Methodology
Career Services at the University of Pennsylvania annually surveys students about their plans for up to six months following graduation. Of the 2,579 undergraduates who received their degrees from August 2020–May 2021, this report looks at 1,492 who were working full-time within six months of their graduation (72% of the 2,076 total known outcomes, or 58% of the total graduating class), and groups employers by industry in order to look at trends in hiring timelines, offer methods, job titles, salaries, and bonuses.
2021 POST-GRADUATION INDUSTRY REPORT

Consulting

When They Accepted Their Offer

213 responses

69% received their offers before December.

How They Heard About the Opportunity

177 responses

50% received offers from On Campus Interviews (OCI).

Job Functions

261 responses

86% were working in a consulting role.

Industry Breakdown

295 responses
2021 POST-GRADUATION INDUSTRY REPORT

Consulting

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>164</td>
<td>$84,500</td>
<td>$40,000</td>
</tr>
<tr>
<td>Healthcare/Life Sciences</td>
<td>19</td>
<td>$77,500</td>
<td>$55,000</td>
</tr>
<tr>
<td>Management Consulting</td>
<td>113</td>
<td>$90,000</td>
<td>$87,500</td>
</tr>
<tr>
<td>Non-Profit/Government</td>
<td>3</td>
<td>$75,000</td>
<td>$75,000</td>
</tr>
<tr>
<td>Other</td>
<td>29</td>
<td>$72,500</td>
<td>$114,000</td>
</tr>
</tbody>
</table>

*Industries with fewer than 3 reported salaries not published to maintain confidentiality.

Employers & Job Titles

- **Accenture**, Analyist
- **Accenture**, Computer Systems Software Architect
- **Accenture**, Consulting Analyst (2)
- **Accenture**, Strategy Analyst (3)
- **Accenture**, Technology Analyst (2)
- **Accenture**, Technology Platform Advisory Analyst
- **Accolade, Inc.**, Capacity Planning Manager
- **Activate Consulting**, Business Analyst
- **Algorex Healthcare Technologies**, Associate Data Scientist
- **alliantgroup**, Project Associate
- **Alpha Financial Markets Consulting**, Analyst (Management Consulting)
- **AlphaSights**, Associate (2)
- **AlphaSights**, Associate, Client Services (2)
- **AlphaSights**, Client Success Associate
- **AlphaSights**, Recruiting Coordinator
- **Alvarez & Marsal, LLC**, Associate
- **Alvarez & Marsal, LLC**, Associate Consultant
- **Alvarez & Marsal, LLC**, Associate Consultant, Consumer and Retail Group
- **Alvarez & Marsal, LLC**, Marketing Coordinator
- **Alvarez & Marsal, LLC**, Private Equity Performance Improvement Analyst
- **Analysis Group, Inc.**, Analyst (2)
- **Andiamo**, Junior Analyst, Technology Talent Acquisition Specialist
- **APPRISE Incorporated**, Policy Analyst
- **Ares Management Corporation**, Product Management and Investor Relations Analyst
- **Avascent**, Analyst
- **Avenu**, Founder
- **Bain & Company**, Associate Consultant (18)
- **Bain & Company**, Senior Associate, Data Science
- **Bates White Economic Consulting**, Consultant (3)
- **Beghou Consulting**, Associate Consultant
- **Bluestar Bioadvisors**, Analyst
- **Booz Allen Hamilton**, Business Analytics Consultant
- **Boston Consulting Group (BCG)**, Associate (25)
- **Boston Consulting Group (BCG)**, Associate Consultant (2)
- **Boston Consulting Group (BCG)**, Associate
- **Boston Consulting Group (BCG)**, Consulting Business Associate (3)
- **Boston Consulting Group (BCG)**, Management Consultant
- **BRG**, Associate (2)
- **BroadBranch Advisors**, Consulting Business Associate
- **Brunswick Group**, Executive
- **CBPartners**, Analyst (2)
- **Censeo Consulting Group**, Business Analyst
- **Cicero Group**, Business Analyst
- **Civis Analytics**, Applied Data Scientist
- **ClearView Healthcare Partners**, Analyst (6)
- **Cloudmed (Formerly Triage Consulting Group)**, Associate Consultant
- **Cornerstone Research**, Analyst
- **Cornerstone Research**, Analyst (Management Consulting)
- **Corporate Insight**, Research Associate
- **DeciBio**, Analyst
- **Deloitte**, Analyst (4)
- **Deloitte**, Business Analyst
- **Deloitte**, Solutions Engineering Analyst (2)
- **Deloitte**, Strategy Analyst (5)
- **Deloitte**, Transfer Pricing Consultant
- **ECS**, Cybersecurity Data Scientist
- **Emerton LLC**, Associate Consultant
- **EMT org**, EMT
- **EY**, Consulting Business Associate
- **EY**, Technology Consultant
- **EY**, Technology Consulting Staff
- **EY-Parthenon**, Analyst (Management Consulting)
- **EY-Parthenon**, Associate (6)
- **EY-Parthenon**, M&A Strategy Associate
- **EY-Parthenon**, Management Consultant
- **EY-Parthenon**, Software Strategy Group
- **EY-Parthenon**, Strategy & Transactions Associate
- **EY-Parthenon**, Strategy Analyst
2021 POST-GRADUATION INDUSTRY REPORT

Consulting

Employers & Job Titles (continued)

**EY-Parthenon**, Transactions Strategy Associate
FTI Consulting, Data & Analytics Consultant
FTI Consulting, Management Consultant (3)
Gartner, Client Success Manager
GE Worldwide, Associate Consultant
GLG, Client Solutions Associate
GRAPH Strategy, Associate
Guidehouse, Energy, Sustainability, and Infrastructure Consultant
Guidehouse, Health Care Consultant
Guidehouse, Life Sciences Consultant
Guidehouse, Life Sciences Strategy Consultant
GuidoPoint, Associate
GuidoPoint, Client Services Associate
GuidoPoint, Healthcare Associate
GuidoPoint, Research Associate
Hamilton Place Strategies, Associate (2)
HawkPartners, Partner (2)
Health Advances, LLC, Analyst (Management Consulting)
Herspiegel Consulting, Analyst
HR&A Advisors, Inc., Research Analyst
Huron Consulting, Associate Consultant
IBM, Associate Business Transformation Consultant
IBM, Associate Business Transformation Consulting
IBM, Associate Product Manager
IBM, Front-End Developer
IBM, Technical Solutions Sales
IQVIA, Associate (2)
IQVIA, Consulting Business Associate
IQVIA, Life Science Consultant
Kaiser Associates, Associate Consultant
Kantar, Analyst
Kantar, Senior Associate
Keystone Strategy, Associate
Malk Partners, Associate
Management Solutions, Consultant
McKinsey & Company, Analyst - Risk Dynamics
McKinsey & Company, Analyst (Management Consulting)
McKinsey & Company, Business Analyst (36)
McKinsey & Company, Business Analyst Intern
McKinsey & Company, Consultant
McKinsey & Company, Consulting Business Associate (2)
McKinsey & Company, Data Scientist (2)
MediaLink, Analyst
Mercer, Communications Consultant
MFR Consultant, Inc., Consultant
Myers-Holum, Associate Developer
NAXION, Research Analyst
Novantas, Inc., Client Success Analyst
Novetta, Machine Learning Engineer
Oliver Wyman, Analyst (2)
Oliver Wyman, Consultant (2)
Oliver Wyman, Management Consultant (2)
PricewaterhouseCoopers (PwC), Advisory Associate
PricewaterhouseCoopers (PwC), Associate
PricewaterhouseCoopers (PwC), Business Consultant
PricewaterhouseCoopers (PwC), BXT Associate
PricewaterhouseCoopers (PwC), Marketing and Communications Specialist
PricewaterhouseCoopers (PwC), Tax Transfer Pricing
PricewaterhouseCoopers (PwC), Technology Consulting Associate
PricewaterhouseCoopers (PwC), Technology Consulting Associate
Prophet, Associate (2)
Prophet, Consulting Business Associate
Putnam Associates, Associate Consultant (3)
PwC - Strategy&, Associate (3)
PwC - Strategy&, Associate Consultant
PwC - Strategy&, Associate, Private Equity
PwC - Strategy&, Value Creation
PwC - Strategy&, Consulting Business Associate
Resolution Economics, Consultant (2)
Simon-Kucher & Partners, Analyst (Management Consulting)
Simon-Kucher & Partners, Consultant
Simon-Kucher & Partners, Consulting Business Associate
Simon-Kucher & Partners, Management Consultant
Slalom Consulting, Associate Consultant
Sparrow, CTO
Spencer Stuart, Analyst
Spencer Stuart, Analyst, Leadership Advisory Services
SPMB Executive Search, Analyst
SSA & Company, Business Analyst
SSA & Company, Consulting Analyst
Strategic Research Insights, Inc (SRI), Associate Manager of Analytics
Strategic Research Insights, Inc (SRI), Consulting Business Associate
Strategic Research Insights, Inc (SRI), Marketing Consultant
Teneo, Title Not Provided
The Accessory Think Tank, Brand Strategist
The Brattle Group, Research Analyst
The Climate Board Company, Analyst
The Millennium Alliance, Alliance Executive
Trinity Life Sciences, Associate Consultant (3)
Trinity Life Sciences, Business Consultant
Wachsman, Executive (Account Coordinator)
Washington Business Dynamics, Associate
Windrose Consulting Group, Analyst
WithPurpose, Director of Data Science
ZS Associates, Associate Consultant (2)
ZS Associates, Decision Analytics Associate
ZS Associates, Strategy Insights & Planning Associate (4)
2021 POST-GRADUATION INDUSTRY REPORT

Education

When They Accepted Their Offer
48 responses

How They Heard About the Opportunity
40 responses

Job Functions
81 responses

Industry Breakdown
85 responses

Median Starting Salary
$45,965

51% were working in a research role.
Education

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
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<tbody>
<tr>
<td>Education</td>
<td>24</td>
<td>$45,634</td>
<td>$22,000</td>
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<tr>
<td>Elementary/Secondary Education</td>
<td>9</td>
<td>$47,500</td>
<td>$22,000</td>
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<tr>
<td>Higher Education - Non-Research</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Higher Education - Research Lab</td>
<td>13</td>
<td>$45,000</td>
<td>$26,624</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

*Industries with fewer than 3 reported salaries not published to maintain confidentiality.

