Summer 2019
Industry Report

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

Consumer Products

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

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

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

Government
Federal Government | State/Local Government | Other

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

Marketing/Advertising/Public Relations

Media/Journalism/Entertainment

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

Pharmaceuticals/Biotechnology

Real Estate/Construction

Retail/Wholesale

Sports/Hospitality/Food Service

Technology

Full-time Monthly Salaries
by Industry
by Job Function

Methodology

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

**Consulting**

**Type of Work/Internship**

<table>
<thead>
<tr>
<th>Rising Seniors</th>
<th>Rising Juniors</th>
<th>Rising Sophomores</th>
</tr>
</thead>
<tbody>
<tr>
<td>99%</td>
<td>84%</td>
<td>60%</td>
</tr>
</tbody>
</table>

**Average Monthly Salary**

- **Paid Full-time**: $4,881 (Avg. 48 Hours per Week)
- **Paid Part-time**: $941 (Avg. 22 Hours per Week)

**Industry Breakdown**

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

**How They Heard About the Opportunity**

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

**When They Accepted Their Offer**

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

(Raw data)
SUMMER 2019 INDUSTRY REPORT

Consulting

Full-Time Monthly Salaries by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>95</td>
<td>$5,120</td>
<td>$180</td>
</tr>
<tr>
<td>Healthcare/Life Sciences</td>
<td>9</td>
<td>$5,000</td>
<td>$3,200</td>
</tr>
<tr>
<td>Management Consulting</td>
<td>68</td>
<td>$5,875</td>
<td>$180</td>
</tr>
<tr>
<td>Non-Profit/Government</td>
<td>5</td>
<td>$2,500</td>
<td>$2,300</td>
</tr>
<tr>
<td>Other</td>
<td>13</td>
<td>$2,975</td>
<td>$1,600</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

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

Job Functions

132 responses

- Consulting: Management/Strategy: 63%
- Consulting: Research: 7%
- Consulting: Technology: 5%
- Research: Other: 4%
- Business Development: 3%
- Finance: Investment Banking: 2%
- Marketing: 2%
- Data Analytics: Data Analytics: 2%
- Other: 13%

74% were working in a consulting role.
Consulting

Employers & Job Titles

Deloitte, Intern +
Deloitte, Intern (2) ○
Deloitte, Summer Intern +
Deloitte, Summer Intern ○
Deloitte, Summer Scholar (3) +
Deloitte, Transfer Pricing Intern +
Econsult Solutions Inc., Research Assistant Intern *
El OpenLAB Consulting S.A.S, Summer Analyst & Researcher *
Emerton, Strategy Consulting Intern *
Epic Research LLC, Marketing Analyst +
EY, Intern *
EY, M&A Consulting Intern +
EY, Mergers & Acquisitions Consulting Intern +
EY, S&O Intern +
EY, Summer Associate +
EY, Summer Intern +
EY, Summer Intern *
EY, Summer M&A Consultant +
Finch Brands, Brand Strategy Intern +
Finch Brands, Brand Strategy Intern *
FTI Consulting, Data & Analytics Intern +
FTI Consulting, Strategic Communications Intern +
Gartner, Research Specialist Intern +
Glover Park Group, Intern ○
Howard Fischer Associates, Market Analyst +
ICS Consulting Inc., Data Analyst *
Keru, Marketing Intern (2) ○
Keru, Product Operations Intern (2) ○
KPMG, Corporate Finance Intern *
KPMG, Management Consulting Intern *
KPMG, Strategy Advisory Intern *
Latam Impact Program ○
Leadership Solutions Inc., Associate Consultant Intern *
Lewis & Ellis ○
Lynk Global, Client Solutions Research Analyst Intern *
McKinsey & Company, Business Analyst (2) +
McKinsey & Company, Business Analyst *
McKinsey & Company, Freshman Summer Business Analyst ○
McKinsey & Company, Summer Advanced Analytics Fellow +
McKinsey & Company, Summer Analyst ○
McKinsey & Company, Summer Business Analyst +
McKinsey & Company, Summer Business Analyst ○
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) ○
PricewaterhouseCoopers (PwC), Consulting Intern *
PricewaterhouseCoopers (PwC), Corporate Finance and Investment Banking Analyst ○
PricewaterhouseCoopers (PwC), Cybersecurity Consultant Intern +
PricewaterhouseCoopers (PwC), Intern +
PricewaterhouseCoopers (PwC), Technology Consulting (Data & Analytics) Intern +
PricewaterhouseCoopers (PwC), Technology Consulting Intern (2) +
Putnam Associates, Summer Associate Consultant +
Revelwood, IT Policy Intern ○
RWR Advisory, Research Analyst *
STG, Intern *
Strategic Results, Marketing Analyst *
Strategy&, Advance Intern +
Strategy&, Associate Intern +
Strategy&, Summer Associate (3) +
Strategy&, Summer Associate *
Strategy&, Summer Associate Intern +
Teneo, Summer Intern +
The Frost Group, Fundraising Intern ○
Veronica Perez & Associates, Summer Associate ○
Wunderman Thompson, Intern ○
Zeektek, Technical Sales and Recruiting Intern *
ZS Associates, Decision Analytics Associate Intern +
ZS Associates, Strategy and Insight Planning Associate Intern +
ZS Associates, Strategy Insights and Planning Associate +
ZS Associates, Strategy Insights and Planning Associate Intern *
SUMMER 2019 INDUSTRY REPORT
Consumer Products

Type of Work/Internship
38 responses

- Rising Seniors: 81% Paid, 13% Unpaid
- Rising Juniors: 78% Paid, 22% Unpaid
- Rising Sophomores: 92% Paid, 8% Unpaid

Average Monthly Salary
25 responses

- Average: $2,602
- Average Hours: 41 per Week

How They Heard About the Opportunity
38 responses

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

When They Accepted Their Offer
38 responses

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

Full-Time Monthly Salaries by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consumer Products</td>
<td>25</td>
<td>$2,720</td>
<td>$100 $5,760</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

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

Job Functions

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

* Rising Senior
* Rising Junior
○ Rising Sophomore
Education

Type of Work/Internship
450 responses

| Rising Seniors | 68% | 17% | 8% | 7% |
| Rising Juniors | 77% | 18% |    |    |
| Rising Sophomores | 72% | 19% | 7% |    |

