

## Undergraduate Class of 2021

**Post-Graduation Industry Report****Consulting**

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

**Education**

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

**Engineering/Manufacturing**

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

**Financial Services**

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

**Government**

Federal Government | State/Local Government | Other

**Healthcare**

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

**Legal Services****Marketing/Advertising/  
Public Relations****Media/Journalism/Entertainment****Nonprofit**

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

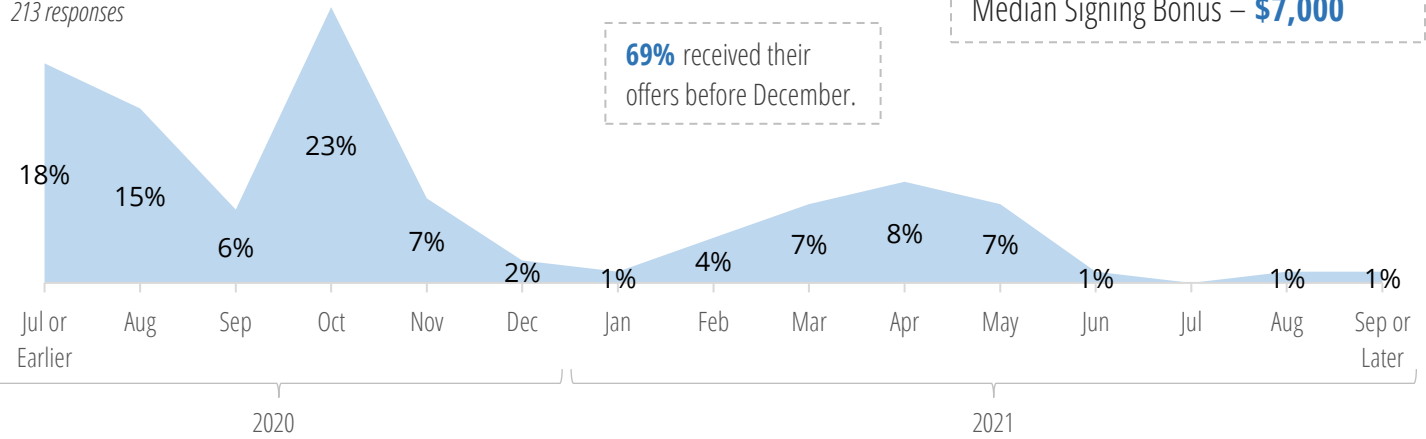
**Pharmaceuticals/Biotechnology****Real Estate/Construction****Retail/Wholesale/Consumer Products****Technology*****Salaries by Industry******Salaries by Job Function******Signing Bonuses by Industry******Signing Bonuses by Job Function*****Methodology**

Career Services at the University of Pennsylvania annually surveys students about their plans for up to six months following graduation. Of the 2,579 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.

# Consulting

## When They Accepted Their Offer

213 responses



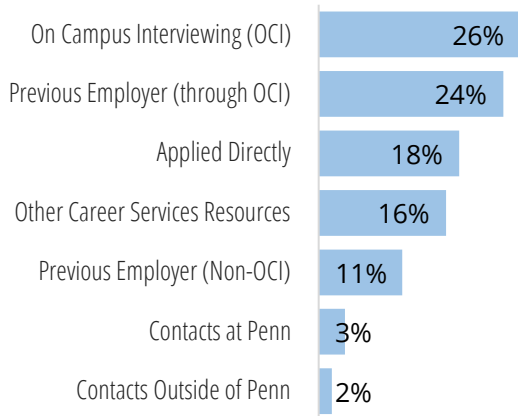
69% received their offers before December.