Employers & Job Titles

BioDojo, Fellow
Brown University, Psychologist Research Assistant
Classical Charter Schools, ClassiCorp Fellow
Columbia University, Research Coordinator, Horga Lab
Duke-Margolis Center for Health Policy, Research Assistant
Emile Learning, Business Development and Sales
Georgia Tech Research Institute, Junior Quantum Physicist
Harvard Business School, RA
Harvard University - Berkman Klein Center for Internet & Society, Research Assistant
Haskins Laboratories, Research Associate
Horizons at Episcopal Academy, Assistant Teacher
inventXYZ, Founder
IRISHEP, Researcher
Johns Hopkins University Applied Physics Laboratory, Associate Researcher
JOMI Surgical Video Journal, Marketing Lead
KIPP NYC, College Success Advisor
KIPP Philadelphia Schools, Middle School English Teacher
Marian Central Catholic High School, Teacher
Massachusetts Institute of Technology (MIT), Research Support Associate
Mastery Charter, Teacher
Medical Physics and Biomedical Engineering Lab (MPBEL) Yonsei University College of Medicine, Researcher
New York University, Associate Research Coordinator
New York University - College Advising Corps, College Advisor
New York University - Department of Psychology, Project Manager
New York University - The Hartley Lab, Laboratory Manager
Noble Schools, Administrative Assistant
Northwestern University, Strategic Operations Assistant
Penn Medicine - PAIR Center, Clinical Research Coordinator
Research for Action, Research Assistant
School of Rock Philadelphia, Guitar/Bass Instructor
Simons Foundation, Associate Producer, Sandbox Films
Spring Brook Country Club, Coach
St. Anne-Belfield School, History Teacher
Success Academy Charter Schools (NY), 4th Grade Lead Teacher
Success Academy Charter Schools (NY), Associate Teacher
Success Academy Charter Schools (NY), Entry-Level Teacher
Success Academy Charter Schools (NY), Lead Teacher
Success Academy Charter Schools (NY), Middle School Science Teacher
Success Academy Charter Schools (NY), Teacher
Teach For America, 4th Grade Math Teacher
Teach For America, English as a Second Language (ESL) Teacher
Teach For America, High School Math Teacher
Teach For America, Middle School Math Teacher
Teach For America, Middle School Teacher
Teach For America, Teacher (2)
The Rockefeller University, Research Assistant
Tomujin Academy, Counselor
University of California, San Francisco, Junior Specialist
University of Illinois at Chicago - Department of Medicine, Research Associate II
University of Pennsylvania, Admissions Counselor
University of Pennsylvania, Client Research Coordinator
University of Pennsylvania, Clinical Research Coordinator
Education

Employers & Job Titles

University of Pennsylvania, Co-Founder of Be Body Positive Philly
University of Pennsylvania, Educational Consultant
University of Pennsylvania, Measey Surgical Scholar
University of Pennsylvania, Research Coordinator
University of Pennsylvania, Research Technician
University of Pennsylvania, Researcher
University of Pennsylvania - Center for Studies of Addiction, Clinical Research Coordinator
University of Pennsylvania - Heath D. Schmidt Laboratory of Neuropsychopharmacology, Neuroscience Research Specialist
University of Pennsylvania - Office of Investments, Analyst
University of Pennsylvania - Office of Investments, Investment Analyst (2)
University of Pennsylvania - Penn Engineering, Research Associate
University of Pennsylvania - Perelman Center for Advanced Medicine, Clinical Assistant/Scribe
University of Pennsylvania - Perelman School of Medicine, Clinical Research Coordinator (2)
University of Pennsylvania - Perelman School of Medicine, Clinical Research Coordinator B
University of Pennsylvania - Perelman School of Medicine, Grants Coordinator
University of Pennsylvania - Perelman School of Medicine, Lab Technician
University of Pennsylvania - Perelman School of Medicine, Laboratory Specialist
University of Pennsylvania - Perelman School of Medicine, Research Assistant (2)
University of Pennsylvania - Perelman School of Medicine, Research Specialist
University of Pennsylvania - Perelman School of Medicine, Chen-Plotkin Lab, Science Research Specialist
University of Pennsylvania - School of Veterinary Medicine, Research Specialist
University of Pennsylvania - Venture Lab, Studio Technician
University of Pennsylvania - Zell/Lurie Real Estate Center, Economic Research Analyst
Vanderbilt University, Lab Manager
Yale University, Postgraduate Research Associate
Yale University Press, Acquisitions Editorial Intern
Yale University, Social and Affective Neuroscience of Autism Lab, Research Fellow
2021 POST-GRADUATION INDUSTRY REPORT

Engineering/Manufacturing

When They Accepted Their Offer

14 responses

- Jul or Earlier: 7%
- Aug: 7%
- Sep: 7%
- Oct: 7%
- Nov: 7%
- Dec: 14%
- Jan: 21%
- Feb: 7%
- Mar: 21%
- Apr: 7%
- May: 7%
- Jun: 7%
- Jul: 7%
- Aug: 7%
- Sep or Later: 7%

Median Starting Salary

$94,578

How They Heard About the Opportunity

12 responses

- Applied Directly: 33%
- Other Career Services Resources: 17%
- Previous Employer (Non-OCI): 17%
- Previous Employer (through OCI): 17%
- Contacts at Penn: 8%
- Contacts Outside of Penn: 8%
- On Campus Interviewing (OCI): 0%
- Other: 0%

Job Functions

33 responses

- Research & Development: 27%
- Software Development/Engineering: 21%
- Management: 12%
- Data Analytics: Data Science: 6%
- Manufacturing: 6%
- Product Design/Development: 6%
- Systems Engineering/Analysis: 6%
- Finance: Financial Planning & Analysis: 3%
- Human Resources: 3%
- Other: 3%
- Product/Brand Management: 3%
- Writing: Technical Writing (Scientific): 3%

Industry Breakdown

36 responses

- Engineering: 14%
- Aerospace: 14%
- Automotive: 22%
- Manufacturing - Other: 36%
- Computer Products - Hardware: 8%
2021 POST-GRADUATION INDUSTRY REPORT

Engineering/Manufacturing

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering/Manufacturing</td>
<td>10</td>
<td>$94,578</td>
<td>$82,000</td>
</tr>
<tr>
<td>Aerospace</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Automotive</td>
<td>3</td>
<td>$87,000</td>
<td>$82,000</td>
</tr>
<tr>
<td>Computer Products - Hardware</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Electronics/Robotics</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Engineering</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Manufacturing - Other</td>
<td>5</td>
<td>$94,500</td>
<td>$94,000</td>
</tr>
</tbody>
</table>

*Industries with fewer than 3 reported salaries not published to maintain confidentiality.

Employers & Job Titles

AI Solution Center, Researcher
Arm, Inc., Graduate Engineer
Aurora, Software Engineer Intern
Boeing, Manufacturing Engineer
Cruise, Software Engineer
Dell Technologies, Analyst, Product Design
GAF, Innovation Model Analyst
General Dynamics Mission Systems, Optical Engineer
General Motors, GPG TRACK Engineer
General Motors, Software Engineer
Gridless power, Embedded Systems Developer
Gwynedd Manufacturing Inc., Design Engineer
Kelter and Gilligo Consulting Engineers, Junior HVAC Designer
Kennametal, Operations Leadership Program
Lutron Electronics, Senior Project Software Engineer
McMaster-Carr, Management Development Trainee (4)
McMaster-Carr, Management Trainee

Medaquips, Human Resources Officer
NASA Glenn Research Center Office of STEM Engagement, Design and Communications Support Intern
Neocos Inc., Software Engineer
Nuro, Inc., Machine Learning Engineer
Raytheon Technologies, Mechanical Engineer
Relay and Power Systems, Project Controls Associate
Sapphire Finishing Mills, General Manager
SpaceX, Structures Engineer
Takt, Chief Data Officer
Tesla, Finance Analyst
Tesla, Materials Engineer (2)
Tesla, Senior Integration Engineer
Thornton Tomasetti, Facade Engineer Intern
TSMC, Equipment Engineer
Veeco, Product Specialist
2021 POST-GRADUATION INDUSTRY REPORT

Financial Services

When They Accepted Their Offer

299 responses

<table>
<thead>
<tr>
<th>Month</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jul or Earlier</td>
<td>10%</td>
</tr>
<tr>
<td>Aug</td>
<td>7%</td>
</tr>
<tr>
<td>Sep</td>
<td>6%</td>
</tr>
<tr>
<td>Oct</td>
<td>6%</td>
</tr>
<tr>
<td>Nov</td>
<td>4%</td>
</tr>
<tr>
<td>Dec</td>
<td>3%</td>
</tr>
<tr>
<td>Jan</td>
<td>1%</td>
</tr>
<tr>
<td>Feb</td>
<td>1%</td>
</tr>
<tr>
<td>Mar</td>
<td>2%</td>
</tr>
<tr>
<td>Apr</td>
<td>6%</td>
</tr>
<tr>
<td>May</td>
<td>3%</td>
</tr>
<tr>
<td>Jun</td>
<td>2%</td>
</tr>
<tr>
<td>Jul</td>
<td>1%</td>
</tr>
<tr>
<td>Aug</td>
<td>1%</td>
</tr>
<tr>
<td>Sep or Later</td>
<td>1%</td>
</tr>
</tbody>
</table>

81% received their offers before December.

Median Starting Salary

$85,000

Median Signing Bonus – $10,000

How They Heard About the Opportunity

234 responses

<table>
<thead>
<tr>
<th>Source</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Previous Employer (Non-OCI)</td>
<td>28%</td>
</tr>
<tr>
<td>Previous Employer (through OCI)</td>
<td>27%</td>
</tr>
<tr>
<td>Applied Directly</td>
<td>19%</td>
</tr>
<tr>
<td>On Campus Interviewing (OCI)</td>
<td>7%</td>
</tr>
<tr>
<td>Contacts Outside of Penn</td>
<td>6%</td>
</tr>
<tr>
<td>Contacts at Penn</td>
<td>6%</td>
</tr>
<tr>
<td>Other Career Services Resources</td>
<td>5%</td>
</tr>
<tr>
<td>Other</td>
<td>1%</td>
</tr>
</tbody>
</table>

55% received return offers from a previous employer.

