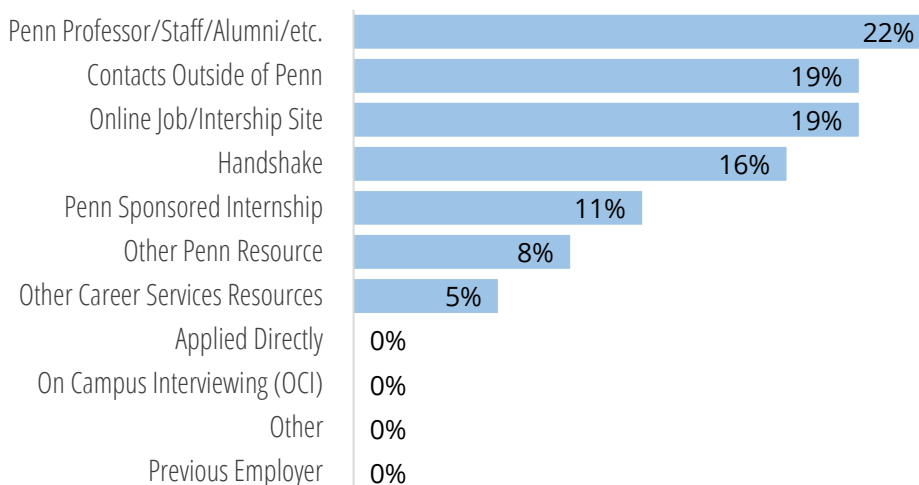
## Average Monthly Salary

14 responses



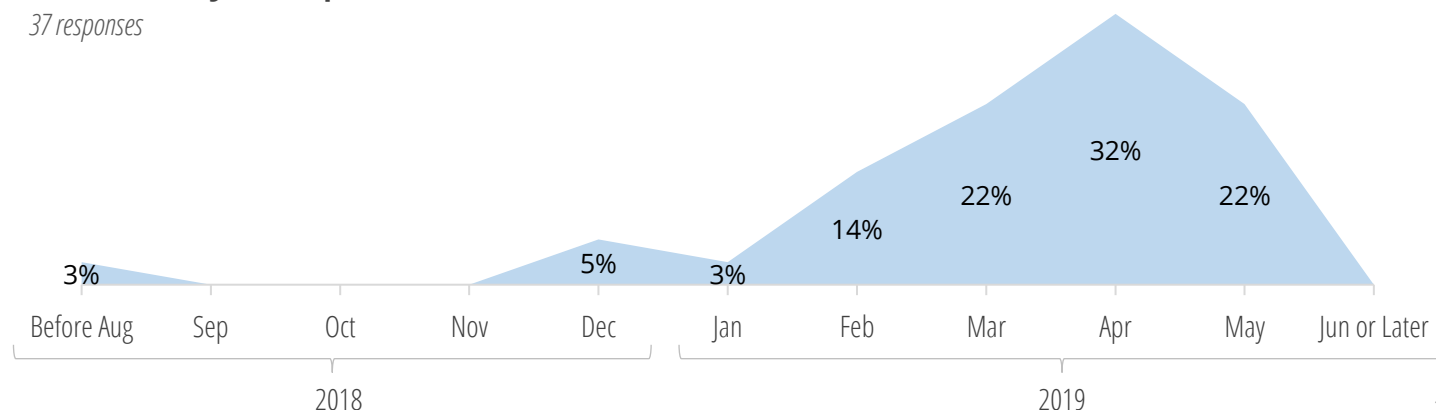
## How They Heard About the Opportunity

37 responses



## When They Accepted Their Offer

37 responses



# Marketing/Advertising/Public Relations

## Full-Time Monthly Salaries by Industry

	Reporting	Median	Range	
Marketing/Advertising/Public Relations	10	\$1,830	\$400	\$3,360