**Median Starting Salary**  
**\$84,500**  
**Median Signing Bonus – \$7,000**

## How They Heard About the Job

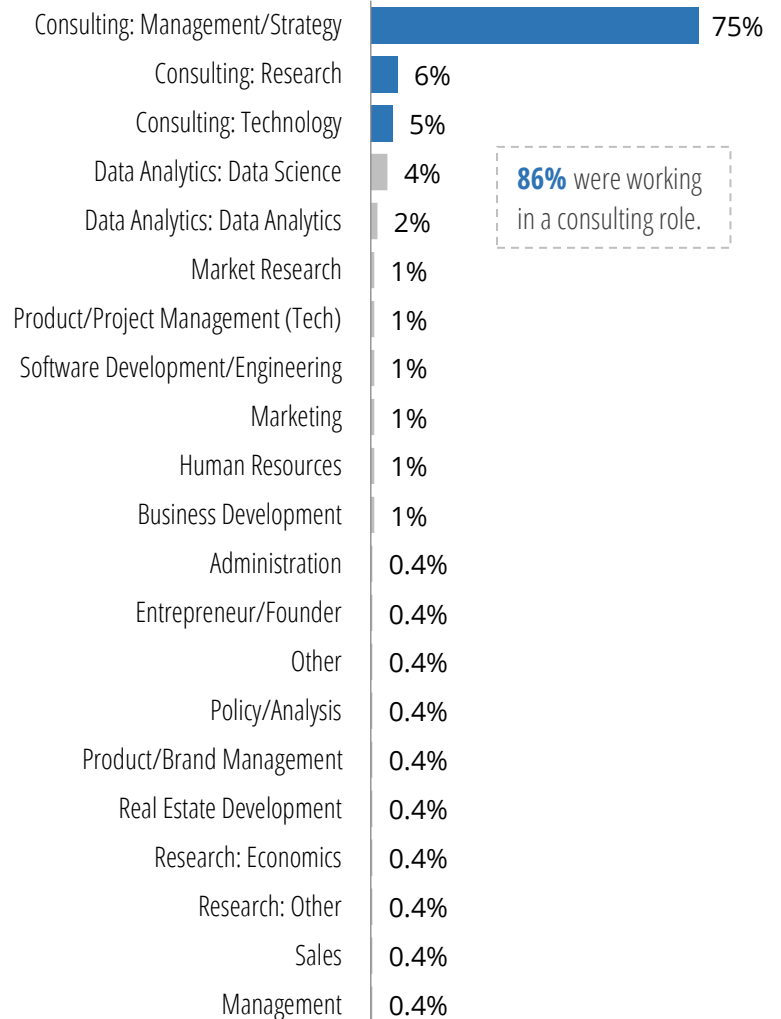
177 responses

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



## Job Functions

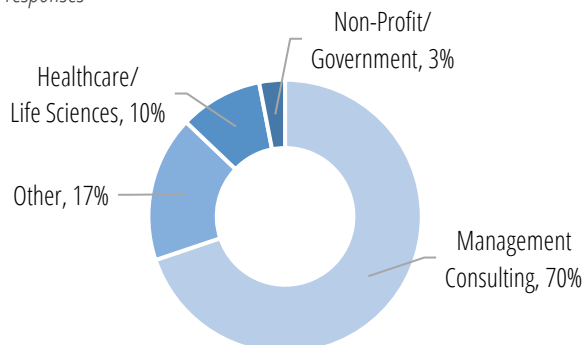
261 responses



86% were working in a consulting role.

## Industry Breakdown

295 responses



# Consulting

## Salary by Industry

	Reporting	Median	Range	
Consulting	164	\$84,500	\$40,000	\$114,000
Healthcare/Life Sciences	19	\$77,500	\$55,000	\$87,500
Management Consulting	113	\$90,000	\$40,000	\$110,000
Non-Profit/Government	3	\$75,000	\$56,000	\$75,000
Other	29	\$72,500	\$40,000	\$114,000