Job Functions

408 responses

- Finance: Investment Banking
- Finance: Investment Management/Counsel
- Finance: Private Equity
- Finance: Securities Research
- Software Development/Engineering
- Real Estate Investment
- Finance: Financial Planning & Analysis
- Data Analytics: Data Science
- Product/Project Management
- Finance: Venture Capital
- Finance: Risk Management
- Data Analytics: Data Analytics
- Marketing
- Finance: Commercial Banking/Lending
- Consulting: Management/Strategy
- Technology Analysis
- Other
- Finance: Sales
- Legal Support
- Accounting
- Product Design/Development
- Consulting: Technology
- Business Development

46%

Industry Breakdown

460 responses

- Diversified Financial Services, 8%
- Hedge Fund, 5%
- Venture Capital, 1%
- Private Equity, 10%
- Investment Management/Counsel, 11%
- Investment Banking/Brokerage, 65%

82% were working in a finance role.

55% received return offers from a previous employer.

81% received their offers before December.

Median Starting Salary

$85,000

Median Signing Bonus – $10,000

299 responses
# Financial Services

## Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial Services</td>
<td>214</td>
<td>$85,000</td>
<td>$42,341</td>
</tr>
<tr>
<td>Diversified Financial Services (including</td>
<td>15</td>
<td>$85,000</td>
<td>$56,000</td>
</tr>
<tr>
<td>commercial/retail banking)</td>
<td></td>
<td></td>
<td>$150,000</td>
</tr>
<tr>
<td>Hedge Fund</td>
<td>12</td>
<td>$100,000</td>
<td>$50,000</td>
</tr>
<tr>
<td>Investment Banking/Brokerage</td>
<td>138</td>
<td>$85,000</td>
<td>$52,000</td>
</tr>
<tr>
<td>Investment Management/Counsel</td>
<td>23</td>
<td>$85,000</td>
<td>$42,341</td>
</tr>
<tr>
<td>Private Equity</td>
<td>25</td>
<td>$90,000</td>
<td>$60,000</td>
</tr>
<tr>
<td>Venture Capital</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

*Industries with fewer than 3 reported salaries not published to maintain confidentiality.

## Employers & Job Titles

- **Aksia, LLC**, Investment Research Analyst
- **Alliance Bernstein**, Equity Research Associate, Rotational Associate
- **Alphavate LLC**, Consulting Analyst
- **American Express**, Analyst, Global Commercial Services
- **American Express**, Associate Product Manager (2)
- **American Express**, Digital Product Management
- **American Express**, Finance Analyst
- **American Express**, Financial Analyst (2)
- **American Express**, Global Consumer Services Analyst
- **American Express**, Global Consumer Services Marketing Analyst (2)
- **American Express**, Marketing Analyst
- **American Express**, Product Development Analyst
- **American Express**, Product Manager
- **AQR Capital Management**, Business Development Analyst
- **AQR Capital Management**, Market Risk Analyst
- **Arba Credit**, Analyst
- **Ares Management Corporation**, Real Estate Analyst
- **ARK Investment Management**, Associate Analyst
- **Ascender Capital Limited**, Analyst
- **Asia Partners**, Investment Analyst
- **Auldbrass Partners**, Private Equity Analyst
- **Bain Capital**, Analyst
- **Bain Capital**, Private Equity Analyst (2)
- **Bank of America**, Analyst (2)
- **Bank of America**, Corporate Banking Analyst
- **Bank of America**, Data Science Analyst
- **Bank of America**, Financial Analyst
- **Bank of America**, Global Risk Analyst
- **Bank of America**, Global Transaction Services Analyst
- **Bank of America**, Investment Banking Analyst (2)
- **Bank of America**, Strategy & Management Analyst
- **Bank of America**, Trading Analyst
- **Bank of New York Mellon (BNY Mellon)**, Analyst
- **Barclays**, Analyst (2)
- **Barclays**, Equity Trader
- **Barclays**, Investment Banking Analyst (5)
- **Barings**, High Yield Analyst
- **Bellwether Asset Management**, Analyst (2)
- **Bellwether Asset Management**, Financial Analyst
- **Belvedere Trading, LLC**, Quantitative Trader (Finance)
- **Berenson & Company**, Analyst (2)
- **Bessemer Venture Partners**, Analyst
- **BlackArch Partners**, Investment Banking Analyst
- **BlackRock**, Aladdin Client Services Analyst
- **BlackRock**, Analyst
- **BlackRock**, Financial Modeling Group
- **BlackRock**, Software Engineer
- **Blackstone**, Analyst (4)
- **Blackstone**, Business Analyst
- **Blackstone**, Financial Analyst
- **Blackstone**, Investment Analyst
- **Blackstone**, Private Equity Analyst
- **Blackstone**, Real Estate Private Equity Analyst
- **Blackstone**, Software Engineer
- **Blackstone**, Software Engineer Analyst
- **BNP Paribas**, Analyst (Investment Banking)
- **BNY Mellon**, Data Scientist
- **Brighton Park Capital**, Investment Analyst
- **Brighton Park Capital**, Investor
- **Brown Advisory**, Portfolio Analyst
2021 POST-GRADUATION INDUSTRY REPORT

Financial Services

Employers & Job Titles (continued)

Brown Gibbons Lang & Company, Investment Banking Analyst
Cantor Fitzgerald, Analyst
Capital One, Associate Product Manager
Capital One, Business Analyst (4)
CapM, Analyst
Centerview Partners, Analyst (2)
Centerview Partners, Investment Banking Analyst (2)
Centricus, Private Equity Analyst
Cherry Ventures, Investment Team
CI Asante Wealth Management, Associate
CICC, Investment Banking Analyst
Citadel, Software Engineer
Citadel and Citadel Securities, Quantitative Trader (Finance)
Citadel Securities, Quant Trader
Citi, Analyst (2)
Citi, Commercial Banking Analyst, Asset Based Finance
Citi, Corporate & Investment Banking Analyst
Citi, Equity Research Associate
Citi, Investment Banking Analyst (7)
Citi, Markets Analyst
Citi, Markets and Securities Services Analyst
Citi, Risk Management
Citi, Sales and Trading Analyst (2)
Clearsight Advisors, Analyst
Clearsight Advisors, Financial Analyst
Clearsight Advisors, Investment Banking Analyst
Colter Lewis Investment Partners LLC, Investment Analyst
Computershare Loan Services, Data Analyst
Cowen, Analyst
Cowen, Investment Banking Analyst (2)
Credit Suisse, Equity Research Analyst
Credit Suisse, Financial Analyst
Credit Suisse, Investment Banking Analyst (9)
Credit Suisse, Risk Analyst
Cyrus Capital Partners, Investment Analyst
D.E. Shaw Group, Analyst
DC Investments Management, LLC, Analyst
Deutshe Bank, Analyst (Investment Banking)
Deutshe Bank, Investment Banking Analyst (2)
DivcoWest, Real Estate Analyst
Dodge & Cox, Equity Research Associate
DWS Group, Analyst
EF Hutton, Investment Banking Analyst
EFG Hermes, Investment Banking Analyst
England & Company, Investment Banking Analyst
Evercore, Analyst
Evercore, Analyst (Investment Banking)
Evercore, Investment Banking Analyst (7)
Evercore, Restructuring Analyst
Fidelity Investments, Asset Management
Business Operations and Strategy Intern
Financo, Investment Banking Analyst (2)
First Republic Bank, Portfolio Quality Analyst
Five Rings, Software Developer
Fred Alger Management, Research Associate
GCA Global, Analyst
GCA Global, Investment Banking Analyst (2)
General Atlantic, Investment Analyst
Goldman Sachs, Title Not Provided (2)
Goldman Sachs, Analyst (4)
Goldman Sachs, Analyst (Investment Banking)
Goldman Sachs, Business Analyst
Goldman Sachs, Controllers Analyst
Goldman Sachs, Engineering Analyst (3)
Goldman Sachs, Equity Research Analyst
Goldman Sachs, Financial Analyst (2)
Goldman Sachs, Global Market Analyst
Goldman Sachs, Global Markets Analyst
Goldman Sachs, Global Markets Compliance Analyst
Goldman Sachs, Interest Rate Trading Analyst
Goldman Sachs, Investment Banking Analyst (15)
Goldman Sachs, Investment Banking
Summer Analyst
Goldman Sachs, Investor Relations Analyst
Goldman Sachs, Legal Analyst
Goldman Sachs, Private Wealth Management Client Data
Goldman Sachs, Quantitative Strategies
Summer Analyst, Global Markets
Goldman Sachs, Real Estate Investing Analyst
Goldman Sachs, Risk Analyst
Goldman Sachs, Software Engineer
Goldman Sachs, Trading
Goldman Sachs - Investment Banking Division - Business Intelligence, Senior Analyst
Gordian Group, LLC, Investment Banker
Graham Partners, Private Equity Analyst
Greenhill & Co., Analyst
Greenhill & Co., Investment Banking Analyst (2)
GreenHouse Capital Africa, Investment Analyst
Guggenheim Partners, Analyst (2)
Guggenheim Partners, Investment Banking Analyst (3)
Guidepost Growth Equity, Analyst
Harrison Street, Analyst
Houlihan Lokey, Analyst (Investment Banking)
Houlihan Lokey, Investment Banking Analyst (3)
Houlihan Lokey, Restructuring Analyst (2)
Huntington National Bank, Investment Banking Analyst
Hyperspace Ventures, Associate Project Manager
Insight Partners, Investment Analyst (2)
Insight Partners, Onsite Analyst
Jane Street, Trading Intern (Securities, Commodities, and Financial Services)
Janney Montgomery Scott, Investment Banking Analyst
Financial Services

Employers & Job Titles (continued)