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

## Employers & Job Titles

**1 Trick Pony**, Strategy Intern \*

**58Clicks**, Intern ○

**Barnes Foundation**, Public Relations Intern +

**BBDO China Co., Ltd.**, Intern +

**Big Hype Marketing & PR**, Marketing Intern +

**BlueFocus International**, Digital Marketing Intern +

**Ceisler Media and Issue Advocacy**, Summer Intern +

**Curalate**, Software Engineering Intern \*

**DAS: Auditoire**, Creative Intern ○

**Fire Entertainment**, Administrative Intern ○

**G3 Partners**, Marketing Associate \*

**Group Gordon**, Public Relations Intern +

**Havas Media**, Digital Strategy Intern +

**HawkPartners**, Market Research and Market Consulting Intern +

**Hill+Knowlton Strategies**, PR Intern \*

**Hollinshead Comms101**, Intern ○

**Jacobson Strategic Communications**, PR Intern +

**Kepler Group**, Client Solutions Intern +

**Ketchum**, Brand Marketing Associate Intern \*

**La.V8 Marketing**, Marketing Intern ○

**LEITZES&CO**, Creative Consulting Intern \*

**Luther Pendragon and Business Energy**, Intern ○

**Marshark**, Assistant Project Manager \*

**MDB Communications**, Account Service Intern +

**MOD Worldwide**, Strategy Intern \*

**Persevere inc.**, Marketing Associate ○

**Sard Verbinen & Co (SVC)**, Summer Intern +

**Seer Interactive**, Digital Marketing Intern \*

**SGK Inc**, Marketing Intern \*

**Smashing Boxes**, Digital Marketing Intern \*

**SpotCo**, Advertising Account Intern \*

**The Fantastical Advertising Agency**, Business Strategy Intern ○

**toddstreet**, Project Management Intern +

**Vantage Point 360**, Digital Marketing Intern ○

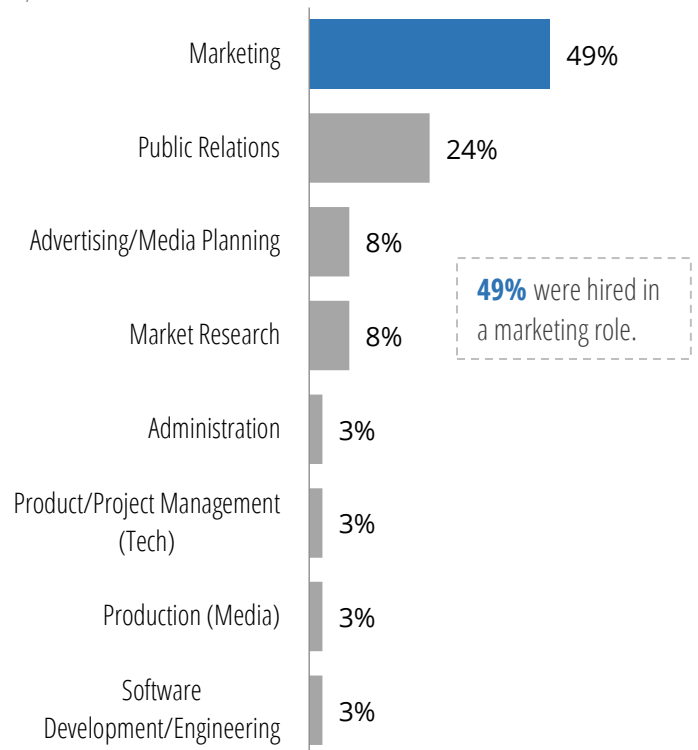
**Vizion Group PR**, Intern +

**Way to Blue**, Digital Marketing Intern ○

**WAYV**, Digital Media & Communications Intern ○

## Job Functions

37 responses

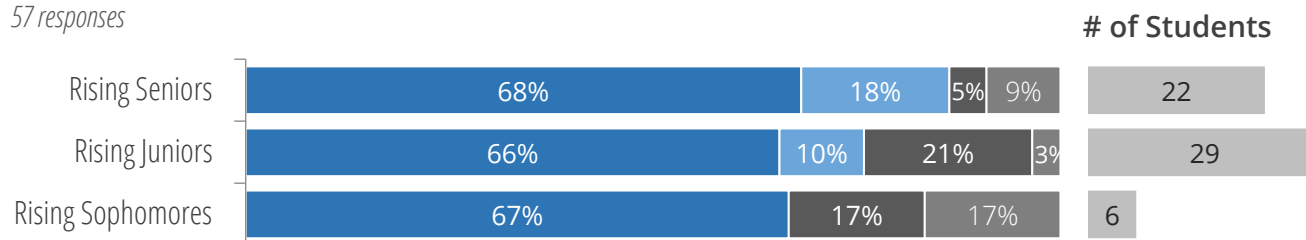


+ Rising Senior  
\* Rising Junior  
○ Rising Sophomore

# Media/Journalism/Entertainment

## Type of Work/Internship

57 responses



## Average Monthly Salary

35 responses

**Paid Full-time**

**\$2,449**

*Avg. 38 Hours per Week*

**Paid Part-time**

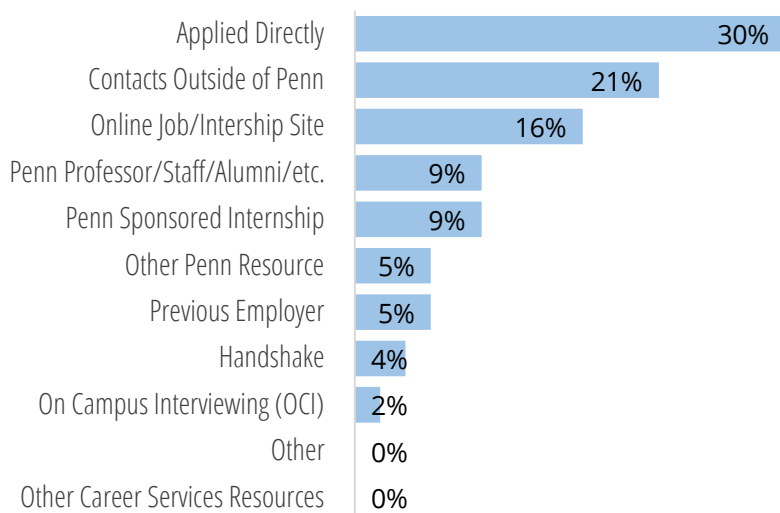
**\$1,454**

*Avg. 27 Hours per Week*

**Unpaid/Volunteer**  
Full-time | Part-time

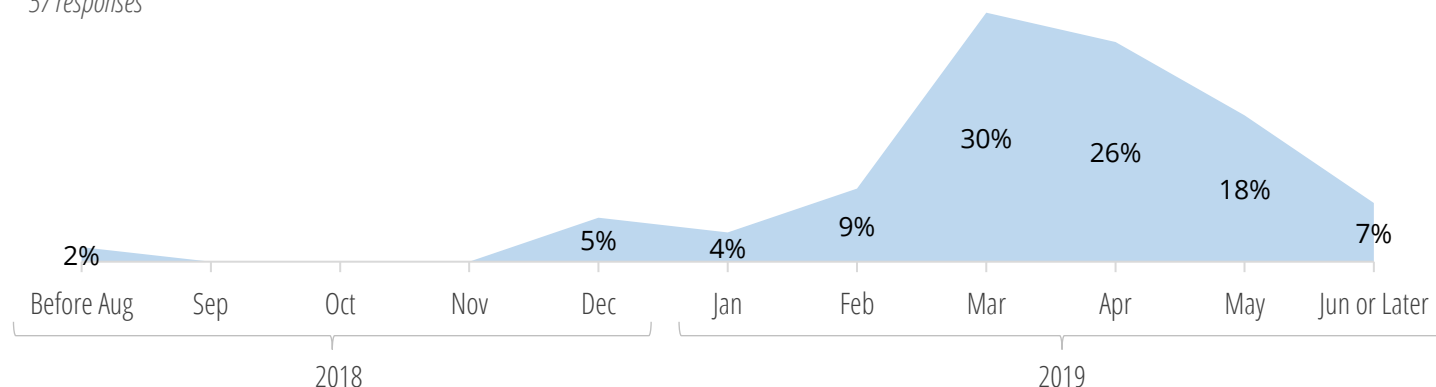
## How They Heard About the Opportunity

57 responses



## When They Accepted Their Offer

57 responses



# Media/Journalism/Entertainment

## Full-Time Monthly Salaries by Industry

	Reporting	Median	Range	
Media/Journalism/Entertainment	32	\$2,400	\$260	\$5,000

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

## Employers & Job Titles

3311, Development Intern \*

Archipelago Books, Summer Intern +

Boardroom.Media, Marketing and Media Intern \*

CBS Corporation, Photo Intern +

CMS, Business Development Intern +

CNN, Newsgathering Intern +

CNN, Production Intern +

Comcast NBCUniversal, Business Analyst I \*

Comcast NBCUniversal, eCommerce Marketing \*

Comcast NBCUniversal, Government Communications Intern +

Comcast NBCUniversal, Intern \*

Comcast NBCUniversal, Marketing and Sales Intern o

Comcast NBCUniversal, Marketing Intern \*

Comcast NBCUniversal, Policy Intern \*

Comcast NBCUniversal, Software Engineering Intern \*

Comcast NBCUniversal, Strategic Analyst Intern \*

Comcast NBCUniversal, TODAY Show Intern \*

Comcast NBCUniversal, War Games Leader Intern \*

Creative Artists Agency, TV Alt Intern +

Disney Imagineering, Animation Tools Intern \*

Dow Jones, Product Optimization Intern \*

Emperor Motion Pictures, Intern \*

FactCheck.org, Undergraduate Fellow +

FactCheck.org, Undergraduate Fellow o

FactCheck.org, Undergraduate Research Fellow +

Flathead Beacon, Intern +

Forbes Media, Summer Video Intern o

Fox Business Network, College Associate o

Fox Corporation, Intern \*

Gershman Philadelphia Jewish Film Festival, Media Intern \*

Glass Entertainment Group, Rotation Intern +

Horizon Media, Analytics Intern +

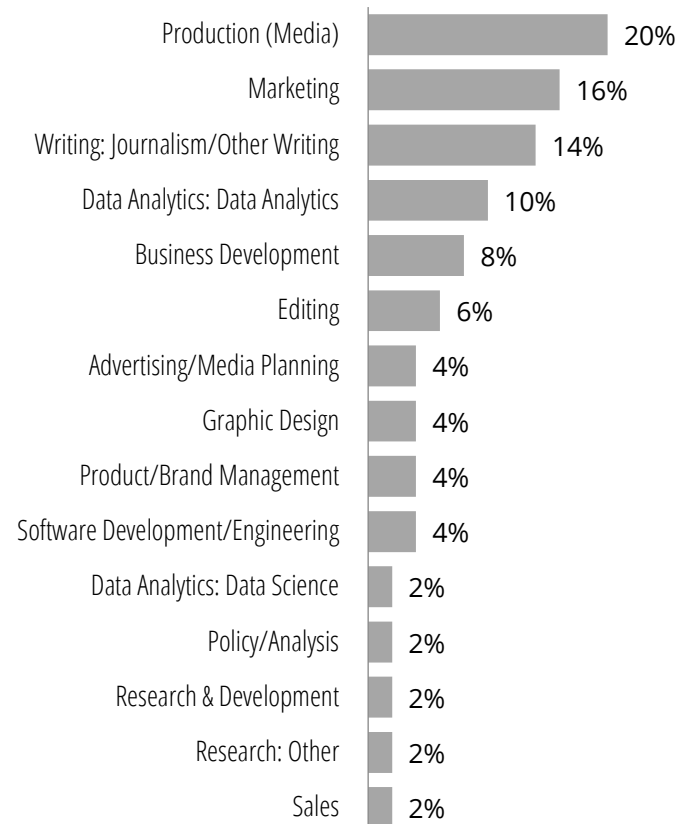
iHeartMedia, Promotions Intern +

MediaTank, Video Production Intern \*

National Geographic, Strategy and Consumer Marketing Intern \*

## Job Functions

50 responses



+ Rising Senior  
\* Rising Junior  
o Rising Sophomore

# Media/Journalism/Entertainment

## Employers & Job Titles

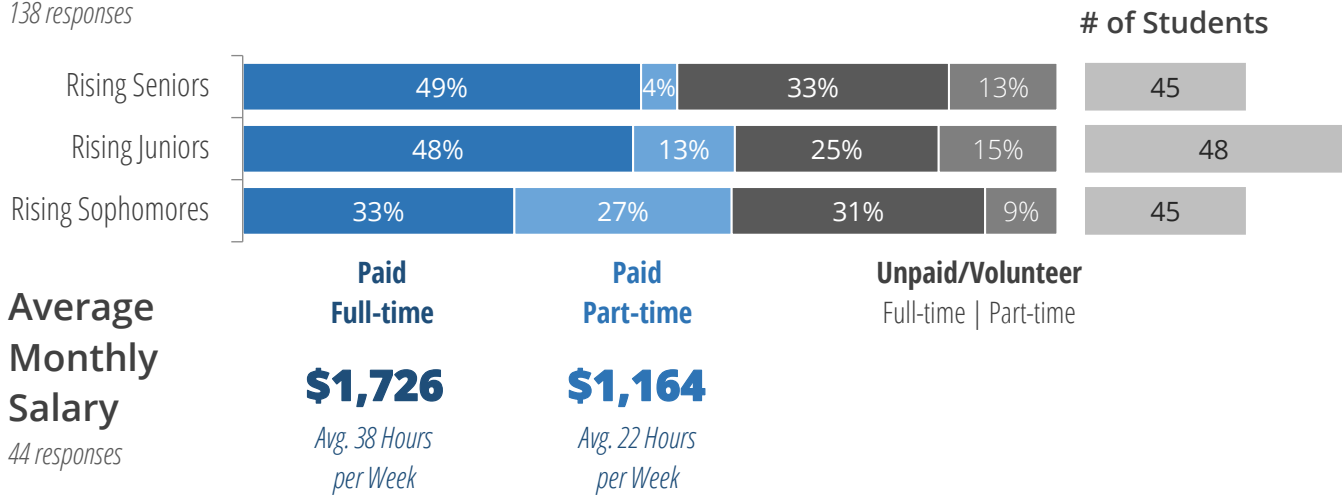
**New York Magazine**, Editorial Intern +  
**New York Times**, Revenue Analytics Intern +  
**On The Move Entertainment**, Design Intern \*  
**Paradigm Talent Agency**, Summer Intern \*  
**Paramount Pictures**, WWTV Strategy & Operations Intern +  
**Philadelphia Magazine**, Editorial Intern \*  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