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

## Employers & Job Titles

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

# Consulting

## Employers & Job Titles (*continued*)

**EY-Parthenon**, Transactions Strategy Associate

**FTI Consulting**, Data & Analytics Consultant

**FTI Consulting**, Management Consultant (3)

**Gartner**, Client Success Manager

**GEP 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

**Guidepoint**, Associate

**Guidepoint**, Client Services Associate

**Guidepoint**, Healthcare Associate

**Guidepoint**, 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

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

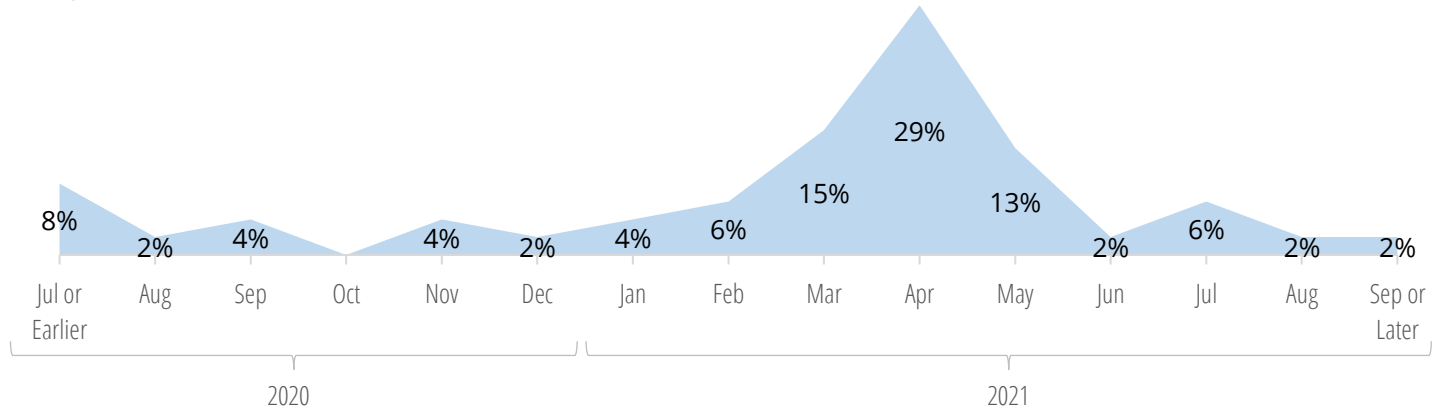
**ZS Associates**, Strategy Insights & Planning Associate (4)