Average Monthly Salary
225 responses

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

Industry Breakdown
460 responses

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

How They Heard About the Opportunity
446 responses

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

When They Accepted Their Offer
451 responses

- Before Aug: 12%
- Sep: 0.4%
- Oct: 0.4%
- Nov: 1%
- Dec: 1%
- Jan: 4%
- Feb: 7%
- Mar: 25%
- Apr: 28%
- May: 17%
- Jun or Later: 4%
SUMMER 2019 INDUSTRY REPORT

Education

Full-Time Monthly Salaries by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>162</td>
<td>$1,610</td>
<td>$300</td>
</tr>
<tr>
<td>Elementary/Secondary Education</td>
<td>19</td>
<td>$1,500</td>
<td>$350</td>
</tr>
<tr>
<td>Higher Education - Non-Research</td>
<td>26</td>
<td>$1,925</td>
<td>$1,000</td>
</tr>
<tr>
<td>Higher Education - Research Lab</td>
<td>102</td>
<td>$1,600</td>
<td>$300</td>
</tr>
</tbody>
</table>

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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 *
CURENT, University of Tennessee, Knoxville, REU Participant *
Daldal Laboratories, Lab Assistant ○
Developing Minds Lab, Research Assistant +
Developing Minds Lab, Research Assistant *
Developing Minds Lab, Research Assistant ○
Discovery Daycare, Daycare Teacher ○
Dr. Julia Gray, Shira Pindyck, Research Assistant ○

Job Functions

440 responses

- Research: Other 28%
- Research: Biomedical Teaching 21%
- Research: Economics Administration 10%
- Research: Clinical 5%
- Coaching/Tutoring 4%
- Research: Energy/Environmental Software Development/Engineering 4%
- Research: Energy/Environmental Program Planning 3%
- Research: Data Analytics: Data Science 3%
- Research: Policy/Analysis 3%
- Research: Data Analytics: Data Science 3%
- Research & Development Counseling 2%
- Management 2%
- Museum/Art Gallery/Curatorial 2%
- Web Design/Development 1%
- Direct Service 1%
- Business Development 1%
- Consulting: Research Graphic Design 1%
- Other 5%

60% were working in a research role.

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

### Employers & Job Titles

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

Education

Employers & Job Titles

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

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

Employers & Job Titles

University of Pennsylvania - Center for Neurobiology and Behavior (Penn Medicine), Research Assistant 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
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Education

Employers & Job Titles

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

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

Education

Employers & Job Titles

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

Employers & Job Titles

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

**Type of Work/Internship**

<table>
<thead>
<tr>
<th>Type</th>
<th>Paid Full-time</th>
<th>Paid Part-time</th>
<th>Unpaid/ Volunteer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rising Seniors</td>
<td>90%</td>
<td>10%</td>
<td></td>
</tr>
<tr>
<td>Rising Juniors</td>
<td>90%</td>
<td>10%</td>
<td></td>
</tr>
<tr>
<td>Rising Sophomores</td>
<td>84%</td>
<td>16%</td>
<td></td>
</tr>
</tbody>
</table>

**Average Monthly Salary**

- $1,719
  - Avg. 41 Hours per Week
  - Avg. 23 Hours per Week

**Industry Breakdown**

- Electronics/Robotics, 24%
- Manufacturing - Other, 35%
- Other Penn Resource, 2%
- Other Career Services Resources, 2%
- Handshake, 2%
- Penn Professor/Staff/Alumni/etc., 8%
- On Campus Interviewing (OCI), 6%
- Applied Directly, 17%
- Online Job/Internship Site, 19%
- Contacts Outside of Penn, 42%

**How They Heard About the Opportunity**

**When They Accepted Their Offer**

- 2018: Before Aug 6%, Sep 6%, Oct 4%, Nov 12%, Dec 16%
- 2019: Jan 12%, Feb 10%, Mar 24%, Apr 12%, May 8%, Jun or Later 8%
SUMMER 2019 INDUSTRY REPORT

Engineering/Manufacturing

Full-Time Monthly Salaries by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering/Manufacturing</td>
<td>34</td>
<td>$2,540</td>
<td>$300</td>
</tr>
<tr>
<td>Aerospace</td>
<td>9</td>
<td>$3,967</td>
<td>$2,500</td>
</tr>
<tr>
<td>Automotive</td>
<td>3</td>
<td>$2,400</td>
<td>$1,300</td>
</tr>
<tr>
<td>Computer Products - Hardware</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Electronics/Robotics</td>
<td>7</td>
<td>$3,000</td>
<td>$700</td>
</tr>
<tr>
<td>Manufacturing - Other</td>
<td>14</td>
<td>$2,120</td>
<td>$300</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

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

Job Functions

- Systems Engineering/Analysis
- Software Development/Engineering
- Manufacturing
- Product Design/Development
- Marketing
- Product/Brand Management
- Research & Development
- Research: Other
- Market Research
- Finance: Sales
- Graphic Design
- Human Resources
- Accounting
- Data Analytics: Data Science
- Testing/Quality/Evaluation
- Consulting: Management/Strategy
- Sales
- Construction
- Buying/Merchandising
- Technology Analysis

* Rising Junior
○ Rising Sophomore
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
- **Rising Seniors**: 99%
- **Rising Juniors**: 87%
- **Rising Sophomores**: 55%

#### Average Monthly Salary
- **Full-time**: $5,155 (Avg. 53 Hours per Week)
- **Part-time**: $2,077 (Avg. 27 Hours per Week)

#### Industry Breakdown
- **Diversified Financial Services**, 18%
- **Private Equity**, 14%
- **Investment Management/Counsel**, 11%
- **Investment Banking/Brokerage**, 44%
- **Hedge Fund**, 6%
- **Venture Capital**, 6%

#### When They Accepted Their Offer
- 2018: Before Aug 6%, Sep 15%, Oct 7%, Nov 5%
- 2019: Jan 5%, Feb 8%, Mar 10%, Apr 12%, May 10%, Jun or Later 2%