+ Rising Senior  
 \* Rising Junior  
 ○ Rising Sophomore

# Nonprofit

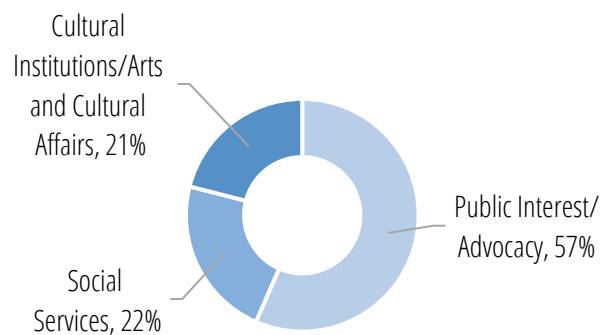
## Type of Work/Internship

138 responses



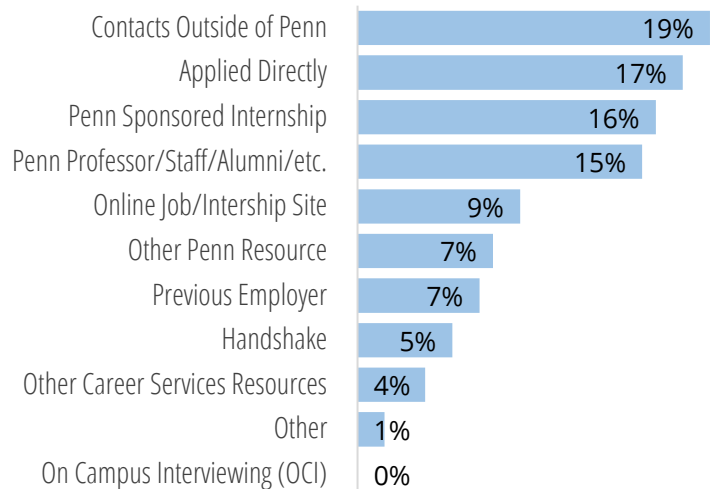
## Industry Breakdown

138 responses



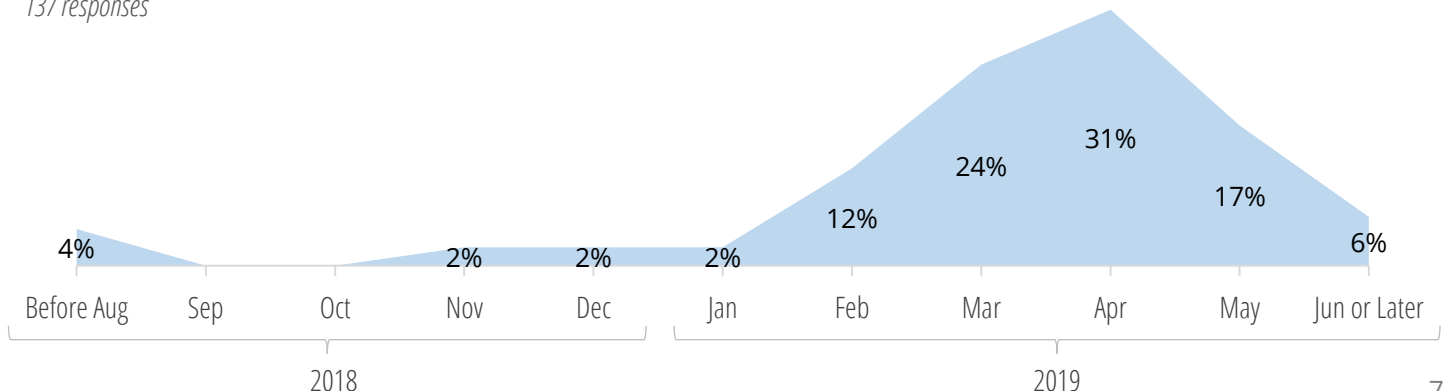
## How They Heard About the Opportunity

138 responses



## When They Accepted Their Offer

137 responses





## Nonprofit

### Full-Time Monthly Salaries by Industry

	Reporting	Median	Range	
Nonprofit	31	\$1,600	\$350	\$4,800
Cultural Institutions/Arts and Cultural Affairs	1	-	-	-
Public Interest/Advocacy	20	\$1,750	\$1,000	\$4,800
Social Services	10	\$1,300	\$350	\$2,200

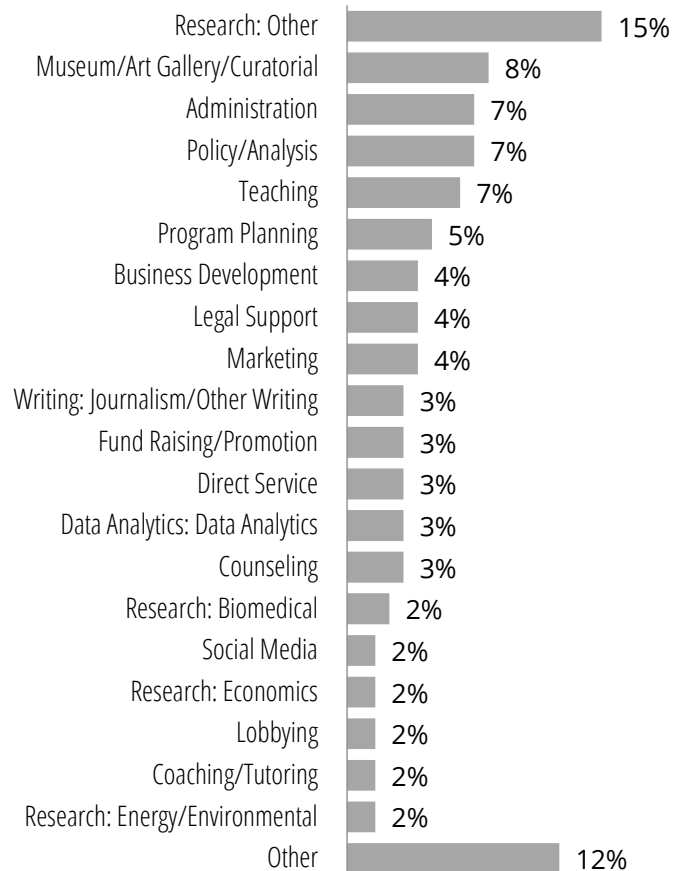
*\*Fewer than 3 reported salaries not published to maintain confidentiality.*