Jefferies, LLC, Analyst
Jefferies, LLC, Analyst (Investment Banking)
Jefferies, LLC, Investment Banking Analyst (3)
JP Morgan Chase & Co., Analyst (13)
JP Morgan Chase & Co., Asset Management Analyst
JP Morgan Chase & Co., Banking Analyst
JP Morgan Chase & Co., Commercial Banking Analyst (2)
JP Morgan Chase & Co., Corporate Analyst (2)
JP Morgan Chase & Co., Corporate Banking and Wholesale Payments Analyst
JP Morgan Chase & Co., Equity Research Analyst
JP Morgan Chase & Co., Healthcare Investment Banking Analyst
JP Morgan Chase & Co., Investment Banking Analyst (7)
JP Morgan Chase & Co., Markets Analyst
JP Morgan Chase & Co., Markets Analyst (Sales)
JP Morgan Chase & Co., Middle Market Banking & Specialized Industries Analyst
JP Morgan Chase & Co., Portfolio Management Analyst
JP Morgan Chase & Co., Sales & Trading Analyst
JP Morgan Chase & Co., Securities Services Analyst
JP Morgan Chase & Co., Software Engineer
JP Morgan Chase & Co., Wealth Management Analyst (2)
JRI America, Inc., Junior Software Developer
JW Asset Management, Analyst
Katana Financial LLC, Quantitative Research Analyst
Kleiner Perkins, Engineering Fellow
Kohlberg Kravis & Roberts & Co. Inc. ("KKR"), Analyst
Kohlberg Kravis & Roberts & Co. Inc. ("KKR"), Investment Analyst
Kohlberg Kravis & Roberts & Co. Inc. ("KKR"), Private Equity Analyst
Lazard, Analyst
Lazard, Analyst (Investment Banking) (2)
Lazard, Investment Banking Analyst (4)
Lazard, Investment Banking Healthcare M&A Analyst
Liberty City Ventures, Analyst
LLR Partners, Healthcare & Education Deal Team Analyst
M. Klein & Company, Title Not Provided
M. Klein & Company, Investment Banking Analyst (2)
M2O Private Fund Advisors, Analyst
Macquarie, Investment Banking Analyst
Macquarie, Private Equity Analyst
Madison International Realty, LLC, Investment Analyst
Manning & Napier Advisors, LLC, Research Associate
Marathon Capitol, Investment Banking Analyst
Mastercard, Associate Analyst, Marketing
Mastercard, Associate Consultant (3)
Mastercard, Strategic Growth Analyst, Humanitarian & Development
McAdams Financially Advanced, Financial Advisor
McAdams Financially Advanced, Financial Advisor/Wealth Manager
McAdams Financially Advanced, Financial Advisory Trainee
MetLife Investment Management, Portfolio Specialist
Millennium, Quant
Millennium Management LLC (Hedge Fund), Research Analyst
Mizuho Americas LLC, Investment Banking Analyst
Moelis & Company, Analyst
Moelis & Company, Investment Banking Analyst (4)
Moelis & Company, Investment Banking Summer Analyst
Morgan Stanley, Analyst (3)
Morgan Stanley, Analyst (Investment Banking)
Morgan Stanley, Capital Markets Analyst
Morgan Stanley, Equity Research Junior Associate
Morgan Stanley, Firm Risk Management Analyst
Morgan Stanley, Fixed Income Analyst
Morgan Stanley, Fixed Income Sales & Trading Analyst
Morgan Stanley, Institutional Equity Analyst
Morgan Stanley, Investment Banking Analyst (12)
Morgan Stanley, Options Market Manager
Morgan Stanley, Quantitative Analyst (Finance)
Morgan Stanley, Real Estate Investing Analyst (2)
Morgan Stanley, Real Estate Investment Analyst
Morgan Stanley, Sales and Trading Analyst
Morgan Stanley, Software Engineer
Morgan Stanley, Technology Analyst
Morgan Stanley, Technology Investment Banking Analyst
Morgan Stanley, Wealth Management Summer Branch Analyst
MUF, Debt Capital Markets Analyst
MUF, Investment Banking Analyst
MUF, U.S. Corporate Derivatives Sales Analyst
Nantahala Capital Management, Analyst
Natixis CIB Americas, Analyst
NISA Investment Advisors, LLC, Analyst
Nomura Greentech, Investment Banking Analyst
Nuveen, Product Analyst
NuVerse Advisors LLC, Security Trading Analyst
Oak Hill Advisors, L.P., U.S. Credit Analyst
Optiver, Quant Trading
Optiver, Software Engineer
Financial Services

Employers & Job Titles (continued)

Partners Group, Investment Analyst
PEAK6 Investments, Security Trading Associate
Perella Weinberg Partners, Analyst (Investment Banking)
Perella Weinberg Partners, Investment Banking Analyst
Performance Trust Capital Partners, Investment Banking Analyst
PGIM | The Global Investment Management Businesses of Prudential Financial, Inc., Portfolio Analyst
PIMCO, Account Analyst
PIMCO, Portfolio Analyst
PIMCO, Product Strategy Analyst
PJ Solomon, Investment Banking Analyst
PJT Partners, Analyst (3)
PJT Partners, Investment Banking Analyst (3)
PJT Partners, Restructuring & Special Situations Analyst
PNC Financial Services, Investment Banking Analyst
Point72, Analyst
Point72, Data-driven Equity Research
Point72, Research Analyst
Prudential Financial, Investment Analyst
Quantopian, Data Scientist
Radix Trading, LLC, Quantitative Researcher (Finance)
Raymond James, Investment Banking Analyst (3)
RBC Capital Markets, Investment Banking Analyst
Revolut, Operations Manager in Financial Crime Unit
Rialto Capital, Title Not Provided
Roark Capital Group, Analyst
Robinhood, Software Engineer
Ruane, Cunniff & Goldfarb, Analyst
Rubenstein Partners, Acquisitions and Asset Management Analyst
Schonfeld Strategic Advisors, Data Science
Schonfeld Strategic Advisors, Trading Engineer
Scotiabank, Investment Analyst
Seaport Global Holdings, LLC, Investment Banking Analyst
Silversmith Capital Partners, Financial Analyst
Silver Lake, Private Equity Analyst
Social Finance Inc. (SoFi), Software Engineer
Societe Generale, Analyst
Societe Generale, Global Markets Analyst
Societe Generale, Investment Banking Analyst
Societe Generale, Markets Analyst
SoFi, Data Scientist
Solomon Partners, Investment Banking Analyst
Starboard Value, Associate
Starwood Capital Group, Analyst
Stifel Financial Corp, Investment Banking Analyst
Stone Pagamentos Co, Finance and Operations Analyst
Stone Point Capital, Investment Analyst
Summit Partners, Analyst
Susquehanna International Group, LLP, Qualitative Trading Intern
Susquehanna International Group, LLP, Quantitative Trader (Finance)
Susquehanna International Group, LLP, Software Developer
Sustainable Development Capital, Intern
T. Rowe Price, Equity Research
TCW, Analyst/Trader
TD Securities, Investment Banking Analyst
TD Securities, Sales and Trading Analyst
The D. E. Shaw Group, Analyst
The D. E. Shaw Group, Proprietary Trader
The D. E. Shaw Group, Trader
The Glenmede Trust Company, N.A., Management Associate
The Riverside Company, Analyst
Top Tier Capital Partners, Analyst
UBS, Analyst, Investment Banking
UBS, Investment Banking Analyst (2)
Vanguard, Client Relationship Associate
Velt Partners, Investment Analyst
Vista Equity Partners, Analyst
Warburg Pincus, Private Equity Analyst (2)
Weiss Asset Management, Legal Assistant
Wells Fargo, Analyst
Wells Fargo, Corporate Risk Associate
Wells Fargo, First Year Analyst
Wells Fargo, Investment Banking Analyst (3)
YipitData, Quantitative Analyst (Finance)
2021 POST-GRADUATION INDUSTRY REPORT

Government

When They Accepted Their Offer
18 responses

- Jul or Earlier: 6%
- Aug: 6%
- Sep: 6%
- Oct: 6%
- Nov: 6%
- Dec: 6%
- Jan: 11%
- Feb: 17%
- Mar: 33%
- Apr: 17%
- May: 17%
- Jun: 17%
- Jul or Sep or Later: 6%

How They Heard About the Opportunity
15 responses

- Applied Directly: 73%
- Contacts Outside of Penn: 7%
- Other Career Services Resources: 7%
- Previous Employer (Non-OCI): 7%
- Previous Employer (through OCI): 7%
- Contacts at Penn: 0%
- On Campus Interviewing (OCI): 0%
- Other: 0%

Job Functions
29 responses

- Policy/Analysis: 17%
- Legal Support: 14%
- Legislative Support: 10%
- Research: Economics: 10%
- Teaching: 10%
- Administration: 7%
- Research: Biomedical: 7%
- Clinical Other - Non-Nursing: 3%
- Other: 3%
- Product Design/Development: 3%
- Product/Project Management (Tech): 3%
- Research: Energy/Environmental: 3%
- Research: Other: 3%
- Software Development/Engineering: 3%

Industry Breakdown
32 responses

- Federal Government: 59%
- State/Local Government: 28%
- Other: 13%
Government

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government</td>
<td>11</td>
<td>$45,000</td>
<td>$31,000</td>
</tr>
<tr>
<td>Federal Government</td>
<td>8</td>
<td>$51,500</td>
<td>$31,000</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>State/Local Government</td>
<td>3</td>
<td>$41,328</td>
<td>$35,000</td>
</tr>
</tbody>
</table>

*Industries with fewer than 3 reported salaries not published to maintain confidentiality.