#### How They Heard About the Opportunity
- **Contacts Outside of Penn**: 25%
- **Applied Directly**: 24%
- **Handshake**: 16%
- **On Campus Interviewing (OCI)**: 10%
- **Penn Professor/Staff/Alumni/etc.**: 10%
- **Online Job/Internship Site**: 6%
- **Previous Employer**: 3%
- **Other Penn Resource**: 3%
- **Other Career Services Resources**: 2%
- **Other**: 1%
- **Penn Sponsored Internship**: 1%
## Financial Services

### Full-Time Monthly Salaries by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial Services</td>
<td>229</td>
<td>$5,000</td>
<td>$20,000</td>
</tr>
<tr>
<td>Diversified Financial Services (including commercial/retail banking)</td>
<td>50</td>
<td>$3,120</td>
<td>$11,000</td>
</tr>
<tr>
<td>Hedge Fund</td>
<td>11</td>
<td>$9,000</td>
<td>$17,000</td>
</tr>
<tr>
<td>Investment Banking/Brokerage</td>
<td>109</td>
<td>$6,800</td>
<td>$20,000</td>
</tr>
<tr>
<td>Investment Management/Counsel</td>
<td>22</td>
<td>$3,075</td>
<td>$7,000</td>
</tr>
<tr>
<td>Private Equity</td>
<td>30</td>
<td>$2,500</td>
<td>$12,000</td>
</tr>
<tr>
<td>Venture Capital</td>
<td>7</td>
<td>$2,100</td>
<td>$5,000</td>
</tr>
</tbody>
</table>

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

### Employers & Job Titles

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

### Job Functions

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

75% were hired in a financial role.
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Financial Services

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 ○
Bank of Montreal, Summer Analyst +
BankMobile, Project Assistant *
BankMobile, Software Development Intern ○
Barclays, Summer Analyst (3) +
Barclays, Summer Software Developer Analyst +
Beach Point Capital Management LLC Europe, Financial Analyst Intern ○
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 ○
BRC Partners, Summer Intern ○
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 ○
BTG Pactual, Equity Research Intern *
BTG Pactual, Fund Administration Summer Analyst ○
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 ○
Centerview Partners, Summer Analyst (2) +
Central American Bank for Economic Integration, Business Intelligence Intern ○
CGS-CIMB Securities India Pvt. Ltd., Equity Research Intern ○
Charterhouse, Summer Intern *
Chryscal Capital, Intern ○
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 ○
Commerce Bank, Business Analyst Intern ○
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 ○
Deepak Colonisers Pvt Ltd, Summer Intern *
Denizbank Turkey, Credit Risk Control and Risk Modeling Validation Intern ○
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 ○
Emerson Collective, Ed Tech Summer Intern *
Everbright Securities, Equity Research Summer Analyst ○
Evercore, Investment Banking Summer Analyst (2) +
Evercore, Summer Analyst (2) +
F2 Capital, Investment Team Analyst *
Fairfield County Bank, Summer Intern ○
Falcon Wealth Advisors, Investment Analyst ○
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 ○
## Summer 2019 Industry Report

### Financial Services

#### Employers & Job Titles

<table>
<thead>
<tr>
<th>Employer/Title</th>
<th>Job Title</th>
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<tbody>
<tr>
<td>Forester Capital, LLC, Intern</td>
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<tr>
<td>Freedom Wealth Management, Intern</td>
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<td>GCM Grosvenor, European Hedge Fund Strategies Investment Research Intern</td>
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<tr>
<td>Girls Who Invest, Venture Capital Summer Analyst</td>
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<tr>
<td>Girls Who Invest/Penn Office of Investments, Summer Investment Analyst</td>
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<td>Glenmede Investment Management, Institutional Sales Intern</td>
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<tr>
<td>Global Atlantic Financial Group, Investments Intern</td>
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<tr>
<td>Goldman Sachs, Fundamental Equities Intern</td>
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<td>Goldman Sachs, Investment Banking Summer Analyst (4)</td>
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<tr>
<td>Goldman Sachs, Investment Banking Summer Analyst</td>
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<tr>
<td>Goldman Sachs, Securities Summer Analyst</td>
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<td>Goldman Sachs, Strat Summer Analyst</td>
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<td>Goldman Sachs, Technology Analyst</td>
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<td>Gordon Brothers, International Strategy Intern</td>
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<td>GreenOak Real Estate, Intern</td>
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<td>GreensLedge, Intern</td>
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<td>Grupo Guayacán, Summer Associate</td>
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<td>Harbert Management Corporation, Summer Analyst</td>
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<td>igc Partners, M&amp;A Summer Analyst</td>
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<td>Insight Partners, Summer Analyst</td>
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<td>Jackson Hewitt, Product Development Intern</td>
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<td>JPMorgan Chase &amp; Co., Public Finance Summer Analyst</td>
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<td>JPMorgan Chase &amp; Co., Summer Analyst (5)</td>
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<td>Leedon Park, Summer Analyst</td>
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<td>Leith Wheeler, Summer Analyst</td>
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<td>Merrill Lynch, Intern</td>
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<td>Moody's Analytics, Business Analyst - Strategy &amp; Innovation</td>
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<tr>
<td>Morgan Stanley, Business Analyst Intern</td>
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</table>
# Financial Services

## Employers & Job Titles

<table>
<thead>
<tr>
<th>Employer/Company</th>
<th>Job Title Description</th>
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<tbody>
<tr>
<td>Morgan Stanley</td>
<td>Compliance Summer Analyst +</td>
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<tr>
<td>Morgan Stanley</td>
<td>Freshman Enhancement Program Intern ○</td>
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<td>Notre Dame FCU</td>
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<td>OpenGate Capital</td>
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<td>Panorama Point Partners</td>
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<td>Piper Jaffray</td>
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<td>Raymond James</td>
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<td>Refinitiv</td>
<td>Syndicated Bank Loans Analyst *</td>
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<td>Scoggin Management LP</td>
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</table>
Financial Services

Employers & Job Titles

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

Type of Work/Internship
69 responses

- Rising Seniors:
  - 50% Paid
  - 7% Unpaid
  - 36% Full-time
  - 7% Part-time
  - 14 rising seniors

- Rising Juniors:
  - 35% Paid
  - 46% Unpaid
  - 19% Full-time
  - 9% Part-time
  - 26 rising juniors

- Rising Sophomores:
  - 24% Paid
  - 7% Unpaid
  - 52% Full-time
  - 17% Part-time
  - 29 rising sophomores