### Employers & Job Titles

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

### Job Functions

123 responses



+ Rising Senior  
 \* Rising Junior  
 ○ Rising Sophomore

## Nonprofit

- + Rising Senior
- \* Rising Junior
- o Rising Sophomore

### Employers & Job Titles

**FoodCloud**, Marketing and Business Development Intern \*

**Foreign Policy Research Institute**, Research Intern (2) +

**Foundation for Individual Rights in Education**, Intern \*

**Friends For Street Children**, Communications Specialist o

**Generations for Peace**, Partnerships Research Assistant \*

**German Marshall Fund**, Intern +

**Gillibrand 2020**, Scheduling and Advance Intern +

**Grace Place for Children and Families**, College Intern o

**Grassroots Campaigns**, Field Manager o

**Green Building United**, Policy Intern +

**Green sleeves Children's Trust**, Volunteer \*

**Habitat para la Humanidad Argentina**, Marketing & Communications Intern \*

**Hartford Youth Scholars**, Gordon Fellow o

**Hecho Por Nosotros**, Business Development Intern o

**Hoeffler Lab**, Intern/ Research Assistant \*

**Ignite Mental Health**, Social Impact Intern o

**Institut Montaigne**, Research Intern \*

**Institute of Contemporary Art**, Business Admin Assistant \*

**Institute of Contemporary Art**, Front Desk Receptionist \*

**Institute of Contemporary Art**, Marketing Intern +

**Institute of Contemporary Art**, Public Engagement Intern +

**Institute of Defense Analysis**, Summer Associate +

**Institute of Marine and Environmental Technologies**, Research Intern \*

**Janelia Research Campus**, Janelia Undergraduate Scholar \*

**Jewish Community Center of Greater Kansas City**, J Camp Counselor/Early and Late Care Provider o

**Joseph J Peters Institute**, Operations Assistant o

**Kol HaNearim**, Coordinator o

**La Fondation Orient-Occident**, Intern o

**Lake Avenue Church**, Early Elementary Intern o

**Learning Undefeated Foundation**, Education Development Team Leader +

**Lien Centre for Social Innovation**, Editorial Associate o

**Lloyd A. Fry Foundation**, Summer Intern o

**Lobeck Taylor Family Foundation**, Education Intern \*

**Lutheran Settlement House**, Intern +

**Lyda Hill Philanthropies**, Summer Intern o

**MALDEF**, NHLA Policy Intern +

**Morgan Library & Museum**, Curatorial Intern +

**Moroccan Center for Innovation and Social Entrepreneurship (MCISE)**, Research Intern and Workshop Facilitator +

**Naandi Foundation**, Intern \*

**National Urban League**, Intern o

**Nationalities Service Center**, Anti-Human Trafficking Intern +

**Never Fear Being Different**, Business Development Manager o

**New York City Police Foundation**, Intern \*

**North Wildwood Beach Patrol**, Beach Lifeguard \*

**Oakland Museum of California**, Social Impact Finance Intern o

**Ocean City Historical Museum**, Museum Assistant \*

**Organization of American States**, Intern +

**Organizing Corps 2020**, Political Organizer +

**PA Senate Democratic Campaign Committee**, Summer Intern o

**Pacific Forum International**, Program Intern o

**PCCY: Public Citizens for Children and Youth**, Intern \*

**Pew Research Center**, Intern +

**Philadelphia Bar Foundation**, Marketing and Development Intern +

**Philadelphia Chinatown Development Corporation**, Intern +

**Philadelphia Higher Education Network for Neighborhood Development**, Intern o

**Philadelphia Industrial Development Corporation**, Intern \*

**Philadelphia Industrial Development Corporation**, Strategy, Communications, & Partnerships Intern \*

**Philadelphia Zoo**, Environmental Education and Animal Behavior Intern \*

**Poder do Voto**, Summer Intern o

**Pritzker Traubert Foundation**, Intern o

**Project Renewal**, Residential Aide Intern o

**Project San Francisco**, Clinical Research Assistant o

**Rebel Ventures**, Cinematographer/Editor +

**Rebel Ventures**, Graphic Designer & Mentor +

**Robin Hood Foundation**, Robin Hood Summer Intern +

**Samrakshak Samuha Nepal (SASANE)**, Summer Intern +

**Search for Common Ground**, International Intern o

**Shapiro for PA**, Finance Intern \*

**Smithsonian National Museum of African American History and Culture**, Social Media Intern +

**Smithsonian National Museum of Natural History**, Natural History Research Experiences Intern \*

**Solomon R Guggenheim Foundation**, Finance and Operations Intern \*

**Springboard Collaborative**, Operations Manager \*

**Squash and Education Alliance**, Summer Associate \*

**STAND Canada**, Blog Writer \*

**The Brookings Institution**, Research Intern +

**The Center for International Environmental Law (CIEL)**, Communications and Development Intern \*

# SUMMER 2019 INDUSTRY REPORT

## Nonprofit

- + Rising Senior
- \* Rising Junior
- Rising Sophomore

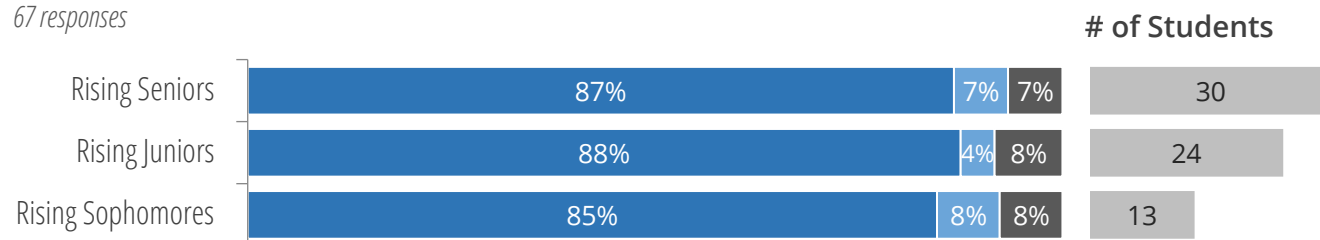
### Employers & Job Titles

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

# Pharmaceuticals/Biotechnology

## Type of Work/Internship

67 responses



## Average Monthly Salary

54 responses

**Paid Full-time**

**\$2,881**

*Avg. 40 Hours per Week*

**Paid Part-time**

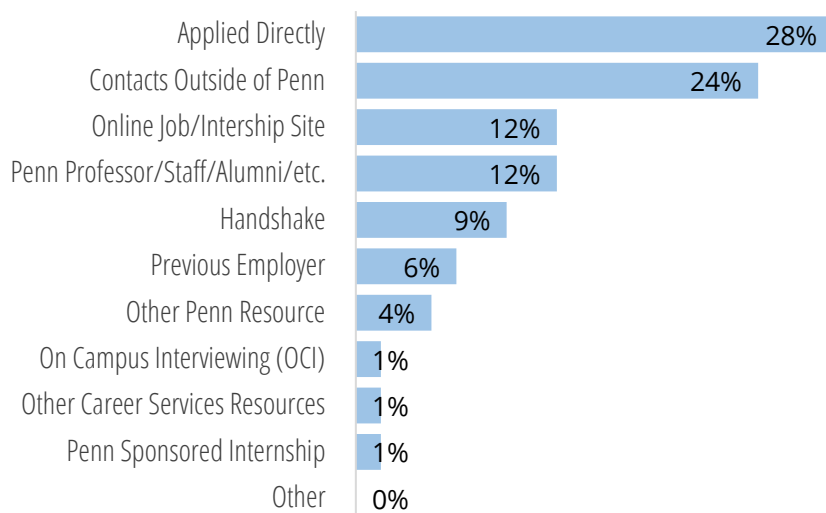
**\$1,322**

*Avg. 23 Hours per Week*

**Unpaid/Volunteer**

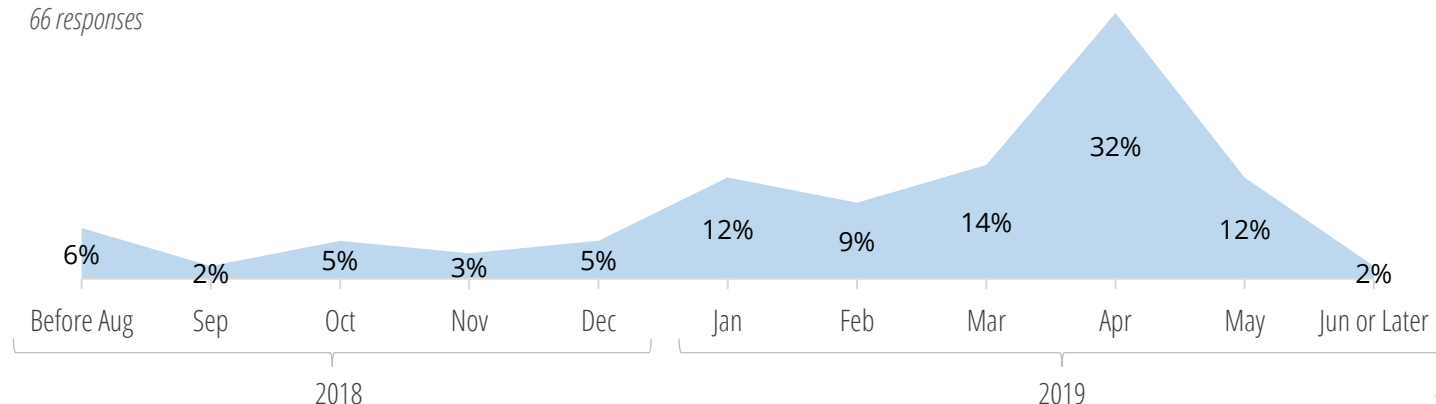
## How They Heard About the Opportunity

67 responses



## When They Accepted Their Offer

66 responses



# Pharmaceuticals/Biotechnology

## Full-Time Monthly Salaries by Industry

	Reporting	Median	Range	
Pharmaceuticals/Biotechnology	50	\$3,000	\$1,200	\$5,940

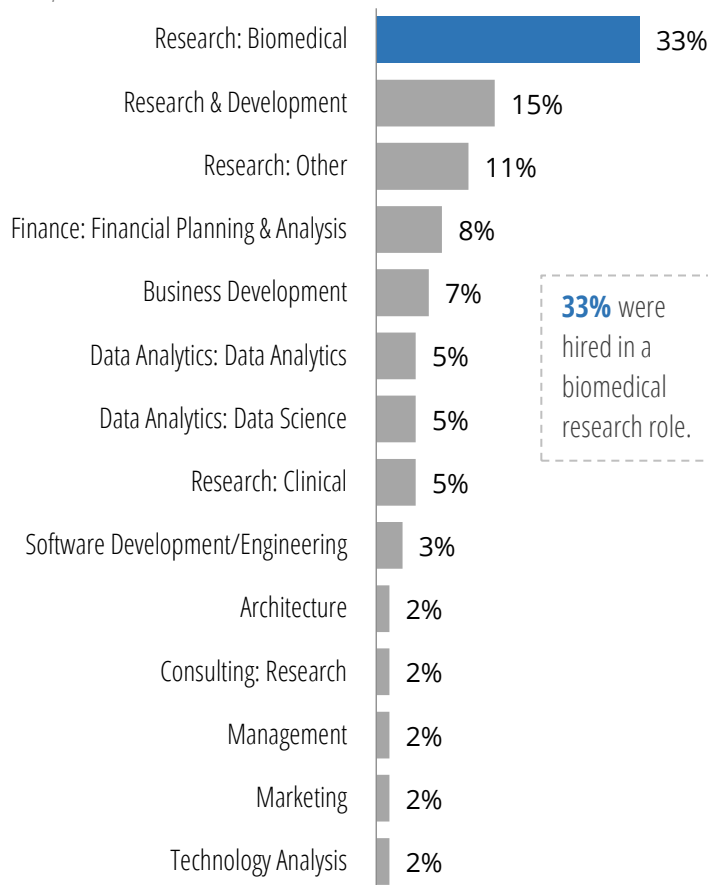
*\*Fewer than 3 reported salaries not published to maintain confidentiality.*

## Employers & Job Titles

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

## Job Functions

61 responses



33% were  
hired in a  
biomedical  
research role.

+ Rising Senior  
 \* Rising Junior  
 ○ Rising Sophomore

# Pharmaceuticals/Biotechnology

## Employers & Job Titles

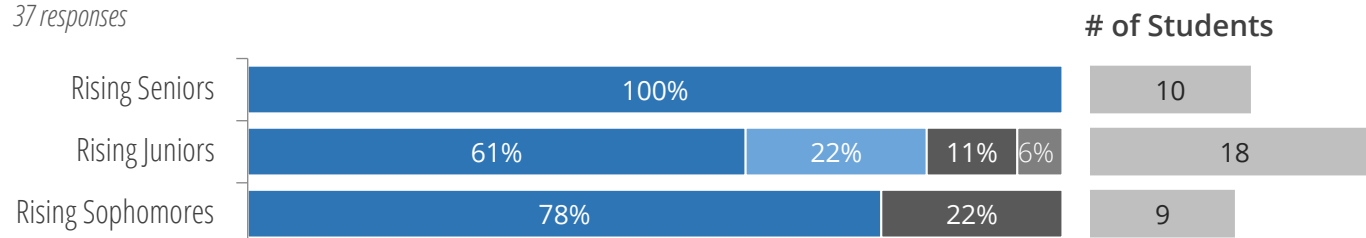
**Longevity Biotech Inc.**, Production Intern +  
**Mckay Orthopedic Laboratory**, Research Assistant \*  
**Medtronic**, Financial Analyst \*  
**Merck & Co.**, Clinical Science and Study Management +  
**Merck & Co.**, Financial Budgeting Intern \*  
**Merck & Co.**, Global Antibiotics Marketing Intern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

+ Rising Senior  
 \* Rising Junior  
 ○ Rising Sophomore

# Real Estate/Construction

## Type of Work/Internship

37 responses



## Average Monthly Salary

26 responses

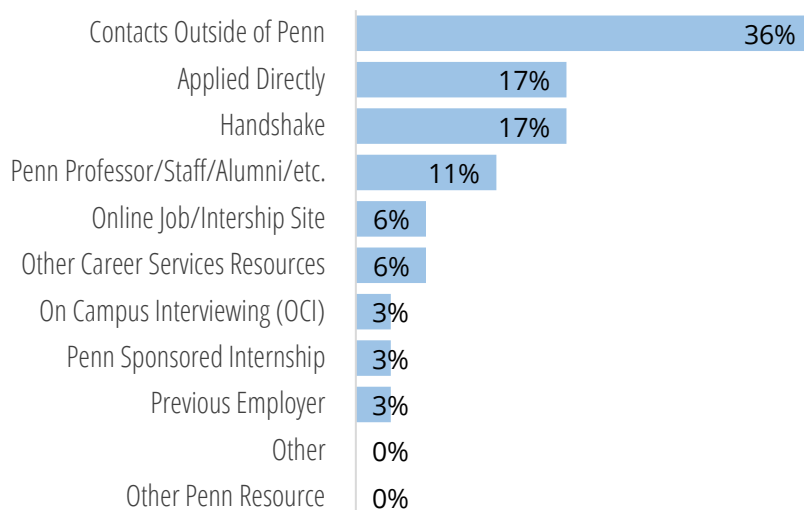
**Paid Full-time**  
**\$3,200**  
*Avg. 44 Hours per Week*