Employers & Job Titles

- **Argonne National Laboratory**, Research Assistant
- **Bureau of the Fiscal Service**, Financial Program Specialist
- **Central Bank of Malaysia**, Title Not Provided
- **Central Bank of Malaysia**, Economic Analyst
- **City of Philadelphia**, Legislative Director
- **Commonwealth of Massachusetts**, ACO Performance and Reporting Intern
- **District Office of Congresswoman Jackie Speier**, Congressional Intern
- **Federal Reserve Bank of Kansas City**, Research Associate
- **Federal Reserve Bank of Philadelphia**, Research Analyst
- **Fulbright Program - U.S. Department of State**, English Teaching Assistant (2)
- **Fulbright Program - U.S. Department of State**, Fulbright English Teaching Assistant
- **Fulton Vittoria LLP**, Legal Administrative Assistant
- **Manhattan District Attorney's Office**, Paralegal
- **National Institutes of Health**, Postbaccalaureate IRTA Fellow
- **National Institutes of Health**, Post-Baccalaureate Research Assistant
- **National Institutes of Health**, Researcher
- **New Jersey Senate**, Legislative Assistant
- **New York City Department of Citywide Administrative Services (DCAS)**, Urban Fellow
- **New York State - Department of Health**, COVID Vaccinator
- **New York State Senate**, Scheduler
- **Royal Bank of Canada**, Analyst
- **Spatial Front, Inc**, Software Engineer
- **U.S. Department of Agriculture, Risk Management Agency**, Compliance Investigator
- **U.S. Department of Justice**, Paralegal Specialist
- **U.S. Environmental Protection Agency**, Physical Scientist
- **U.S. House of Representatives**, Intern
- **U.S. House of Representatives**, Legislative Intern
- **U.S. House of Representatives**, Staff Assistant & Legislative Correspondent
- **U.S. Patent and Trademark Office**, Patent Examiner
- **U.S. Senate Committee**, Staff Assistant
- **Urban Fellows Program**, Title Not Provided
Healthcare

When They Accepted Their Offer
66 responses

How They Heard About the Opportunity
46 responses

Job Functions
124 responses

Industry Breakdown
131 responses

Median Starting Salary $53,227

46 responses

2021 POST-GRADUATION INDUSTRY REPORT

2020 2021

Jul or Earlier Aug Sep Oct Nov Dec Jan Feb Mar Apr May Jun Jul Aug Sep or Later

6% 2% 5% 9% 2% 23% 29% 11% 3% 6% 3% 3%

Applied Directly 52%
Other Career Services Resources 15%
Contacts at Penn 13%
Previous Employer (Non-OCI) 11%
Contacts Outside of Penn 4%
Other 2%
Previous Employer (through OCI) 2%
On Campus Interviewing (OCI) 0%

48%
25%
14%
6%
2%
2%
1%
1%
1%

Nursing
Research: Clinical
Clinical Other - Non-Nursing
Research: Biomedical
Administration
Software Development/Engineering
Business Development
Counseling
Data Analytics: Data Science
Entrepreneur/Founder
Market Research
Production (Media)

Private Practice, 5%
Health Maintenance Organization, 5%
Community/Public Health Center, 6%
Hospital, 83%

131 responses

1% 1% 1% 1% 1%
Healthcare

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare</td>
<td>42</td>
<td>$53,227</td>
<td>$20,800</td>
</tr>
<tr>
<td>Community/Public Health Center</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Health Maintenance Organization</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Hospital</td>
<td>36</td>
<td>$53,227</td>
<td>$20,800</td>
</tr>
<tr>
<td>Nursing Home/Long Term Care Facility</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Private Practice</td>
<td>3</td>
<td>$47,840</td>
<td>$22,880</td>
</tr>
</tbody>
</table>

*Industries with fewer than 3 reported salaries not published to maintain confidentiality.

Employers & Job Titles

Abington - Jefferson Health, Registered Nurse
AtlantiCare, Emergency Department Technician
Beth Israel Deaconess Medical Center, Registered Nurse
Black Doctors COVID-19 Consortium, Data Entry Specialist
Brigham and Women’s Hospital, Clinical Research Assistant and Project Manager
Centura Health, Surgical Nurse
Children’s Hospital Los Angeles, Registered Nurse
Children’s Hospital of Philadelphia, Title Not Provided
Children’s Hospital of Philadelphia, Administrative Support, Medical Practice
Children’s Hospital of Philadelphia, Clinical Lab Manager Neurology
Children’s Hospital of Philadelphia, Clinical Research Coordinator
Children’s Hospital of Philadelphia, Machine Learning Researcher
Children’s Hospital of Philadelphia, Neonatal Intensive Care Nurse
Children’s Hospital of Philadelphia, Nurse Resident (2)
Children’s Hospital of Philadelphia, Pediatric Oncology Registered Nurse
Children’s Hospital of Philadelphia, Registered Nurse (2)
Children’s Hospital of Philadelphia, Registered Nurse Resident
Children’s Hospital of Philadelphia, Research Assistant
Children’s Hospital of Philadelphia, Research Data Analyst
Children’s Hospital of Philadelphia, Congenital Hyperinsulinism Department, Clinical Research Coordinator
Children’s National Hospital, Title Not Provided
Children’s National Hospital, Registered Nurse
ChristianCare, Registered Nurse, Critical Care Nurse Residency
CityMD, Medical Scribe
Cleveland Clinic, Research Student
Connecticut Children’s Medical Center, Registered Nurse
Dana-Farber Cancer Institute, Research Assistant
DaVita Kidney Care, Redwoods Analyst
dQ&A Market Research Inc., Research Associate
Duke University Health System Nursing Careers, Registered Nurse
Duke University Hospital, Registered Nurse
Emory Healthcare, Registered Nurse
Envision Physician Services, Clinical Information Manager
Esperanza Health Center, Care Team RN
Fire Mountain Residential Treatment Center, Direct Care Counselor
Generation Next Fertility, Clinical Assistant and Medical Scribe
GoHealth, Software Engineer
Inova Health System, Registered Nurse
Interventional Pain Management, Medical Assistant
Jenkins NeuroSpine, Clinical Assistant
John Hopkins Hospital, Registered Nurse
Johns Hopkins Health System, Registered Nurse
Johns Hopkins Healthcare, CVISCU RN
Johns Hopkins Healthcare, Registered Nurse
Johns Hopkins Medicine, Bone Marrow Transplant Registered Nurse 1
La Rabida Children’s Hospital, Inpatient Nurse
Life MD, Video Designer
Main Line Dental Implant Center, Health Care Management Consultant
Massachusetts General Hospital, Clinical Research Coordinator (2)
Massachusetts General Hospital, Project Coordinator
Massachusetts General Hospital, Research Coordinator
Mayo Clinic, Registered Nurse (3)
MedStar Georgetown University Hospital, Pediatric Registered Nurse
Employers & Job Titles (continued)

MedStar Georgetown University Hospital, Registered Nurse
MedStar Washington Hospital Center, Registered Nurse
Memorial Hermann, Nurse
Mount Sinai Health System, Research Associate - THANC Foundation
National Institute of Mental Health, Research Assistant
North Suburban Medical Center, Title Not Provided
Northwell Health, Administrative Assistant
Northwell Health, Clinical Research Assistant
Northwell Health, Finance and Operations Associate
Novant Health, Critical Care Registered Nurse
NYU Langone Health, Program Coordinator
Oak Street Health, Clinical Informatics Specialist
Oak Street Health, Clinical Informatics Specialist/Medical Scribe
OOMC: A Family of Ophthalmic Practices, Scribe
OPEN Laboratories, Founder & CEO
Penn Medicine, Cardiac Care Unit Nurse
Penn Medicine, Clinical Coordinator
Penn Medicine, Clinical Research Coordinator (8)
Penn Medicine, Emergency Room Nurse
Penn Medicine, Interim Clinical Nurse Education Specialist
Penn Medicine, Measey Surgical Scholar
Penn Medicine, Ortho-Trauma Med Surg Clinical Nurse I
Penn Medicine, Registered Nurse (6)
Penn Medicine, Research Assistant
Penn Medicine, Scribe
Penn Medicine - Center for Resuscitation Science, Research Coordinator
Penn Medicine - Hospital of the University of Pennsylvania, Clinical Research Coordinator (3)
Penn Medicine - Hospital of the University of Pennsylvania, Clinician Research Coordinator in Cardiology
Penn Medicine - Hospital of the University of Pennsylvania, CRC
Penn Medicine - Hospital of the University of Pennsylvania, Research Specialist
Penn Medicine - Hospital of the University of Pennsylvania, Emergency Department, Clinical Research Assistant
Penn Medicine - Princeton Health, Registered Nurse Resident
Prospect Medical Holdings, Inc., Registered Nurse
Saint Peter's Healthcare System, Registered Nurse Pediatrics
San Francisco VA Medical Center, Clinical Research Coordinator
San Ysidro Health, Registered Nurse
ScribeAmerica, Medical Transcriber
Skyline Medical Center, Nurse
Summit Health, Scribe
TecSalud del Tecnologico de Monterrey, Surgical Department Coordinator
Temple Health - Temple University Health System, Clinical Research Coordinator
The Medical Center of Aurora, Registered Nurse Oncology
Torrance Memorial Medical Center, Registered Nurse
Tufts Medical Center, Research Assistant I
UCSF Benioff Children’s Hospital, Nurse Resident in the Pediatric Cardiac ICU
University of California, San Francisco, Clinical Research Coordinator
University of California, San Francisco, Staff Research Associate
University of Maryland Medical System, Staff Nurse
University of Pittsburgh Medical Center, NICU Staff Nurse
University of Pittsburgh Medical Center, Research Associate
University of Washington Medical Center, Registered Nurse
UPMC, Registered Nurse
UVA Health, Clinical Nurse I
Vanderbilt University Medical Center, Nurse Resident RN
Vanderbilt University Medical Center, Registered Nurse
Weill Cornell Medicine, Scientific Research Assistant
2021 POST-GRADUATION INDUSTRY REPORT

Legal Services

When They Accepted Their Offer

23 responses

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Legal Services</td>
<td>42</td>
<td>$53,227</td>
<td>$20,800 $95,000</td>
</tr>
</tbody>
</table>