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

Industry Breakdown
72 responses
- Federal Government, 63%
- State/Local Government, 27%
- Other, 10%

How They Heard About the Opportunity
70 responses
- Applied Directly: 30%
- Contacts Outside of Penn: 29%
- Handshake: 10%
- Online Job/Internship Site: 10%
- Penn Professor/Staff/Alumni/etc.: 9%
- Penn Sponsored Internship: 7%
- Other Penn Resource: 4%
- Previous Employer: 1%
- On Campus Interviewing (OCI): 0%
- Other: 0%
- Other Career Services Resources: 0%

When They Accepted Their Offer
70 responses
- 2018:
  - 3% Before Aug
  - 1% Sep
  - 3% Oct
  - 1% Nov
  - 7% Dec
- 2019:
  - 26% Jan
  - 33% Feb
  - 21% Mar
  - 4% Apr
  - 21% May
  - 4% Jun or Later
SUMMER 2019 INDUSTRY REPORT

Government

Full-Time Monthly Salaries by Industry

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<th>Median</th>
<th>Range</th>
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<tr>
<td>Federal Government</td>
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<td>$2,520</td>
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<tr>
<td>Other</td>
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<tr>
<td>State/Local Government</td>
<td>7</td>
<td>$2,000</td>
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*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

- Legal Support | 15%
- Policy/Analysis | 15%
- Legislative Support | 12%
- Research: Other | 7%
- Research: Economics | 6%
- Administration | 4%
- Direct Service | 4%
- Data Analytics: Data Analytics | 4%
- Program Planning | 3%
- Data Analytics: Data Science | 3%
- Other | 25%

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

Government

Employers & Job Titles

Ministry of Foreign Affairs, Intern ○
Ministry of Foreign Affairs of Mongolia, Intern ○
Montgomery County Public Defender's Office, Trial Attorney Intern +
National Commission on Military, National, and Public Service, Digital Media Intern *
Naval Surface Warfare Center, Intern *
New York City Economic Development Corporation, Intern *
NYC Criminal Court, Judge's Intern *
Office of Congressman Andy Kim, Head Intern *
Office of Congressman Paul Ruiz, District Office Intern ○
Office of Governor Asa Hutchinson, Intern *
Office of Senator Kirsten E. Gillibrand, Outreach Intern *
Office of Senator Marco Rubio, Intern ○
Pennsylvania Department of Health, Health Policy and Administration Intern ○
Pennsylvania Representative Brian Sims, Constituent Services Intern ○
Pennsylvania Senate Democratic Campaign Committee, Summer Intern ○
Philadelphia City Council, Intern ○
Philadelphia City Planning Commission, Mayor’s Intern +
Philadelphia Energy Authority, Intern +
Philadelphia Water Department, Data Analyst Intern *
Technische Universität München, Research Assistant ○
U.S. Department of Justice, Undergraduate Intern +
U.S. Department of State, Political Affairs Intern +
U.S. Embassy Paris, Economic Affairs Intern *
U.S. Equal Employment Opportunity Commission, Statistical Intern *
U.S. Food and Drug Administration, Office of Pharmaceutical Quality Summer ORISE Fellow +
U.S. House of Representatives, Caucus Intern *
U.S. House of Representatives, Congressional Intern ○
U.S. Securities and Exchange Commission, Business Honors Intern ○
U.S. Securities and Exchange Commission, Data Engineering Intern ○
U.S. Securities and Exchange Commission, Finance Intern ○
U.S. Securities and Exchange Commission, Intern *
U.S. Securities and Exchange Commission, Quantitative Research Intern ○
United Nations Human Settlements Programme, Intern +
United State House of Representatives, Office of Congressman Brad Sherman, Legislative Intern *
United State Studies Centre, Research Intern *
United States Agency for International Development, Intern ○
United States Attorney’s Office - Eastern District of New York, Intern ○
United States District Court, Legal Intern ○
United States Forest Service, Forestry Aid ○
United States Senate, Legislative Intern +
US Fish and Wildlife Service *
SUMMER 2019 INDUSTRY REPORT

Healthcare

Type of Work/Internship
171 responses

<table>
<thead>
<tr>
<th>Type</th>
<th>Rising Seniors</th>
<th>Rising Juniors</th>
<th>Rising Sophomores</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paid Full-time</td>
<td>72%</td>
<td>60%</td>
<td>63%</td>
</tr>
<tr>
<td>Paid Part-time</td>
<td>15%</td>
<td>14%</td>
<td>12%</td>
</tr>
<tr>
<td>Unpaid/Volunteer Full-time</td>
<td>10%</td>
<td>19%</td>
<td>13%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>7%</td>
<td>12%</td>
</tr>
</tbody>
</table>

# of Students
- Rising Seniors: 61
- Rising Juniors: 58
- Rising Sophomores: 52

Average Monthly Salary
85 responses
- $1,805 (Avg. 39 Hours per Week)
- $957 (Avg. 20 Hours per Week)

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

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

When They Accepted Their Offer
169 responses
- 2018:
  - Before Aug: 12%
  - Sep: 2%
  - Oct: 1%
  - Nov: 2%
  - Dec: 1%
- 2019:
  - Jan: 3%
  - Feb: 5%
  - Mar: 27%
  - Apr: 25%
  - May: 20%
  - Jun or Later: 3%
Healthcare

Full-Time Monthly Salaries by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare</td>
<td>68</td>
<td>$1,800</td>
<td>$400</td>
</tr>
<tr>
<td>Community/Public Health Center</td>
<td>4</td>
<td>$1,750</td>
<td>$400</td>
</tr>
<tr>
<td>Hospital</td>
<td>53</td>
<td>$1,760</td>
<td>$600</td>
</tr>
<tr>
<td>Private Practice</td>
<td>6</td>
<td>$1,820</td>
<td>$400</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

AmeriHealth, Corporate PR & Marketing Intern +
A ravind 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 *
B righam and Women’s Hospital, Patient Care Associate +
B roward 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