**Paid Part-time**  
**\$1,400**  
*Avg. 25 Hours per Week*

**Unpaid/Volunteer**  
Full-time | Part-time

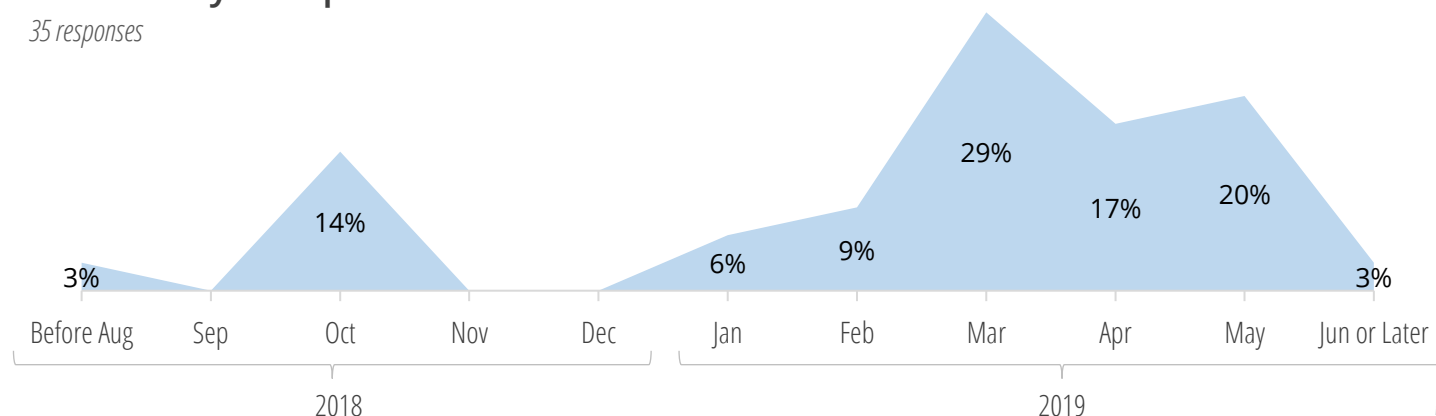
## How They Heard About the Opportunity

36 responses



## When They Accepted Their Offer

35 responses





# Real Estate/Construction

## Full-Time Monthly Salaries by Industry

	Reporting	Median	Range	
Real Estate/Construction	23	\$3,000	\$1,750	\$7,000

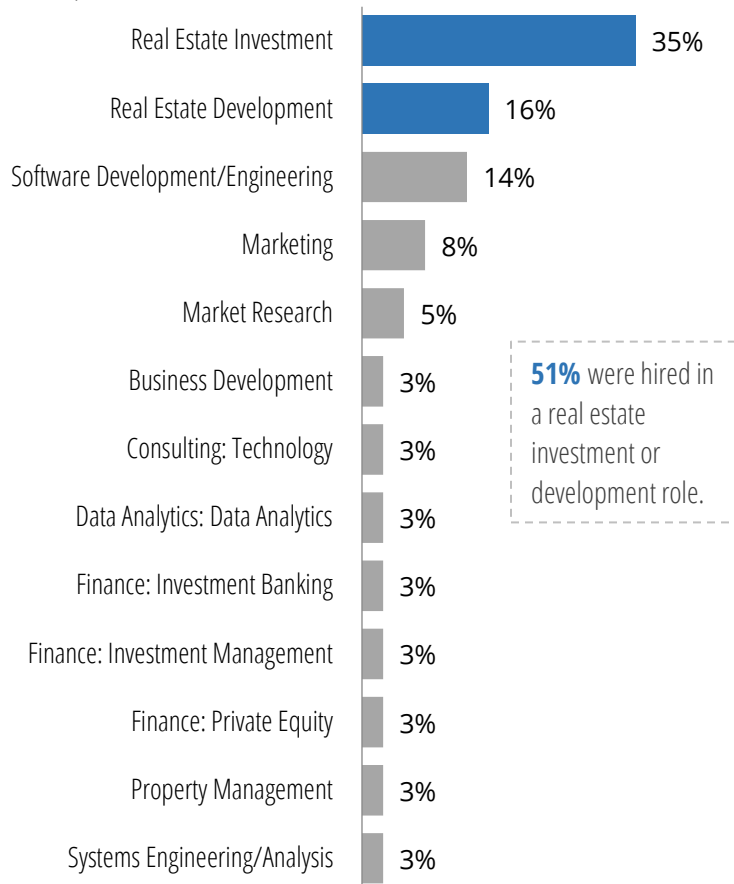
*\*Fewer than 3 reported salaries not published to maintain confidentiality.*

## Employers & Job Titles

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

## Job Functions

37 responses

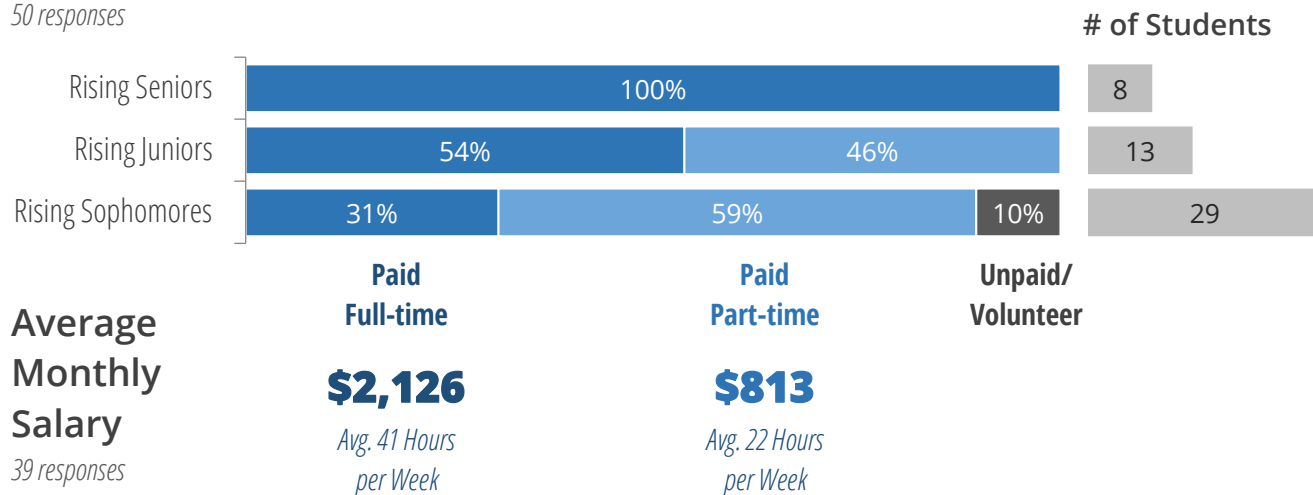


+ Rising Senior  
 \* Rising Junior  
 ○ Rising Sophomore

# Retail/Wholesale

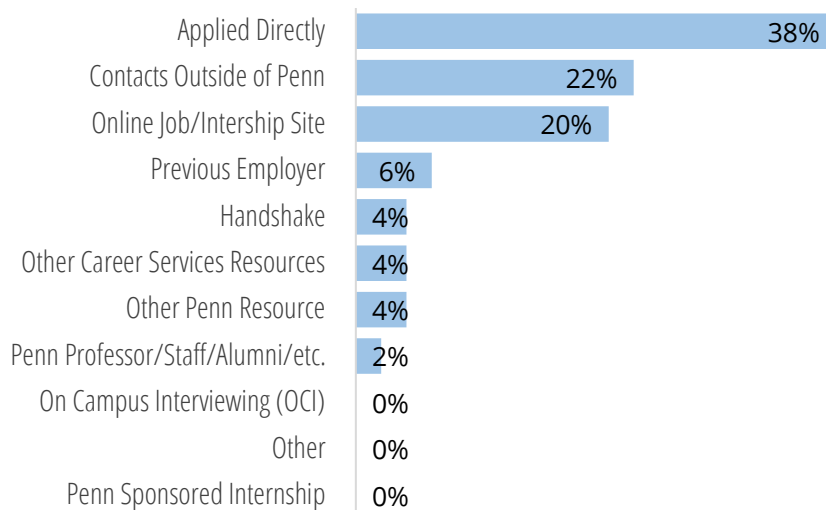
## Type of Work/Internship

50 responses



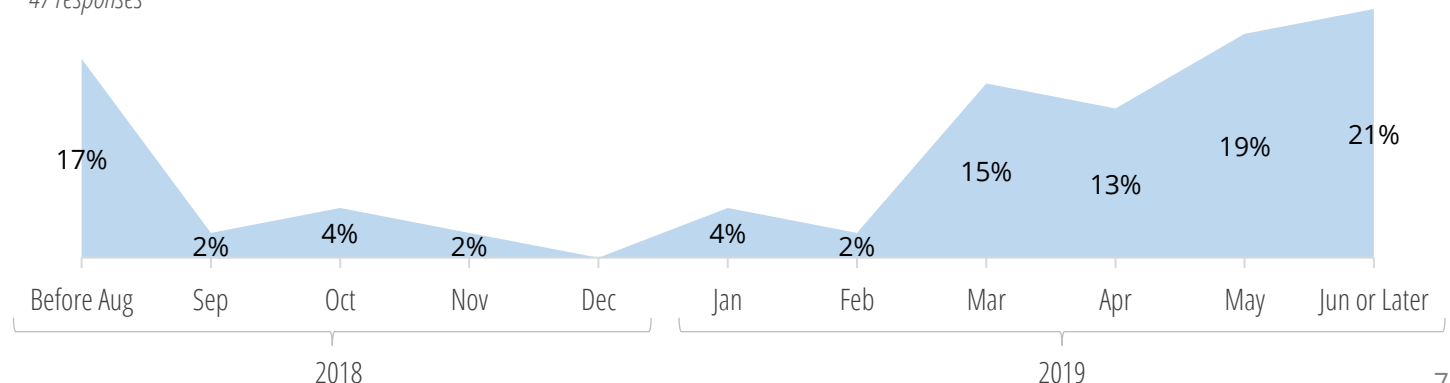
## How They Heard About the Opportunity

50 responses



## When They Accepted Their Offer

47 responses



## Retail/Wholesale

### Full-Time Monthly Salaries by Industry

	Reporting	Median	Range	
Retail/Wholesale	20	\$1,940	\$400	\$4,000

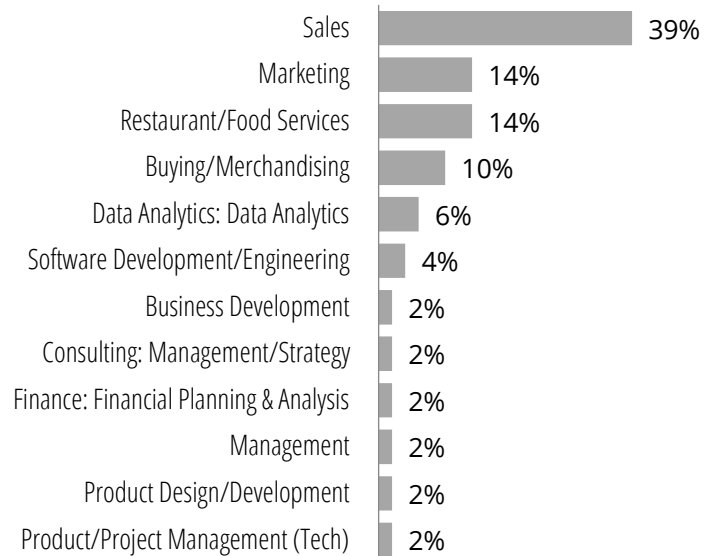
*\*Fewer than 3 reported salaries not published to maintain confidentiality.*