Employers & Job Titles

- **Al Otro Lado**, Border Rights Project Fellow
- **Arent Fox LLP**, Project Assistant
- **Bergmann and Moore, LLC**, Case Manager
- **Boonswang Law Firm**, Paralegal
- **Cahill Gordon & Reindel LLP**, Paralegal
- **Chemtob Moss Forman & Beyda, LLP**, Paralegal
- **Cuneo, Gilbert & LaDuca, LLP**, Paralegal
- **Daryanani Law Group PC**, Paralegal
- **Davis Polk & Wardwell LLP**, Legal Assistant
- **Graubard & Blumenfield PC**, Paralegal
- **Health Law Advocates, Inc**, Paralegal
- **Huges Hubbard & Reed**, Legal Analyst
- **Kang Haggerty**, Legal Assistant
- **Kim & Chang**, Legal Assistant
- **Kirkland & Ellis LLP**, Junior Paralegal
- **Kobre & Kim, LLP**, Analyst
- **Latham & Watkins**, Business Services Trainee
- **McDermott Will & Emery LLP**, Supreme Court Practice Assistant
- **Medina Orthwein LLP**, Legal Assistant (2)
- **Meyerson & O’Neill**, Paralegal
- **Morgan and Morgan**, Business Analyst Intern
- **Neufeld Scheck & Brustin, LLP**, Civil Rights Paralegal
- **Paul, Weiss, Rifkind, Wharton & Garrison LLP**, Corporate Paralegal (2)
- **Paul, Weiss, Rifkind, Wharton & Garrison LLP**, Litigation Paralegal
- **RAICES**, Paralegal
- **Ropes & Gray LLP**, Corporate Paralegal
- **Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates**, Summer Intern
- **Steptoe & Johnson LLP**, Litigation Project Assistant
- **The Quinn Group**, Title Not Provided
- **Upper Seven Law**, Impact Associate
- **Wigdor LLP**, Paralegal

How They Heard About the Opportunity

15 responses

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

When They Accepted Their Offer

23 responses

- Jul or Earlier 4%
- Aug 4%
- Sep 4%
- Oct 4%
- Nov 9%
- Dec 9%
- Jan 9%
- Feb 9%
- Mar 4%
- Apr 9%
- May 4%
- Jun 4%
- Jul 9%
- Aug 9%
- Sep or Later 4%

Median Starting Salary $48,000
2021 POST-GRADUATION INDUSTRY REPORT

Marketing/Advertising/Public Relations

When They Accepted Their Offer
18 responses

![Graph showing when they accepted their offer]

Median Starting Salary
$55,000

How They Heard About the Opportunity
13 responses

<table>
<thead>
<tr>
<th>Source</th>
<th>%</th>
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</thead>
<tbody>
<tr>
<td>Other Career Services Resources</td>
<td>38%</td>
</tr>
<tr>
<td>Applied Directly</td>
<td>23%</td>
</tr>
<tr>
<td>Previous Employer (Non-OCI)</td>
<td>23%</td>
</tr>
<tr>
<td>Contacts Outside of Penn</td>
<td>15%</td>
</tr>
<tr>
<td>Contacts at Penn</td>
<td>0%</td>
</tr>
<tr>
<td>On Campus Interviewing (OCI)</td>
<td>0%</td>
</tr>
<tr>
<td>Other</td>
<td>0%</td>
</tr>
<tr>
<td>Previous Employer (through OCI)</td>
<td>0%</td>
</tr>
</tbody>
</table>

Job Functions
25 responses

<table>
<thead>
<tr>
<th>Function</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advertising/Media Planning</td>
<td>28%</td>
</tr>
<tr>
<td>Marketing</td>
<td>20%</td>
</tr>
<tr>
<td>Market Research</td>
<td>16%</td>
</tr>
<tr>
<td>Public Relations</td>
<td>8%</td>
</tr>
<tr>
<td>Consulting: Management/Strategy</td>
<td>4%</td>
</tr>
<tr>
<td>Lobbying</td>
<td>4%</td>
</tr>
<tr>
<td>Other</td>
<td>4%</td>
</tr>
<tr>
<td>Product/Brand Management</td>
<td>4%</td>
</tr>
<tr>
<td>Research: Other</td>
<td>4%</td>
</tr>
<tr>
<td>Social Media</td>
<td>4%</td>
</tr>
<tr>
<td>User Experience/User Interface</td>
<td>4%</td>
</tr>
</tbody>
</table>
**Marketing/Advertising/Public Relations**

### Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marketing/Advertising/Public Relations</td>
<td>9</td>
<td>$55,000</td>
<td>$31,200</td>
</tr>
<tr>
<td>$92,500</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Industries with fewer than 3 reported salaries not published to maintain confidentiality.

### Employers & Job Titles

- 565 Media, Digital Media Analyst
- Ampush, Growth Marketing Analyst
- Bevel PR, Junior Associate
- BRANDVIEW, Entertainment Marketing Intern
- dentsu, Media Academy Apprentice
- Digitas Health, Copywriting Intern
- Essence, Assistant Media Planner
- Finsbury Glover Hering, Associate
- Global Strategy Group, Associate
- Ipsos, Market Research Analyst
- JK Premier Marketing, Copywriter
- Joele Frank, Account Executive
- Jun Group Productions, Programmatic Coordinator
- JUV Consulting, CMO
- Lunar Solar Group, Growth Analyst
- MarketCast, Quantitative Research Analyst
- maslansky + partners, Associate Language Strategist
- MBI, Inc., Product Manager
- MissionWired, Content Strategist
- Modern Luxury, Managing Editor
- Noble People, Assistant Media Planner
- Olson Zaltman, Insight Associate
- OpAD Media Solutions, Associate Social Media Strategist
- PMG Digital Agency, Graduate Leadership Program Candidate
- Quadrant Strategies, Associate
- RF|Binder, PR Associate
- Sidebar, Associate Strategist, PS/SEM
- Spectrum Science, Strategy Fellow
- Xivic Digital Agency, User Experience Intern
Media/Journalism/Entertainment

When They Received Their Offer
20 responses

 Median Starting Salary
$55,286

Job Functions
42 responses

- Production (Media) 21%
- Writing: Journalism/Other Writing 14%
- Advertising/Media Planning 10%
- Marketing 7%
- Animation 7%
- Product/Project Management (Tech) 7%
- Administration 7%
- Other 5%
- Game Development 2%
- Finance: Financial Planning & Analysis 2%
- Product/Brand Management 2%
- Entrepreneur/Founder 2%
- Business Development 2%
- Social Media 2%
- Software Development/Engineering 2%
- Technology Analysis 2%
- Graphic Design 2%
Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
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<tr>
<td>Media/Journalism/Entertainment</td>
<td>16</td>
<td>$55,286</td>
<td>$31,200</td>
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</tbody>
</table>

*Industries with fewer than 3 reported salaries not published to maintain confidentiality.

Employers & Job Titles

AMC Networks, Executive Assistant
BET Networks, Scripted Programming
Bloomberg News, News Intern
Bloomberg News, Reporter
Break Thru Films, Researcher
CNN, Production Assistant
Concord, A&R Intern
Disney Animation Studios, Crowds Effects Artist
Financial Planning, Editorial Intern
First Track Entertainment LLC, Talent Management Intern
Flathead Beacon, Writer
Fox News Media, Production Assistant
Grandview Automatik, Executive Assistant
HBO, Marketing Technology Specialist
Hearst Magazines, Digital Design Intern
Jordan News, Correspondent
Library Films, Researcher
Little Louder Project, Founder & CEO
Media Matters for America, Media Monitoring Intern
Meredith Corporation, Product Manager
MSNBC, Production Assistant, MSNBC Creative
NBCUniversal, East Coast Page
NBCUniversal, West Coast Page
Pitchfork Media, Editorial Fellow
Pixar Animation Studios, Technical Director
Red Ventures, Digital Marketing Analyst
Riot Games, Music Composer
Riot Games, Software Engineer
Rubicon Talent, Coordinator, Social Media and Marketing
Scribe Video Center, Communications and Outreach Coordinator
Sony Music Entertainment, Social, Partnerships, Media Coordinator
Sony Pictures Imageworks, Assistant Technical Director
Spotify, Content Business Intern
Tabletop Tycoon, Personal Assistant
The Late Show with Stephen Colbert, Production Intern
The Orchard, Digital Retail Intern
The Walt Disney Company, Analyst (2)
The Walt Disney Company, Technical Director Trainee
Tiwary Entertainment Group Ltd., Creative Development Associate
United Talent Agency, Assistant
United Talent Agency, Extern
United Talent Agency, Independent Film & Asian Business Development Assistant
Universal Music Group, Streaming Strategy
VICE Media, Content Solutions Coordinator
WarnerMedia, Account Coordinator
William Morris Endeavor, Literary Packaging Assistant
2021 POST-GRADUATION INDUSTRY REPORT

Nonprofit

When They Accepted Their Offer
17 responses

<table>
<thead>
<tr>
<th>Month</th>
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<td>6%</td>
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<td>Oct</td>
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<td>Nov</td>
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<tr>
<td>Dec</td>
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<td>Jan</td>
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<td>Aug</td>
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</tr>
<tr>
<td>Sep or Later</td>
<td>6%</td>
<td>6%</td>
</tr>
</tbody>
</table>

How They Heard About the Opportunity
13 responses

- Applied Directly: 62%
- Contacts at Penn: 23%
- Previous Employer (Non-OCI): 15%
- Contacts Outside of Penn: 0%
- On Campus Interviewing (OCI): 0%
- Other Career Services Resources: 0%
- Previous Employer (through OCI): 0%

Job Functions
31 responses

- Policy/Analysis: 23%
- Program Planning: 13%
- Direct Service: 10%
- Legal Support: 6%
- Business Development: 6%
- Research: Energy/Environmental: 6%
- Research: Other: 3%
- Public Relations: 3%
- Product/Project Management: 3%
- Web Design/Development: 3%
- Entrepreneur/Founder: 3%
- Accounting: 3%
- Data Analytics: 3%
- Counseling: 3%
- Coaching/Tutoring: 3%
- Administration: 3%
- Legislative Support: 3%

Industry Breakdown
44 responses

- Public Interest/Advocacy: 59%
- Cultural Institutions/Arts & Cultural Affairs: 11%
- Social Services: 30%
- Other: 0%
Nonprofit

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
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<tbody>
<tr>
<td>Nonprofit</td>
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<td>$50,000</td>
<td>$40,000</td>
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<tr>
<td>Cultural Institutions/Arts and Cultural Affairs</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Public Interest/Advocacy</td>
<td>5</td>
<td>$50,000</td>
<td>$40,000</td>
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<tr>
<td>Social Services</td>
<td>3</td>
<td>$50,000</td>
<td>$40,352</td>
</tr>
</tbody>
</table>

*Industries with fewer than 3 reported salaries not published to maintain confidentiality.