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

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

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

Healthcare

Employers & Job Titles

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

Healthcare

Employers & Job Titles

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

Type of Work/Internship
37 responses

<table>
<thead>
<tr>
<th>Type of Work/Internship</th>
<th>43%</th>
<th>14%</th>
<th>29%</th>
<th>14%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rising Seniors</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rising Juniors</td>
<td>50%</td>
<td>17%</td>
<td>17%</td>
<td>17%</td>
</tr>
<tr>
<td>Rising Sophomores</td>
<td>18%</td>
<td>9%</td>
<td>36%</td>
<td>36%</td>
</tr>
</tbody>
</table>

# of Students
14 12 11

Average Monthly Salary
14 responses

- $1,970 Avg. 42 Hours per Week
- $815 Avg. 20 Hours per Week

How They Heard About the Opportunity
37 responses

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

When They Accepted Their Offer
37 responses

- Before Aug: 3%
- Sep: 5%
- Oct: 3%
- Nov: 14%
- Dec: 22%
- Jan: 32%
- Feb: 22%
- Mar: 22%
- Apr: 32%
- May: 22%
- Jun or Later: 0%
Full-Time Monthly Salaries by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marketing/Advertising/Public Relations</td>
<td>10</td>
<td>$1,830</td>
<td>$400</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

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

Job Functions

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

49% were hired in a marketing role.

* Rising Senior
○ Rising Junior
● Rising Sophomore
### Type of Work/Internship

<table>
<thead>
<tr>
<th>Type of Work/Internship</th>
<th>Rising Seniors</th>
<th>Rising Juniors</th>
<th>Rising Sophomores</th>
</tr>
</thead>
<tbody>
<tr>
<td>Future Plan</td>
<td>68%</td>
<td>66%</td>
<td>67%</td>
</tr>
<tr>
<td># of Students</td>
<td>22</td>
<td>29</td>
<td>6</td>
</tr>
</tbody>
</table>

### Average Monthly Salary

<table>
<thead>
<tr>
<th>Type</th>
<th>35 responses</th>
<th>Paid Full-time</th>
<th>Paid Part-time</th>
<th>Unpaid/Volunteer</th>
</tr>
</thead>
<tbody>
<tr>
<td># of Students</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$2,449</td>
<td>38 hours per week</td>
<td>$1,454</td>
<td>27 hours per week</td>
<td></td>
</tr>
</tbody>
</table>

### How They Heard About the Opportunity

<table>
<thead>
<tr>
<th>How They Heard About the Opportunity</th>
<th>57 responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applied Directly</td>
<td>30%</td>
</tr>
<tr>
<td>Contacts Outside of Penn</td>
<td>21%</td>
</tr>
<tr>
<td>Online Job/Internship Site</td>
<td>16%</td>
</tr>
<tr>
<td>Penn Professor/Staff/Alumni/etc.</td>
<td>9%</td>
</tr>
<tr>
<td>Penn Sponsored Internship</td>
<td>9%</td>
</tr>
<tr>
<td>Other Penn Resource</td>
<td>5%</td>
</tr>
<tr>
<td>Previous Employer</td>
<td>5%</td>
</tr>
<tr>
<td>Handshake</td>
<td>4%</td>
</tr>
<tr>
<td>On Campus Interviewing (OCI)</td>
<td>2%</td>
</tr>
<tr>
<td>Other</td>
<td>0%</td>
</tr>
<tr>
<td>Other Career Services Resources</td>
<td>0%</td>
</tr>
</tbody>
</table>

### When They Accepted Their Offer

<table>
<thead>
<tr>
<th>When They Accepted Their Offer</th>
<th>57 responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td></td>
</tr>
<tr>
<td>2%</td>
<td>Before Aug</td>
</tr>
<tr>
<td>5%</td>
<td>Nov</td>
</tr>
<tr>
<td>4%</td>
<td>Dec</td>
</tr>
<tr>
<td>9%</td>
<td>Jan</td>
</tr>
<tr>
<td>30%</td>
<td>Feb</td>
</tr>
<tr>
<td>26%</td>
<td>Mar</td>
</tr>
<tr>
<td>18%</td>
<td>Apr</td>
</tr>
<tr>
<td>7%</td>
<td>May</td>
</tr>
<tr>
<td>2%</td>
<td>Jun or Later</td>
</tr>
</tbody>
</table>
SUMMER 2019 INDUSTRY REPORT

Media/Journalism/Entertainment

Full-Time Monthly Salaries by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Media/Journalism/Entertainment</td>
<td>32</td>
<td>$2,400</td>
<td>$260-5,000</td>
</tr>
</tbody>
</table>

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

Job Functions

50 responses

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

+ Rising Senior
* Rising Junior
○ Rising Sophomore
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 +
Nonprofit

Type of Work/Internship
138 responses

- Rising Seniors: 49% Paid, 4% Paid Part-time, 33% Unpaid, 13% Full-time
- Rising Juniors: 48% Paid, 13% Paid Part-time, 25% Unpaid, 15% Full-time
- Rising Sophomores: 33% Paid, 27% Paid Part-time, 31% Unpaid, 9% Full-time

Average Monthly Salary
44 responses

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

Industry Breakdown
138 responses

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

How They Heard About the Opportunity
138 responses

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

When They Accepted Their Offer
137 responses

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

Full-Time Monthly Salaries by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nonprofit</td>
<td>31</td>
<td>$1,600</td>
<td>$350</td>
</tr>
<tr>
<td>Cultural Institutions/Arts and Cultural Affairs</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Public Interest/Advocacy</td>
<td>20</td>
<td>$1,750</td>
<td>$1,000</td>
</tr>
<tr>
<td>Social Services</td>
<td>10</td>
<td>$1,300</td>
<td>$350</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

7000 Languages, Project Manager Intern +
Achieving Independence Center, Philadelphia Youth Network Fellow *
ACLU of Michigan, Summer Intern ○
Agatston Urban Nutrition Initiative, Assistant Supervisor +
American Jewish Committee, Goldman Fellow *
American Writers Museum, Intern ○
Aquinas Center, Legal Intern ○
Arthur Ross Gallery, Gallery Intern +
Ashoka, Marketing and Communications Intern *
Ashoka, Venture & Fellowship Intern *
Ashoka, Venture and Fellowships Intern +
Asian American United, Youth Program Facilitator ○
Better Future Project, Summer Fellow ○
Bideawee, Volunteer Coordinator ○
Bloomberg Associates, Consulting Intern +
Botswana-UPenn Partnership, Student Intern ○
Broad Street Ministry, Intern *
C4ADS, Investigative Analyst Intern +
CHILD USA, Robert A. Fox Research Fellow +
CHOICE Humanitarian, Intern ○
CHOICE Humanitarian, Project Intern ○
Christie's, Intern *
Christie's, Summer Intern +
CIEE, Customer Service Specialist ○
Common Cause, State Campaign Intern *
Criminal Justice Agency, Prertrial 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