### Employers & Job Titles

**Aeropostale**, Sales Associate ○  
**Anthropologie**, Floor Stylist/Sales Associate \*  
**Arturo Global**, Business Development Intern ○  
**Banana Republic**, Brand Ambassador ○  
**Banana Republic**, Sales Associate \*  
**Barnes & Noble**, Digital Project Manager +  
**Bloomingdale's**, Finance Intern \*  
**Bloomingdale's**, Planning Intern +  
**Bonobos**, Brand Marketing Intern \*  
**BRABAR**, Sales Representative ○  
**Bubble Goods**, Social Media Marketing Intern ○  
**Chanel**, Strategy and Client Analytics Intern +  
**Churchills Graham**, Marketing Analyst ○  
**Convenience Plus**, Pizza Artist ○  
**CVS Pharmacy**, Store Associate/Cashier ○  
**Dick's Sporting Goods**, Software Engineering Intern +  
**Elsmore Swim Shop**, Employee ○  
**Eons**, Restaurant Crew Member \*  
**Food Lion**, Deli Worker ○  
**Food World Supermarket**, Head Sales Associate ○  
**Forever 21**, Stoke Associate \*  
**Highland Fruit Growers Inc.**, Team Member \*  
**J Crew**, Sales Associate, Merchandiser ○  
**Jack Wills**, Supervisor ○  
**Jewels Osco**, Cashier ○  
**Jovani**, Intern ○  
**Kung Fu Tea** ○  
**Levi's**, Sales Associate ○  
**LOFT**, Sales Associate ○  
**Longchamp**, Merchandising Intern ○  
**Macy's**, Buying Intern +  
**Macy's**, Marketing Intern +  
**Monkee's of Madeira**, Co-Manager ○  
**Montaro LLC**, Digital Marketing and Operations Intern ○  
**Nature's Art Village**, Employee \*  
**Nautica**, Sales Associate ○  
**Nike**, Sales Associate ○

### Job Functions

49 responses



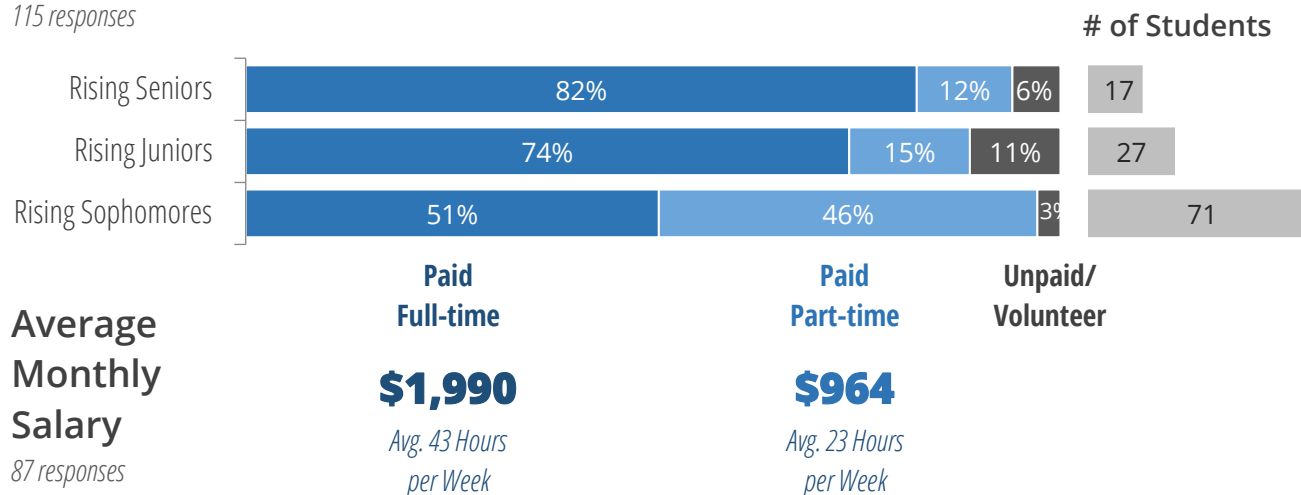
+ Rising Senior  
 \* Rising Junior  
 ○ Rising Sophomore

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

# Sports/Hospitality/Food Service

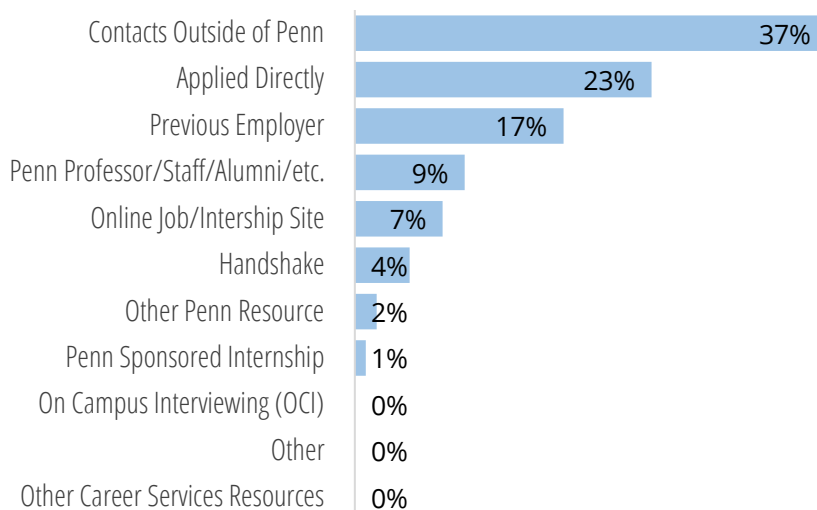
## Type of Work/Internship

115 responses



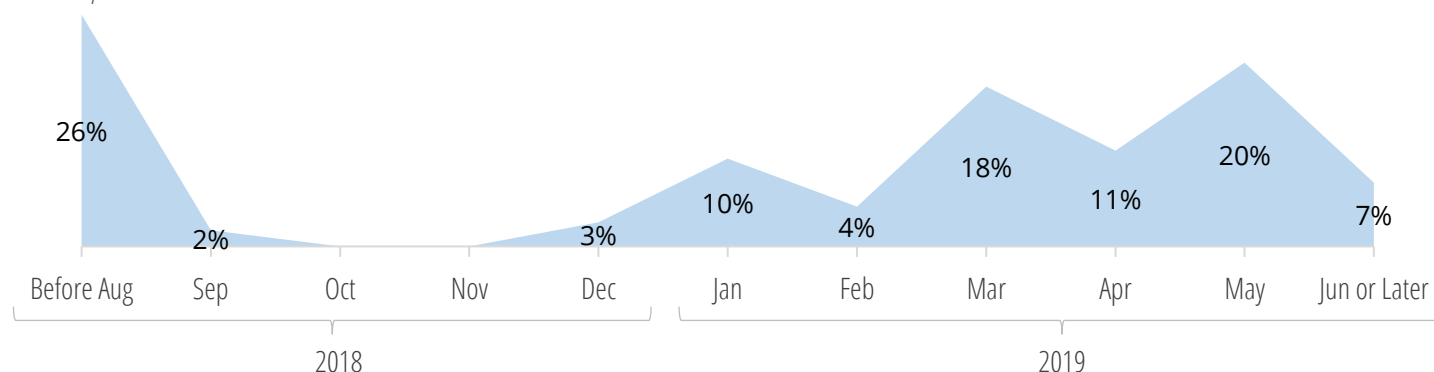
## How They Heard About the Opportunity

112 responses



## When They Accepted Their Offer

113 responses



# Sports/Hospitality/Food Service

## Full-Time Monthly Salaries by Industry

	Reporting	Median	Range	
Sports/Hospitality/Food Service	55	\$1,616	\$500	\$8,000

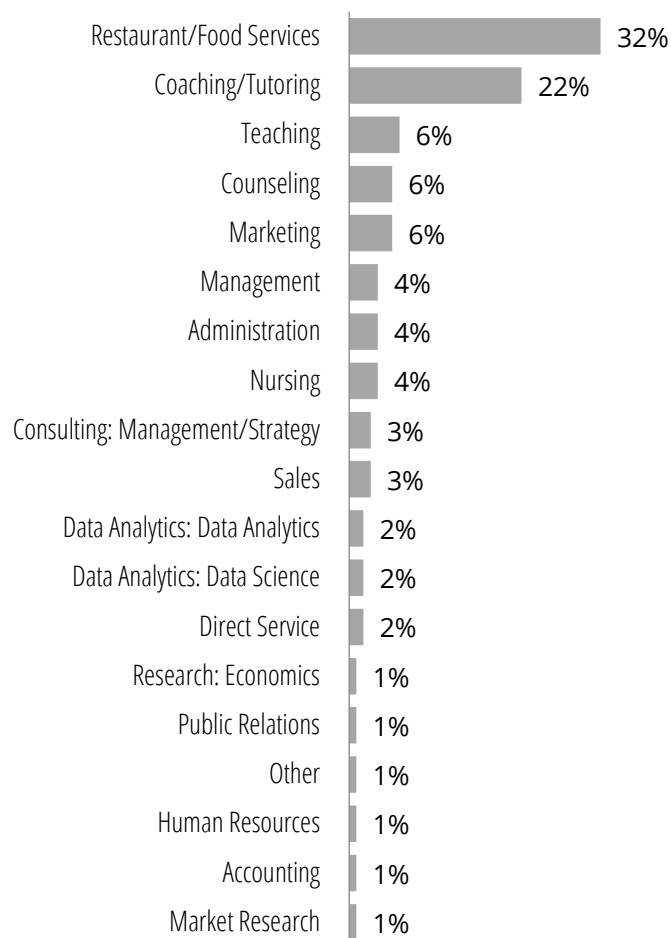
*\*Fewer than 3 reported salaries not published to maintain confidentiality.*