Employers & Job Titles

- **African Community Learning Program**, Web Designer
- **AIPAC**, Research Analyst - Policy and Government Affairs
- **American Civil Liberties Union**, Paralegal
- **American Enterprise Institute**, Media Relations Assistant, Foreign and Defense Policy
- **Atlas Network**, Institute Relations Associate
- **Beyond Conflict**, Program Associate
- **Bipartisan Policy Center**, Intern
- **Carnegie Endowment for International Peace**, Junior Fellow
- **Chicago Furniture Bank**, Business Development Associate
- **Christie's**, Client Management Coordinator
- **Committee of Seventy**, Policy & Program Fellow
- **DC Justice Lab**, Independent Researcher
- **Environmental Law Institute**, Research Associate (2)
- **exalt youth**, Court Liaison
- **Health Federation of Philadelphia**, Title Not Provided
- **Institute for Defense Analyses**, Research Associate
- **Lafazan for Legislator**, Campaign Manager
- **Maji**, Co-Founder
- **Meridian International Center**, Cultural Programs Associate
- **National Domestic Workers Alliance**, Data Specialist
- **National Stuttering Association**, Intern
- **New Virginia Majority**, Housing Policy Analyst
- **NextGen America**, Fellow
- **Nonprofit Finance Fund**, Analyst, Advisory Services
- **Oceania**, US Oceans Intern
- **Partners For Justice**, Advocate
- **Planned Parenthood Federation of America**, Arts and Entertainment Engagement Intern
- **Public Health Management Corporation**, Program Coordinator
- **Public Interest Law Center**, Development and Communications Intern
- **Resilience Action Fund**, Resilience Intern
- **Safe Horizon**, Case Manager
- **Solomon R. Guggenheim Museum**, Finance and Operations Temp
- **Sotheby's**, Centralized Sales Creation Administrator
- **Springboard Collaborative**, Title Not Provided
- **The Brookings Institution**, Summer Research Analyst, Center for Universal Education, Global Economy, and Development
- **The Liberation Foundation**, Program Director
- **The Metropolitan Museum of Art**, Twelve-Month Teen Programs Intern
- **The National Alliance for Public Charters**, Intern
- **The Nature Conservancy**, Adirondack Conservation Associate
- **The Opportunity Network**, College Success Homecoming Fellow
- **UPROSE**, Climate Justice Organizer
- **Valley Youth House**, Job Developer
- **Zhang Sah**, Executive Associate
2021 POST-GRADUATION INDUSTRY REPORT

Pharmaceuticals/Biotechnology

When They Accepted Their Offer

14 responses

<table>
<thead>
<tr>
<th>Month</th>
<th>Jul or Earlier</th>
<th>Aug</th>
<th>Sep</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
<th>Jan</th>
<th>Feb</th>
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<th>Apr</th>
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<td>7%</td>
<td>7%</td>
<td>7%</td>
<td>14%</td>
<td></td>
</tr>
</tbody>
</table>

Median Starting Salary

$74,250

Job Functions

22 responses

- Research: Biomedical: 23%
- Research & Development: 14%
- Data Analytics: Data Science: 9%
- Product Design/Development: 9%
- Business Development: 5%
- Consulting: Management/Strategy: 5%
- Finance: Venture Capital: 5%
- Management: 5%
- Manufacturing: 5%
- Other: 5%
- Sales: 5%
- Software Development/Engineering: 5%
- Systems Engineering/Analysis: 5%
- User Experience/User Interface: 5%

How They Heard About the Opportunity

15 responses

- Applied Directly: 33%
- Other Career Services Resources: 25%
- Previous Employer (through OCI): 17%
- Contacts at Penn: 8%
- On Campus Interviewing (OCI): 8%
- Previous Employer (Non-OCI): 8%
- Contacts Outside of Penn: 0%
- Other: 0%
Pharmaceuticals/Biotechnology

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pharmaceuticals/Biotechnology</td>
<td>12</td>
<td>$74,250</td>
<td>$50,000</td>
</tr>
</tbody>
</table>

*Industries with fewer than 3 reported salaries not published to maintain confidentiality.

Employers & Job Titles

- **Aetna, a CVS Health Company**, Project Manager
- **Aro Biotherapeutics**, Research Associate
- **Bayer**, Software Engineer Intern
- **DePuy Synthes**, MD EDP Engineer
- **Eli Lilly and Company**, Pharmaceutical Sales Representative - Diabetes PC
- **F-Prime Capital**, Management Consultant - Biotech Investing
- **GlaxoSmithKline**, Finance Future Leader Analyst
- **GlaxoSmithKline**, Scientist
- **Johnson & Johnson**, GOLD Program
- **Johnson & Johnson**, Junior Design Strategist
- **LifeSci Capital**, Analyst (Investment Banking)
- **Merck & Co., Inc.**, Associate Specialist, Engineering - Manufacturing Leadership Development Program
- **Nanomix**, Biomedical Engineer
- **Panorama Medicine**, Molecular Biology Technician
- **PathAI**, Biomedical Engineer
- **Perceptive Advisors**, Analyst
- **Rani Therapeutics**, R&D Mechanical Engineer
- **Regeneron**, Research and Development Associate
- **Roche**, Data Engineering
- **Roivant Sciences**, Rotational Analyst (2)
- **Vaxart, Inc.**, Process Development Engineer I
- **WuXi AppTec**, Manufacturing Associate
- **X-trodes**, Intern
Median Starting Salary
$70,000

Real Estate/Construction

When They Accepted Their Offer
15 responses

How They Heard About the Opportunity
10 responses

Job Functions
25 responses
Real Estate/Construction

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
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<th>Range</th>
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<td>Real Estate/Construction</td>
<td>12</td>
<td>$70,000</td>
<td>$45,000 $90,000</td>
</tr>
</tbody>
</table>

*Industries with fewer than 3 reported salaries not published to maintain confidentiality.

Employers & Job Titles

- Apollo Global Management, Investment Analyst
- Arel Capital, Analyst
- Argentic, Analyst
- ASA Properties, Real Estate Development Analyst
- Asana Partners, Portfolio Management Program Analyst
- BuildCentral, Marketing Content Writer
- CBRE, Financial Analyst
- Crown Castle, Business Immersion Program
- Eastdil Secured, Analyst (2)
- Eastdil Secured, Real Estate Investment Banking Analyst
- Ferrandino & Son, Inc., Account Manager
- Foremost Pacific Group, Financial Analyst
- Greystar, Asset Management Analyst
- Hines, Analyst - Investment Management
- Hudson's Bay Company, Paralegal
- KIMOY Studios, Junior Architect
- Lincoln Financial Group, Mortgage & Real Estate Associate
- OCF Realty, Realtor
- Oxford Properties Group, Investment Analyst
- Point B Realty, Client Service Associate
- Related Companies, Development Analyst
- TCC, Associate
- W. P. Carey Inc., Analyst
- Walton Street Capital, Private Equity Analyst
Retail/Wholesale/Consumer Products

When They Accepted Their Offer
31 responses

2020

- Jul or Earlier: 3%
- Aug: 6%
- Sep: 19%
- Oct: 13%
- Nov: 6%
- Dec: 3%
- Jan: 3%
- Feb: 3%
- Mar: 6%
- Apr: 3%
- May: 3%
- Jun: 3%
- Jul: 3%
- Aug: 3%
- Sep or Later: 3%

2021

Median Starting Salary
$70,000

How They Heard About the Opportunity
27 responses

- Previous Employer (through OCI): 37%
- Applied Directly: 26%
- On Campus Interviewing (OCI): 11%
- Previous Employer (Non-OCI): 11%
- Other Career Services Resources: 7%
- Contacts Outside of Penn: 4%
- Other: 4%
- Contacts at Penn: 0%

Job Functions
45 responses

- Marketing: 44%
- Buying/Merchandising: 7%
- Other: 7%
- Product/Brand Management: 7%
- Research & Development: 7%
- Administration: 4%
- Data Analytics: Data Analytics: 4%
- Finance: Financial Planning & Analysis: 4%
- Management: 4%
- Product Design/Development: 4%
- Data Analytics: Data Science: 2%
- Graphic Design: 2%
- Systems Engineering/Analysis: 2%
Retail/Wholesale/Consumer Products

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
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</thead>
<tbody>
<tr>
<td>Retail/Wholesale/Consumer Products</td>
<td>26</td>
<td>$70,000</td>
<td>$40,351</td>
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<tr>
<td>Consumer Products</td>
<td>20</td>
<td>$70,000</td>
<td>$40,351</td>
</tr>
<tr>
<td>Retail/Wholesale</td>
<td>6</td>
<td>$67,500</td>
<td>$60,000</td>
</tr>
</tbody>
</table>

*Industries with fewer than 3 reported salaries not published to maintain confidentiality.

Employers & Job Titles

- 84.51°, Data Scientist
- adidas, Assistant Manager, Innovation
- Anheuser-Busch, Commercial Trainee (4)
- Anheuser-Busch, Global Management Trainee (2)
- Ann Inc (Ann Taylor, LOFT, Lou & Grey), Graphic Designer
- Christian Louboutin, Executive Assistant to the President & HR Assistant
- Deliver Inc., Marketing Intern
- Dyson Inc., RDD Engineer
- E. & J. Gallo Winery, Research Assistant
- H&M, Leadership Development Program
- IL MAKIAGE, Email Marketing Coordinator
- IL MAKIAGE, Growth Marketing Junior Manager
- IL MAKIAGE, Partnerships Manager
- IL MAKIAGE, Product Development Coordinator
- L’Oreal, Marketing Management Trainee
- L’Oreal, Pepiniere Management Trainee
- L’Oreal, Pepiniere Marketing Associate
- L’Oreal, Pepiniere Marketing Management Trainee
- MAISON-DE-MODE.COM, Vice President of Operations
- McCormick and Company, Inc., Marketing and Sales Rotational Analyst
- MX Wallace, Assistant Merchant
- Nestle, Digital Project Manager
- Nestle, Financial Management Trainee
- Nestle, Marketing Consultant
- PepsiCo, Associate Market Analyst
- Procter & Gamble (P&G), Manufacturing Engineer
- Procter & Gamble (P&G), Technical Engineer
- Revlon, Associate Chemist
- Target, Executive Team Lead - Service and Engagement
- The Estee Lauder Companies Inc., CEO Global Presidential Associate
- The Estee Lauder Companies Inc., Marketing Associate
- The Estee Lauder Companies Inc., Presidential Associate
- The Kraft Heinz Company, Marketing Analyst
- The Kraft Heinz Company, Marketing Trainee
- Unilever, Customer Development UFLP
- Unilever, Financial Analyst
- VOZ Apparel, Title Not Provided
- Wayfair, Business Analyst in Marketing Strategy & Analytics
- Wayfair, Technical Marketing Analyst
- West Elm, Analyst, Web Analytics
- West Elm, Assistant Buyer
- Williams-Sonoma, Inc., Marketing Analyst (2)
- Wish, Brand Marketing & Operating Analyst
2021 POST-GRADUATION INDUSTRY REPORT