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

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

### Employers & Job Titles

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

Employers & Job Titles

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

Type of Work/Internship
67 responses

<table>
<thead>
<tr>
<th>Rising Seniors</th>
<th>Rising Juniors</th>
<th>Rising Sophomores</th>
</tr>
</thead>
<tbody>
<tr>
<td>87%</td>
<td>88%</td>
<td>85%</td>
</tr>
<tr>
<td>7%</td>
<td>4%</td>
<td>8%</td>
</tr>
<tr>
<td>7%</td>
<td>8%</td>
<td>8%</td>
</tr>
</tbody>
</table>

# of Students

- 30
- 24
- 13

Average Monthly Salary
54 responses

- Paid Full-time: $2,881 (Avg. 40 Hours per Week)
- Paid Part-time: $1,322 (Avg. 23 Hours per Week)

How They Heard About the Opportunity
67 responses

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

When They Accepted Their Offer
66 responses

- Before Aug: 6%
- Sep: 2%
- Oct: 5%
- Nov: 3%
- Dec: 5%
- Jan: 12%
- Feb: 9%
- Mar: 14%
- Apr: 32%
- May: 12%
- Jun or Later: 2%
SUMMER 2019 INDUSTRY REPORT

Pharmaceuticals/Biotechnology

Full-Time Monthly Salaries by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pharmaceuticals/Biotechnology</td>
<td>50</td>
<td>$3,000</td>
<td>$1,200</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

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

Job Functions

61 responses

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

33% were hired in a biomedical research role.
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 +
Real Estate/Construction

Type of Work/Internship

| Rising Seniors | 100% |
| Rising Juniors | 61%  | 22%  | 11%  | 5%  |
| Rising Sophomores | 78% | 22% |

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

How They Heard About the Opportunity
36 responses

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

When They Accepted Their Offer
35 responses

- Before Aug: 3%
- Sep: 14%
- Oct: 6%
- Nov: 9%
- Dec: 29%
- Jan: 17%
- Feb: 20%
- Mar: 3%
- Apr: 3%
- May: 20%
- Jun or Later: 3%
Real Estate/Construction

Full-Time Monthly Salaries by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Real Estate/Construction</td>
<td>23</td>
<td>$3,000</td>
<td>$1,750</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$7,000</td>
<td></td>
</tr>
</tbody>
</table>

*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

- Real Estate Investment: 35%
- Real Estate Development: 16%
- Software Development/Engineering: 14%
- Marketing: 8%
- Market Research: 5%
- Business Development: 3%
- Consulting: Technology: 3%
- Data Analytics: Data Analytics: 3%
- Finance: Investment Banking: 3%
- Finance: Investment Management: 3%
- Finance: Private Equity: 3%
- Property Management: 3%
- Systems Engineering/Analysis: 3%

51% were hired in a real estate investment or development role.

* Rising Senior
+ Rising Junior
○ Rising Sophomore
SUMMER 2019 INDUSTRY REPORT
Retail/Wholesale

Type of Work/Internship
50 responses

<table>
<thead>
<tr>
<th>Type of Student</th>
<th>Paid Full-time</th>
<th>Paid Part-time</th>
<th>Unpaid/ Volunteer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rising Seniors</td>
<td>100%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rising Juniors</td>
<td>54%</td>
<td>46%</td>
<td></td>
</tr>
<tr>
<td>Rising Sophomores</td>
<td>31%</td>
<td>59%</td>
<td>10%</td>
</tr>
</tbody>
</table>

Average Monthly Salary
39 responses

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

How They Heard About the Opportunity
50 responses

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

When They Accepted Their Offer
47 responses

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

Retail/Wholesale

Full-Time Monthly Salaries by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retail/Wholesale</td>
<td>20</td>
<td>$1,940</td>
<td>$400</td>
</tr>
</tbody>
</table>

*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 ○
- 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 +

Job Functions

49 responses

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

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

Sports/Hospitality/Food Service

Type of Work/Internship

115 responses

<table>
<thead>
<tr>
<th>Type of Student</th>
<th>Rising Seniors</th>
<th>Rising Juniors</th>
<th>Rising Sophomores</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time</td>
<td>82%</td>
<td>74%</td>
<td>51%</td>
</tr>
<tr>
<td>Part-time</td>
<td>12%</td>
<td>15%</td>
<td>46%</td>
</tr>
<tr>
<td>Unpaid/Volunteer</td>
<td>6%</td>
<td>11%</td>
<td>3%</td>
</tr>
</tbody>
</table>

# of Students

- Rising Seniors: 17
- Rising Juniors: 27
- Rising Sophomores: 71

Average Monthly Salary

87 responses

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

How They Heard About the Opportunity

112 responses

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

When They Accepted Their Offer

113 responses

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

Full-Time Monthly Salaries by Industry

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

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

Employers & Job Titles

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

Job Functions

- **Restaurant/Food Services** 32%
- **Coaching/Tutoring** 22%
- **Teaching** 6%
- **Counseling** 6%
- **Marketing** 6%
- **Management** 4%
- **Administration** 4%
- **Nursing** 4%
- **Consulting: Management/Strategy** 3%
- **Sales** 3%
- **Data Analytics: Data Analytics** 2%
- **Data Analytics: Data Science** 2%
- **Direct Service** 2%
- **Research: Economics** 1%
- **Public Relations** 1%
- **Other** 1%
- **Human Resources** 1%
- **Accounting** 1%
- **Market Research** 1%

* Rising Junior
○ Rising Sophomore

+ Rising Senior
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 *
Sojevinus 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 ○
Wannamoissett 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 ○
SUMMER 2019 INDUSTRY REPORT

Technology

Type of Work/Internship
257 responses

- Rising Seniors: 92% Paid, 4% Unpaid
- Rising Juniors: 75% Paid, 8% Unpaid
- Rising Sophomores: 75% Paid, 9% Unpaid