## Employers & Job Titles

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

## Job Functions

108 responses



+ Rising Senior  
 \* Rising Junior  
 ○ Rising Sophomore

# Sports/Hospitality/Food Service

+ Rising Senior  
\* Rising Junior  
○ Rising Sophomore

## Employers & Job Titles

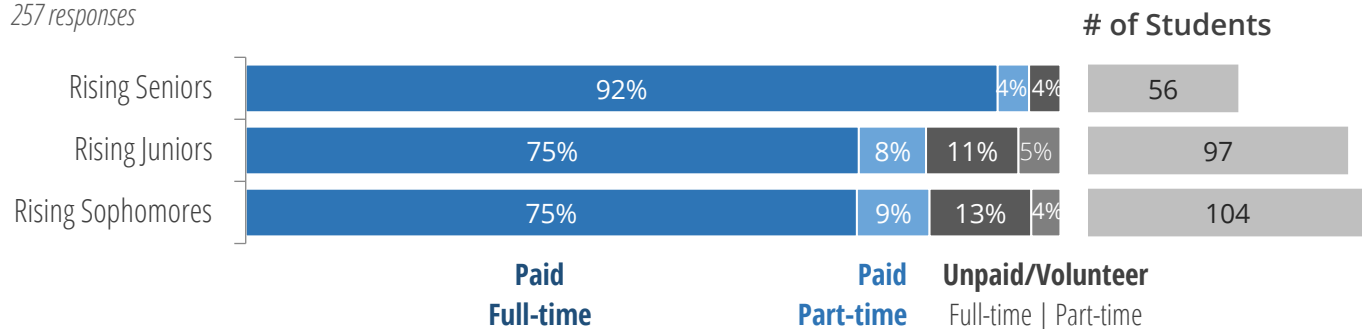
**Eleven Madison Park**, Summer Operations Intern ○  
**Festival Foods**, Associate ○  
**Flatbread Company**, Chef ○  
**Friendly's Restaurant**, Server ○  
**Galileo Summer Camps**, Team Leader \*  
**Glen Ridge Country Club**, Waitress ○  
**Global English Camp**, Program Intern \*  
**Grace United Methodist Church**, Camp Counselor ○  
**Great Lakes Loons**, Custodian and Assistant Groundskeeper ○  
**Hartford's Camp Courant**, Counselor ○  
**Hershey Lodge**, Front Desk Attendant ○  
**Hockaday Summer Day Camp; Texas Nurse Aide Training**, Camp Counselor \*  
**Ivy Camps USA**, STEM Instructor +  
**Jamie Hollander Gourmet Foods and Catering**, Bartender \*  
**JCC of Staten Island**, Head Senior Counselor ○  
**Johnny Angels**, Server +  
**Kenwood Country Club**, Barback ○  
**Kenwood Golf and Country Club**, Lifeguard ○  
**Lake Compounce Theme Park**, Supervisor ○  
**Lawns & Roses LLC**, Landscaper ○  
**Legoland** ○  
**Lombard Swim Club**, Receptionist \*  
**Major League Baseball**, League Economics and Operations Intern +  
**Maplewood Kitchen and Bar**, Front of House staff ○  
**Max's Famous Hot Dogs**, Server \*  
**McDonald's**, Crew \*  
**Michael Schnur Swim Camp**, Camp Counselor ○  
**Michael Schnur Swim Camp**, Head Camp Representative ○  
**Millie's Homemade Ice Cream**, Operations and Marketing Intern ○  
**Monical's Pizza**, Maker ○  
**Monumental Sports and Entertainment**, Communications Intern ○  
**North Hempstead Country Club**, Lifeguard ○  
**Norwalk River Rowing Association**, Coach ○  
**Orangetheory Fitness**, Sales Associate \*  
**Oscars Mexican Seafood**, Business Growth Advisor ○  
**Overbrook Golf Club**, Bartender ○  
**Oxford Creamery**, Crew Member ○  
**Oyster Harbors Golf Club**, Event Assistant +  
**Partyhands**, Server ○  
**Philadelphia 76ers**, Intern +

**Philadelphia Phillies**, Entertainment Staff Employee ○  
**Philadelphia Phillies**, Phillies Ballgirl \*  
**Philadelphia Phillies**, Ticket Services Intern \*  
**Pho20**, Server ○  
**Play By Play Sports Broadcasting Camp**, Nurse Assistant +  
**Poki DC**, Employee ○  
**Portland Country Club**, Bagroom Operator ○  
**Pottruck**, Recreation Assistant \*  
**Princess Anne Country Club**, Swim Coach ○  
**RBI**, Leadership Development Program Intern +  
**RedBeard Talent**, Marketing Analyst \*  
**RoadGoat**, Marketing Intern \*  
**SCPGA Junior Tour**, SCPGA Representative Field Staff ○  
**Shore Diner**, Server ○  
**SimpleBet**, Data Scientist \*  
**Skylake Yosemite Camp**, Camp Counselor \*  
**Sogevinus Fine Wines**, Tour Guide +  
**Starbucks**, Barista ○  
**Stormy's Tavern and Grill**, Server ○  
**Summer at Brentwood Tennis Camp**, Assistant Head Coach ○  
**Suraya**, Line Cook ○  
**Sushi Maki and Canton Chinese Foods Inc.**, Summer Intern \*  
**Swansea Country Club**, Lifeguard ○  
**Swoon**, Marketing and Account Management Intern +  
**Tedesco Country Club**, AA Caddy ○  
**The Cheesecake Factory**, Front Desk Filler ○  
**United States Tennis Association (USTA)**, Undergraduate Marketing Intern ○  
**Universal Orlando Resort**, Industrial Engineering Intern +  
**University of Pennsylvania - Julian Krinsky Camps & Programs**, Residential Teaching Assistant (3) \*  
**University of Pennsylvania - Julian Krinsky Camps & Programs**, Residential Teaching Assistant (2) ○  
**University of Pennsylvania - Penn Swim Camp**, Camp Counselor ○  
**Upper Missouri Ministry** ○  
**Wannamoisett Country Club**, Caddie ○  
**Wasserman**, Brands Consulting Intern +  
**West Shore Country Club**, Tennis Pro Shop Attendant ○  
**Will's Beach Service**, Beach Equipment Coordinator ○  
**Yum Yum Bake Shop**, Server ○