Technology

When They Accepted Their Offer

122 responses

<table>
<thead>
<tr>
<th>Month</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Jul or Earlier</td>
<td>26%</td>
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<tr>
<td>Aug</td>
<td>16%</td>
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<td>Sep</td>
<td>8%</td>
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<td>Nov</td>
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<td>Jan</td>
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<td>Jul</td>
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<td>Aug</td>
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<tr>
<td>Sep or Later</td>
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</tbody>
</table>

Median Starting Salary

$110,500

Median Signing Bonus – $30,000

Job Functions

199 responses

- Software Development/Engineering
- Product/Project Management (Tech)
- Marketing
- Business Development
- Data Analytics: Data Science
- Entrepreneur/Founder
- Sales
- Product Design/Development
- Finance: Financial Planning & Analysis
- Data Analytics: Data Analytics
- Research & Development
- Consulting: Technology
- Testing/Quality/Evaluation
- Technology Analysis
- Other
- Product/Brand Management
- Game Development
- Systems Engineering/Analysis
- Policy/Analysis
- Human Resources
- Advertising/Media Planning
- Finance: Venture Capital
- Finance: Private Equity
- Finance: Investment Banking
- Clinical Other - Non-Nursing
- Legislative Support

How They Heard About the Opportunity

95 responses

43% received return offers from a previous employer.

- Applied Directly: 32%
- Previous Employer (Non-OCI): 26%
- Previous Employer (through OCI): 17%
- Contacts at Penn: 11%
- Contacts Outside of Penn: 5%
- Other Career Services Resources: 5%
- Other: 4%
- On Campus Interviewing (OCI): 0%
2021 POST-GRADUATION INDUSTRY REPORT

Technology

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
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<td>Technology</td>
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<td>$20,000</td>
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<td>$150,000</td>
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</tbody>
</table>

*Industries with fewer than 3 reported salaries not published to maintain confidentiality.

Employers & Job Titles

Adobe Systems, Content Strategist
Alchemy, Title Not Provided
Amazon, Backend Software Engineer
Amazon, Business Analyst
Amazon, Financial Analyst
Amazon, Retail Vendor Manager
Amazon, Software Developer
Amazon, Software Development Engineer (8)
Amazon, Software Development Engineer 1
Amazon, Software Engineer (4)
Amazon Lab126, Hardware Development Engineer
Amazon Robotics, Software Developer Engineer
Amazon Web Services, Software Development Engineer (2)
Ambra Health, Customer Success Analyst
Amplia, Business Development Representative
Apax Partners LP, Technology Investor
Apple, AI/ML Engineer
Apple, Design Verification Engineer
Apple, Product Design Engineer
Apple, Software Engineer
Array, Client Operations Manager
Atlassian, Associate Product Manager
Attentive, Title Not Provided
Better, Software Engineer
Bloomia, Inc., Data Analyst
Bloomberg, Human Resources Administrative Assistant
Bloomberg, Software Engineer (3)
Box, Implementation Analyst
ByteDance, Strategy & Investment Analyst
Cadre, Title Not Provided
Cadre, Software Engineer (3)
Capable Health, Software Engineer
Cisco, Business Analyst (2)
Coinbase, Associate Product Manager
CoParse, Director of Marketing
Corelight, Inside Sales
Deposco, Business Development Representative
DocuSign, Associate Product Manager
Dropbox, Software Engineer
Ebay, Financial Analyst
Epic, Title Not Provided
Epic, Quality Manager
Everlaw, Associate Product Lead
Facebook, Account Manager
Facebook, Data Scientist (6)
Facebook, Finance Analyst
Facebook, Finance and Business Operations Analyst
Facebook, Product Manager
Facebook, Product Specialist
Facebook, Production Engineer
Facebook, Program Manager - Sports Partnerships
Facebook, Software Engineer (8)
Facebook, Technical Program Manager
Figma, Product Engineer
Focused Labs, Product Manager
Gatherly, Founder & CEO
GE Healthcare, Edison Engineering Development Program
GeoComply, Government Relations Associate
Google, Inc., Associate Account Strategist
Google, Inc., Associate Product Manager
Google, Inc., Associate Product Marketing Manager (4)
Google, Inc., Cloud Technical Resident
Google, Inc., CTR
Google, Inc., Full-Stack Software Engineer
Google, Inc., Software Engineer (8)
Handshake, Data Scientist
Hive, Sales Development Representative
Humanitri, Software Engineer
Hurdlr, Software Engineer
Information Technology and Innovation Foundation, Digital Media Specialist & Policy Analyst
Intelsat, Associate Program Manager
InterSystems, Software Developer
Intuit, Inc., Software Engineer (2)
IronNet Cybersecurity, Associate Threat Research Engineer
Jane Technologies, Inc., Software Engineer
Krikey, Associate Product Manager
LinkedIn, Associate Product Manager
LinkIt!, Technical Support Analyst
Loon Advisors, Investment Banking Analyst
Mastercard Data & Services, Associate Consultant
MealPal, Product Associate
Micron Technology Inc., Product Manager
Microsoft, Customer Engineer, Digital Apps and Innovation
Microsoft, Electrical Engineer
Technology

Employers & Job Titles (continued)

Microsoft, Full-Stack Software Engineer
Microsoft, Product Manager (2)
Microsoft, Product Marketing Manager
Microsoft, Program Manager (5)
Microsoft, Project Manager (2)
Microsoft, Software Engineer (12)
Mito, Founder
Mobility, Co-Founder and CEO
Mobility, Co-Founder and COO
MongoDB, Software Engineer (2)
Musely.com, TV Marketing Coordinator
Narrative I/O, Product Manager
Neeva, Software Engineer
Norwest - Growth Equity, Analyst
Nuro, Inc., Title Not Provided
Nuro, Inc., Software Engineering
NVIDIA, Software Engineer
NVIDIA, Software Engineer Intern
Ophelia, Patient Operations Associate
Oracle, Software Engineer
Palantir Technologies, Forward Deployed Engineer (3)
Palantir Technologies, Forward Deployed Software Engineer
Palantir Technologies, Software Engineer
Payaut, Lead Generation Specialist
Perpay Inc., Software Engineer (2)
Pinterest, Account Manager
Praetorian, Information Security Engineer
QPLIX, Junior FinTech Consultant
Ramp, Business Development and Investor Relations
Realworld, Product Designer
Recurrency AI, Founder & CEO
Reddit, Inc., Software Engineer
Redfin, Product Manager
ReTool, Software Engineer (2)
River Financial, Financial Product Analyst
Salesforce, Account Development Representative
Salesforce, APM
Salesforce, Associate Product Manager (2)
Salesforce, Business Development Associate
SAP, Intern
SAP, Intern, Public Policy
Scale AI, Product Operations Manager
SeatGeek, Backend Software Engineer
SessionM, Analyst, Strategy and Analytics
SilkBlu Technologies LLC, Co-Founder & Head of Design
Slack, Software Engineer
Snap, Software Engineer
Social Club TV, East Coast Head of Brand Partnerships
Square, Software Engineer
Talend, Software Engineer
Terraform Labs, Smart Contract Developer
TikTok, Cyber Security Analyst
Torch Technology, Business Operations Analyst
Treyarch, Technical Art Intern
TripAdvisor, Account Executive
Try Mito, Co-Founder
Tucows, Data Analyst Intern
Twilio Inc., Software Engineer
Twitter, Software Engineer
UIPath, Associate Technical Account Manager
Unite Us, Communications Intern
Unity Technologies, Graphics Engineer
Verizon, Software Engineer
Verkada, Software Engineer
VirtualHealth, Product Success
VMware, Inc., Software Engineer
Wiz Security, Growth Engineer
Yext, Associate Product Manager
YouTube, APMM - Growth Marketer
Zynga, Product Manager
## Salaries by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
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<td>Private Practice</td>
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*Industries with fewer than 3 reported salaries not published to maintain confidentiality.

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

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<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
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<td>Marketing/Advertising/Public Relations</td>
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<td>Cultural Institutions/Arts and Cultural Affairs</td>
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<td>Performing Arts/Music/Theater</td>
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<td>Pharmaceuticals/Biotechnology</td>
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<td>Real Estate/Construction</td>
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*Industries with fewer than 3 reported salaries not published to maintain confidentiality.

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

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<td><strong>Animation</strong></td>
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<td><strong>Coaching/Tutoring</strong></td>
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<td><strong>Construction</strong></td>
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*Job functions with fewer than 3 reported salaries not published to maintain confidentiality.

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

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</table>

*Job functions with fewer than 3 reported salaries not published to maintain confidentiality.*

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

<table>
<thead>
<tr>
<th>Job Function</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
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<tr>
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<td><strong>Journalism/Other Writing</strong></td>
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<td><strong>Technical Writing (Scientific)</strong></td>
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</table>

*Job functions with fewer than 3 reported salaries not published to maintain confidentiality.

*Stipends less than $20,000 not reported.*
# 2021 POST-GRADUATION INDUSTRY REPORT

## Signing Bonuses by Industry

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<tr>
<th>Industry</th>
<th>Reporting</th>
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<th>Range</th>
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<tr>
<td>Aerospace</td>
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<td>Automotive</td>
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<tr>
<td>Computer Products - Hardware</td>
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*Industries with fewer than 3 reported signing bonuses not published to maintain confidentiality.*
# Signing Bonuses by Job Function

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

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*Job functions with fewer than 3 reported signing bonuses not published to maintain confidentiality.*