Average Monthly Salary
161 responses

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

How They Heard About the Opportunity
255 responses

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

When They Accepted Their Offer
251 responses

- Before Aug: 5%
- Sep: 2%
- Oct: 8%
- Nov: 13%
- Dec: 9%
- Jan: 6%
- Feb: 13%
- Mar: 18%
- Apr: 12%
- May: 11%
- Jun or Later: 4%
SUMMER 2019 INDUSTRY REPORT

Technology

Full-Time Monthly Salaries by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technology</td>
<td>150</td>
<td>$4,000</td>
<td>$400</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

101edu, Marketing Intern +
Abilect Sarl, 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 +
Cobl, Software Engineering Intern *
CoinAlpha, Financial/Software Engineer ○
CoinAlpha, Software Engineering Intern ○
Coinfund, Software Engineering Intern *
Collective Health, Product Management Intern +

Job Functions

238 responses

Software Development/Engineering 50%
Business Development 8%
Product/Project Management (Tech) 8%
Marketing 7%
Data Analytics: Data Science 3%
Research & Development 3%
Data Analytics: Data Analytics 3%
Sales 3%
Research: Other 2%
Consulting: Technology 2%
Technology Analysis 1%
Product/Brand Management 1%
Web Design/Development 1%
Finance: Financial Planning & Analysis 1%
User Experience/User Interface 1%
Systems Engineering/Analysis 1%
Product Design/Development 1%
Legal Support 1%
Entrepreneur/Founder 1%
Other 4%

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

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

+ Rising Senior
* Rising Junior
○ Rising Sophomore
# Technology

## Employers & Job Titles

<table>
<thead>
<tr>
<th>Company Name</th>
<th>Job Title</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Commvault Systems Inc.</td>
<td>Summer Intern</td>
<td>Rising Junior</td>
</tr>
<tr>
<td>Core Scientific</td>
<td>ML/AI Engineering Intern</td>
<td>Rising Senior</td>
</tr>
<tr>
<td>CyberProof Inc.</td>
<td>Summer Cyber Threat Intelligence Analyst</td>
<td>Rising Senior</td>
</tr>
<tr>
<td>DataSpark (SingTel)</td>
<td>Product Engineering Intern</td>
<td>Rising Senior</td>
</tr>
<tr>
<td>Dell</td>
<td>Advisory System Engineer</td>
<td>Rising Junior</td>
</tr>
<tr>
<td>DIFC FinTech Hive</td>
<td>Intern</td>
<td>Rising Sophomore</td>
</tr>
<tr>
<td>Dolphin</td>
<td>Business Operations Intern</td>
<td>Rising Junior</td>
</tr>
<tr>
<td>Draper Laboratory</td>
<td>Machine Intelligence Intern</td>
<td>Rising Senior</td>
</tr>
<tr>
<td>Ellucian</td>
<td>Software Development Intern</td>
<td>Rising Junior</td>
</tr>
<tr>
<td>Ellucian, Inc</td>
<td>Partnerships Intern</td>
<td>Rising Junior</td>
</tr>
<tr>
<td>Encompass Human Capital</td>
<td>Software Development Intern</td>
<td>Rising Junior</td>
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<tr>
<td>Enertiv</td>
<td>Software Development Intern</td>
<td>Rising Junior</td>
</tr>
<tr>
<td>Esri</td>
<td>Graphic Design Intern</td>
<td>Rising Junior</td>
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<tr>
<td>Exalt Technologies Ltd.</td>
<td>Data Engineering Intern</td>
<td>Rising Junior</td>
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<tr>
<td>Expedia</td>
<td>Software Development Engineering Intern</td>
<td>Rising Senior</td>
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<td>Facebook</td>
<td>Data Analytics Intern</td>
<td>Rising Junior</td>
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<td>Data Science Intern</td>
<td>Rising Junior</td>
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<td>Facebook</td>
<td>Facebook University Android App Development Intern</td>
<td>Rising Junior</td>
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<tr>
<td>Facebook</td>
<td>Facebook University for Engineering Intern</td>
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<td>FBU Engineering Intern</td>
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<td>FBU Intern</td>
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<td>Global Operations Analyst</td>
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<td>Marketing Science Research Intern</td>
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<tr>
<td>Facebook</td>
<td>Software Engineer</td>
<td>Rising Junior</td>
</tr>
<tr>
<td>Facebook</td>
<td>Software Engineer Intern (2)</td>
<td>Rising Junior</td>
</tr>
<tr>
<td>Facebook</td>
<td>Software Engineer Intern (3)</td>
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<td>Facebook</td>
<td>Software Engineering Intern (5)</td>
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<td>Facebook</td>
<td>Software Engineering Intern (3)</td>
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<tr>
<td>Facebook</td>
<td>Technical Program Manager Intern</td>
<td>Rising Junior</td>
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<tr>
<td>Facebook Inc.</td>
<td>Auction &amp; Delivery Data Science Intern</td>
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<tr>
<td>Facebook Inc.</td>
<td>Software Engineering Intern</td>
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<td>Fairbanc</td>
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<td>Figma</td>
<td>Design Intern</td>
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<td>Flexport</td>
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<td>Florida State University</td>
<td>Lab Technician</td>
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<tr>
<td>FORKaiA</td>
<td>Project Management Intern</td>
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<tr>
<td>Gateway Group</td>
<td></td>
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<tr>
<td>GE Healthcare</td>
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<tr>
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<td>BOLD Intern</td>
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<td>Google</td>
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<td>Engineering Practicum Intern</td>
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<td>Google</td>
<td>Hardware Engineering Intern</td>
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<tr>
<td>Google</td>
<td>Hardware Product Sprint Participant</td>
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<tr>
<td>Google</td>
<td>Intern</td>
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<tr>
<td>Google</td>
<td>Program Manager Intern</td>
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<tr>
<td>Google</td>
<td>Software Engineer Intern</td>
<td>Rising Junior</td>
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<tr>
<td>Google</td>
<td>Software Engineering Intern (7)</td>
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<td>STEP Intern</td>
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<td>Grab</td>
<td>Intern</td>
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<td>Grant Street Group</td>
<td>Business Analyst Intern</td>
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<td>Groupon</td>
<td>Product Analytics &amp; Insights Intern</td>
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<td>Guru Technologies</td>
<td>Revenue Operations Intern</td>
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<td>MadfooatCom</td>
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<td>Mastercard</td>
<td>APM Intern</td>
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<td>Mastercard</td>
<td>Intern</td>
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<td>Law, Franchise &amp; Integrity Intern (2)</td>
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<td>Mastercard</td>
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<td>Mettler Toledo</td>
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</tbody>
</table>
# Technology