# Technology

## Type of Work/Internship

257 responses



## Average Monthly Salary

161 responses

**\$4,662**

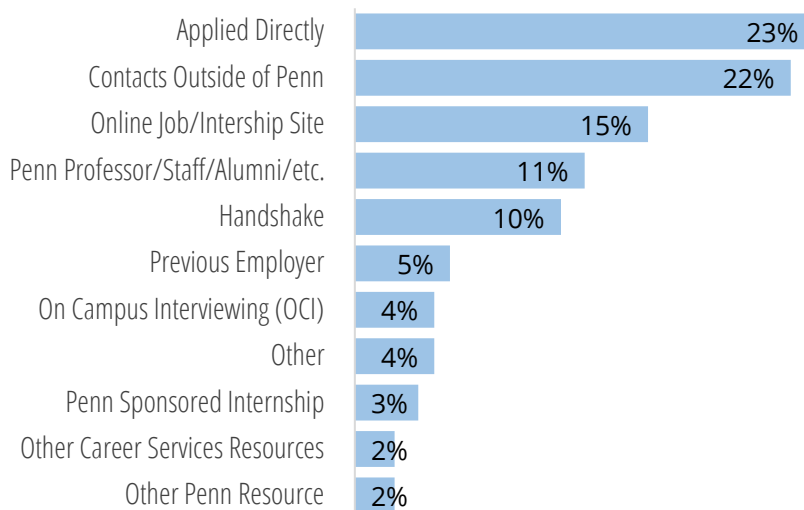
Avg. 41 Hours  
per Week

**\$2,296**

Avg. 28 Hours  
per Week

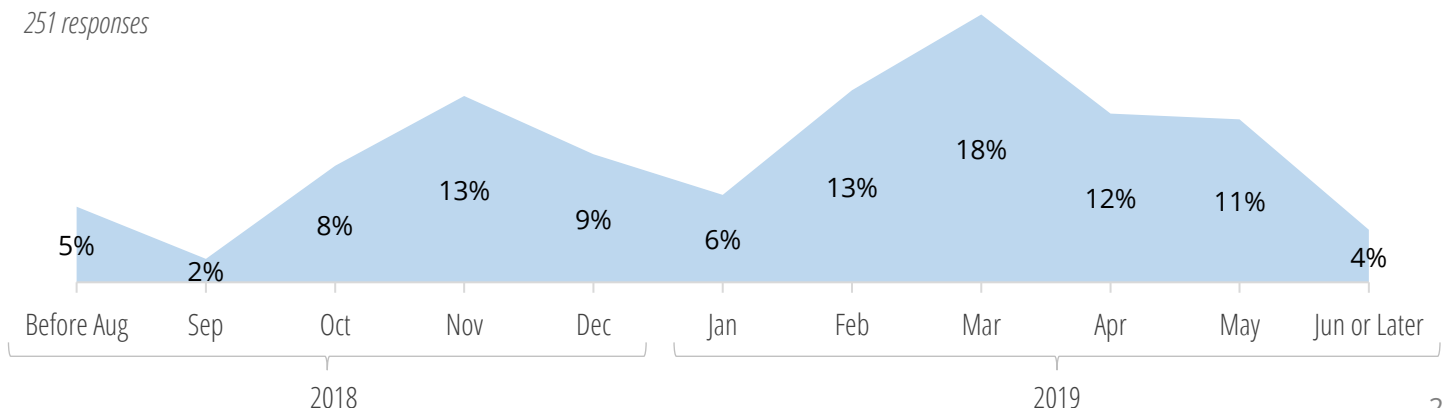
## How They Heard About the Opportunity

255 responses



## When They Accepted Their Offer

251 responses





# Technology

## Full-Time Monthly Salaries by Industry

	Reporting	Median	Range	
Technology	150	\$4,000	\$400	\$17,000

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

## Employers & Job Titles

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

## Job Functions

238 responses



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

+ Rising Senior  
 \* Rising Junior  
 ○ Rising Sophomore

# Technology

- + Rising Senior
- \* Rising Junior
- o Rising Sophomore

## Employers & Job Titles

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

# Technology

- + Rising Senior
- \* Rising Junior
- o Rising Sophomore

## Employers & Job Titles

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

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

# SUMMER 2019 INDUSTRY REPORT

## Technology

- + Rising Senior
- \* Rising Junior
- Rising Sophomore

### Employers & Job Titles

**Unisys**, Cloud Engineer Intern \*

**University of Pennsylvania - Feng Group**, Undergraduate Researcher \*

**University of Pennsylvania - GRASP Lab**, Research Assistant \*

**University of Pennsylvania - GRIP**, Software Developer \*

**Upstart**, Growth Strategy and Analytics Intern +

**Verif-y**, Systems Operations and Compliance Intern \*

**Visualsitemaps**, Business Development Intern ○

**VMware**, Product Development Intern, Member of Technical Staff +

**Wayfair**, Business Analyst Intern (2) +

**Wayfair**, Business Associate Intern \*

**Wayfair**, Data Analyst Intern +

**Wayfair**, Software Engineer Intern \*

**Worldpay**, Software Engineering Intern ○

**Xcel Energy**, IT Intern ○

**Zendesk**, Software Engineering Intern +

**Zenetex**, Engineering/IT Intern \*

# Full-Time Monthly Salaries by Industry

	Reporting	Median	Range	
Accounting	4	\$2,350	\$288	\$4,160
Chemicals/Gases	5	\$2,400	\$1,765	\$4,700
Consulting	95	\$5,120	\$180	\$12,500
Healthcare/Life Sciences	9	\$5,000	\$3,200	\$6,000
Management Consulting	68	\$5,875	\$180	\$12,500
Non-Profit/Government	5	\$2,500	\$2,300	\$3,520
Other	13	\$2,975	\$1,600	\$6,500
Consumer Products	25	\$2,720	\$100	\$5,760
Design/Fine Arts	6	\$3,270	\$900	\$5,000
Education	162	\$1,610	\$300	\$3,200
Elementary/Secondary Education	19	\$1,500	\$350	\$3,200
Higher Education - Non-Research	26	\$1,925	\$1,000	\$2,750
Higher Education - Research Lab	102	\$1,600	\$300	\$3,200
Energy/Natural Resources/Utilities	12	\$2,880	\$83	\$6,383
Engineering/Manufacturing	33	\$2,560	\$550	\$6,600
Aerospace	9	\$3,967	\$2,500	\$6,600
Automotive	3	\$2,400	\$1,300	\$2,700
Computer Products - Hardware	1	-	-	-
Electronics/Robotics	7	\$3,000	\$700	\$4,320
Manufacturing - Other	13	\$2,240	\$550	\$4,000
Financial Services	228	\$5,000	\$250	\$15,000
Diversified Financial Services (including commercial/retail banking)	49	\$3,000	\$500	\$11,000
Hedge Fund	10	\$7,834	\$1,600	\$14,600
Investment Banking/Brokerage	110	\$6,733	\$600	\$15,000
Investment Management/Counsel	22	\$3,075	\$250	\$7,000
Private Equity	30	\$2,500	\$380	\$12,000
Venture Capital	7	\$2,100	\$1,600	\$5,000
Government	15	\$2,000	\$900	\$3,416
Federal Government	7	\$2,520	\$900	\$3,416
Other	1	-	-	-
State/Local Government	7	\$2,000	\$1,024	\$2,550
Healthcare	68	\$1,800	\$400	\$4,579
Community/Public Health Center	4	\$1,750	\$400	\$2,720
Hospital	53	\$1,760	\$600	\$4,579
Private Practice	6	\$1,820	\$400	\$4,200
Insurance	19	\$3,200	\$1,760	\$3,920

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

# Full-Time Monthly Salaries by Industry

	Reporting	Median	Range	
Legal Services	9	\$2,100	\$1,000	\$4,500
Marketing/Advertising/Public Relations	10	\$1,830	\$400	\$3,360
Media/Journalism/Entertainment	32	\$2,400	\$260	\$5,000
Nonprofit	31	\$1,600	\$350	\$4,800
Cultural Institutions/Arts and Cultural Affairs	1	-	-	-
Public Interest/Advocacy	20	\$1,750	\$1,000	\$4,800
Social Services	10	\$1,300	\$350	\$2,200
Other	4	\$1,840	\$600	\$5,100
Performing Arts/Music/Theater	1	-	-	-
Pharmaceuticals/Biotechnology	50	\$3,000	\$1,200	\$5,940
Publishing/Printing	2	\$2,030	\$1,960	\$2,100
Real Estate/Construction	23	\$3,000	\$1,750	\$7,000
Retail/Wholesale	20	\$1,940	\$400	\$4,000
Sports/Hospitality/Food Service	55	\$1,616	\$500	\$8,000
Technology	151	\$4,000	\$200	\$17,000
Transportation	4	\$2,000	\$900	\$2,400

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

# Full-Time Monthly Salaries by Job Function

	Reporting	Median	Range	
Accounting	6	\$2,185	\$1,500	\$5,000
Actuarial	5	\$3,280	\$1,800	\$3,920
Administration	18	\$1,900	\$500	\$3,168
Advertising/Media Planning	2	-	-	-
Animation	0	-	-	-
Architecture	5	\$3,000	\$900	\$3,500
Business Development	31	\$2,500	\$200	\$11,000
Buying/Merchandising	4	\$2,640	\$1,200	\$2,880
Clinical Other - Non-Nursing	6	\$1,000	\$400	\$2,100
Coaching/Tutoring	22	\$1,550	\$350	\$7,000
Construction	2	-	-	-
Consulting	94	\$5,160	\$180	\$12,500
Management/Strategy	75	\$5,500	\$180	\$12,500
Research	12	\$3,000	\$1,600	\$7,020
Technology	7	\$2,500	\$600	\$6,080
Counseling	6	\$1,880	\$1,000	\$2,500
Data Analytics	50	\$3,120	\$500	\$9,067
Data Analytics	32	\$3,120	\$500	\$6,500
Data Science	18	\$2,975	\$1,050	\$9,067
Direct Service	1	-	-	-
Editing	2	-	-	-
Energy Exploration and Production	1	-	-	-
Entrepreneur/Founder	0	-	-	-
Finance	188	\$5,000	\$250	\$20,000
Commercial Banking/Lending	6	\$2,125	\$600	\$4,500
Financial Planning & Analysis (non-bnkg)	14	\$3,000	\$2,000	\$4,800
Investment Banking	67	\$7,000	\$600	\$20,000
Investment Management/Counsel	26	\$3,730	\$1,000	\$14,000
Private Equity	30	\$3,200	\$380	\$12,000
Risk Management	5	\$3,000	\$1,000	\$4,560
Sales	7	\$6,333	\$1,300	\$8,500
Securities Research	10	\$3,700	\$250	\$12,000
Trading	15	\$7,082	\$2,400	\$17,000
Venture Capital	8	\$2,580	\$1,600	\$7,000
Fund Raising/Promotion	1	-	-	-
Game Development	0	-	-	-

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



# Full-Time Monthly Salaries by Job Function

	Reporting	Median	Range	
Graphic Design	5	\$1,792	\$400	\$3,100
Human Resources	5	\$1,900	\$500	\$2,000
Insurance - Other	6	\$3,280	\$1,760	\$3,800
Intelligence/Law Enforcement	0	-	-	-
Legal Support	9	\$2,200	\$900	\$8,000
Legislative Support	4	\$2,060	\$1,300	\$2,700
Lobbying	1	-	-	-
Management	11	\$2,200	\$1,000	\$3,800
Manufacturing	6	\$3,960	\$2,000	\$6,600
Market Research	9	\$2,560	\$83	\$4,000
Marketing	55	\$2,400	\$500	\$6,800
Museum/Art Gallery/Curatorial	0	-	-	-
Nursing	14	\$2,080	\$500	\$2,500
Other	3	\$2,400	\$1,160	\$5,100
Performing Arts	0	-	-	-
Policy/Analysis	4	\$1,800	\$1,440	\$3,040
Product Design/Development	8	\$2,600	\$1,700	\$4,000
Product/Brand Management	8	\$2,640	\$300	\$6,000
Product/Project Management (Technology)	18	\$3,480	\$1,500	\$7,300
Production (Media)	5	\$1,920	\$1,600	\$2,400
Program Evaluation	0	-	-	-
Program Planning	7	\$1,960	\$480	\$2,580
Property Management	2	-	-	-
Public Relations	6	\$1,830	\$400	\$3,000
Real Estate Development	3	\$4,000	\$4,000	\$4,000
Real Estate Investment	7	\$2,660	\$2,000	\$3,200
Research	155	\$1,600	\$300	\$4,800
Biomedical	71	\$1,540	\$300	\$4,800
Clinical	16	\$1,470	\$600	\$2,080
Economics	10	\$2,400	\$468	\$3,000
Energy/Environmental	3	\$1,600	\$1,200	\$2,253
Other	55	\$1,900	\$360	\$3,200
Research & Development	18	\$2,810	\$400	\$5,760
Restaurant/Food Services	17	\$1,600	\$500	\$8,000
Sales	14	\$1,920	\$400	\$2,500
Social Media	2	-	-	-

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

# Full-Time Monthly Salaries by Job Function

	Reporting	Median	Range	
Software Development/Engineering	116	\$5,220	\$100	\$17,000
Systems Engineering/Analysis	18	\$2,880	\$1,000	\$5,600
Teaching	22	\$1,580	\$500	\$3,500
Technology Analysis	7	\$3,000	\$1,000	\$6,500
Testing/Quality/Evaluation	2	-	-	-
User Experience/User Interface	3	\$2,400	\$900	\$4,000
Web Design/Development	6	\$2,320	\$480	\$3,200
Writing	6	\$2,050	\$350	\$2,700
Journalism/Other Writing	6	\$2,050	\$350	\$2,700
Technical Writing (Scientific)	0	-	-	-

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