## Employers & Job Titles

<table>
<thead>
<tr>
<th>Employer</th>
<th>Job Title</th>
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<tbody>
<tr>
<td>Microsoft</td>
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<tr>
<td>Microsoft</td>
<td>Intern ○</td>
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<tr>
<td>Microsoft</td>
<td>Program Management Intern +</td>
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<tr>
<td>Microsoft</td>
<td>Program Manager +</td>
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<tr>
<td>Microsoft</td>
<td>Program Manager Intern +</td>
</tr>
<tr>
<td>Microsoft</td>
<td>Software Engineer Intern +</td>
</tr>
<tr>
<td>Microsoft</td>
<td>Software Engineer &amp; Program Management Intern *</td>
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<td>Microsoft</td>
<td>Software Engineering and Program Management Intern *</td>
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<td>Microsoft</td>
<td>Technical Account Mentee *</td>
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<td>MiResource</td>
<td>Research and Development Intern +</td>
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<td>MIT Lincoln Laboratory</td>
<td>Summer Research Intern +</td>
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<td>Mojo Media Club</td>
<td>CEO ○</td>
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<td>Money4Jam</td>
<td>Financial Analysis Intern ○</td>
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<td>MongoDB</td>
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<td>Monitory</td>
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<td>Nasdaq</td>
<td>Options and Futures Product Management Intern *</td>
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<td>Novetta</td>
<td>Special Projects &amp; Machine Learning Intern +</td>
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<td>Summer Intern ○</td>
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<td>O3 World</td>
<td>Accounts Intern ○</td>
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<tr>
<td>OLI</td>
<td>Intern +</td>
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<td>Opendoor Labs</td>
<td>Software Engineering Intern +</td>
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<td>Optum</td>
<td>Software Engineering Intern *</td>
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<td>Palantir Technologies</td>
<td>Forward Deployed Engineer Intern +</td>
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<tr>
<td>Palantir Technologies</td>
<td>Forward Deployed Software Engineer Intern +</td>
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<tr>
<td>Pilot Training System</td>
<td>Programming Intern ○</td>
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<td>Price Lab</td>
<td>Digital Humanities Web Design Intern +</td>
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<td>Qlicket</td>
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<td>Quadrant 2</td>
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<td>Raytheon</td>
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<td>Ricoh</td>
<td>Global Engineering Support Intern +</td>
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<td>Robinhood</td>
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<td>RWTH Aachen University</td>
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<tr>
<td>RYCOR</td>
<td>Summer Marketing Intern +</td>
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<td>Salesforce</td>
<td>Associate Customer Success Manager +</td>
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<td>SAP</td>
<td>Junior IoT Developer *</td>
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<td>SAS Institute</td>
<td>Software Engineering Intern *</td>
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<td>Sensato Cybersecurity Solutions</td>
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<td>Shopify</td>
<td>Data Scientist Intern *</td>
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<td>SIG Center for Computer Graphics</td>
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<td>Slack</td>
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<td>Slingshot Health</td>
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<td>Smart Vision Labs</td>
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<td>Snap Inc.</td>
<td>Finance Intern - Investor Relations +</td>
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<td>Solera Holdings</td>
<td>Financial Analyst *</td>
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<td>Sonos</td>
<td>Finance and Analytics Intern +</td>
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<td>Spotify</td>
<td>Artist &amp; Label Services Intern +</td>
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<td>US Consumer Marketing Intern +</td>
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<td>Spur Jobs</td>
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<td>StartSomeGood</td>
<td>Intern ○</td>
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<td>StubHub</td>
<td>Revenue Strategy Intern +</td>
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<tr>
<td>SuperKisan</td>
<td>Intern *</td>
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<td>Tableau Software</td>
<td>Academic Programs Marketing Intern *</td>
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<td>TAVtech</td>
<td>Summer Intern ○</td>
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<td>Tencent</td>
<td>Software Engineer Intern *</td>
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<td>The Kavlie Nanoscience Institute, California Institute of Technology</td>
<td>Undergraduate Research Fellow +</td>
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<td>The Predictive Index</td>
<td>Customer Success Intern *</td>
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<td>Tibit Communications</td>
<td>Software Quality Assurance Engineering Intern *</td>
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<td>T-Mobile</td>
<td>Strategy and Financial Analysis for Wholesale and IoT +</td>
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<td>Venture Team Analyst *</td>
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<td>Tradeweb</td>
<td>Global Infrastructure Intern *</td>
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<td>Transcendent Endeavors</td>
<td>Research and Grant Intern +</td>
</tr>
<tr>
<td>Trendalytics</td>
<td>Digital Strategy Intern +</td>
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<td>Trouble Maker</td>
<td>Creative Engineering Internship +</td>
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<td>Twine Labs</td>
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<td>Uber</td>
<td>Bikes &amp; Scooters Software Engineer Intern *</td>
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<td>Uber Advanced Technologies Group</td>
<td>Software Engineering Intern +</td>
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<tr>
<td>UiPath</td>
<td>Software Engineering Intern *</td>
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</tbody>
</table>
Technology

Employers & Job Titles

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

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
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<tr>
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<td>Insurance</td>
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<td>$3,200</td>
<td>$1,760 - $3,920</td>
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</table>

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### Full-Time Monthly Salaries by Industry

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<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
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<tbody>
<tr>
<td>Legal Services</td>
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### Full-Time Monthly Salaries by Job Function

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<th>Reporting</th>
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<th>Range</th>
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<td>Game Development</td>
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### Full-Time Monthly Salaries by Job Function

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<tr>
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<td>Nursing</td>
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<td>$400</td>
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<tr>
<td>Social Media</td>
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### Full-Time Monthly Salaries by Job Function

<table>
<thead>
<tr>
<th>Job Function</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
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</thead>
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<tr>
<td>Software Development/Engineering</td>
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</tr>
</tbody>
</table>

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