# Education

Median Starting Salary  
**\$45,965**

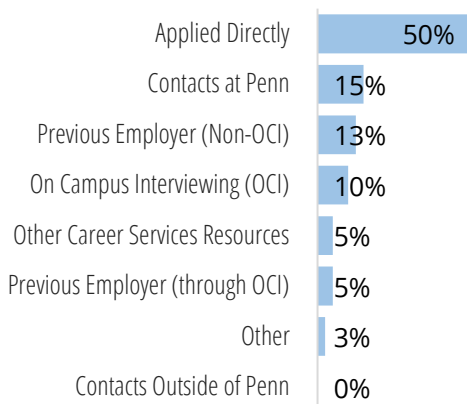
## When They Accepted Their Offer

48 responses



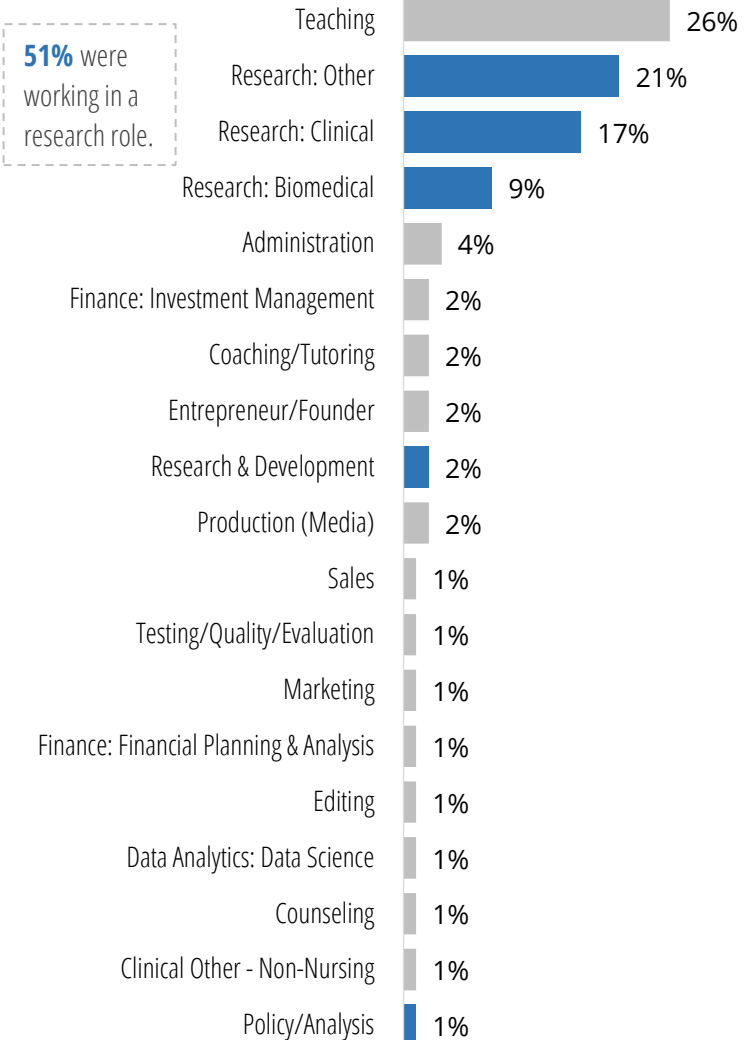
## How They Heard About the Job

40 responses



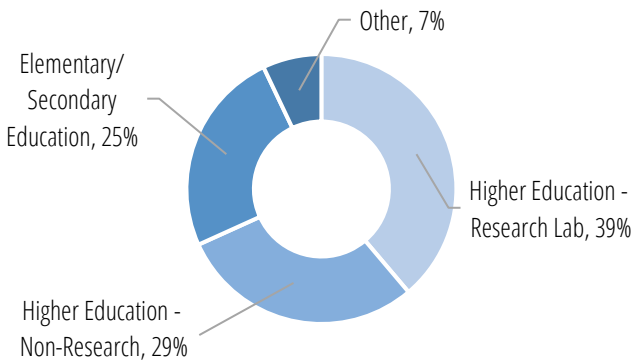
## Job Functions

81 responses



## Industry Breakdown

85 responses



# Education

## Salary by Industry

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

*\*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 at Success Academy Charter Schools

**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

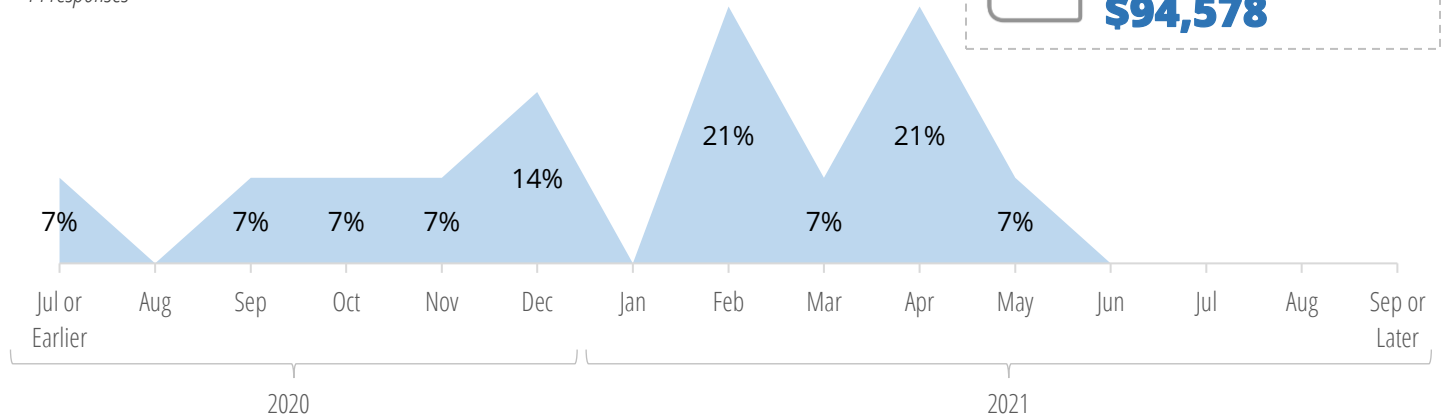
**University of Pennsylvania**, Co-Founder of Be Body Positive Philly  
**University of Pennsylvania**, Educational Consultant  
**University of Pennsylvania**, Measey Surgical Scholar  
**University of Pennsylvania**, Research Coordinator  
**University of Pennsylvania**, Research Technician  
**University 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

# Engineering/Manufacturing

## When They Accepted Their Offer

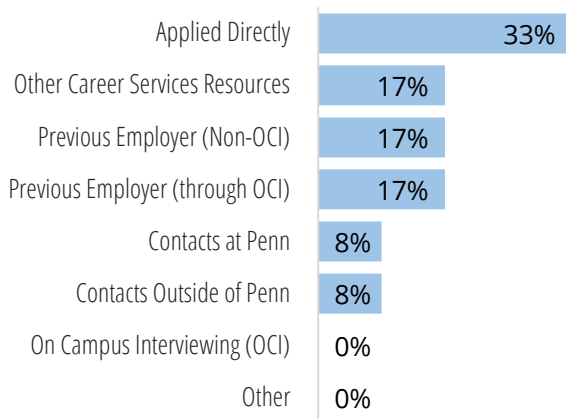
14 responses

**Median Starting Salary**  
**\$94,578**



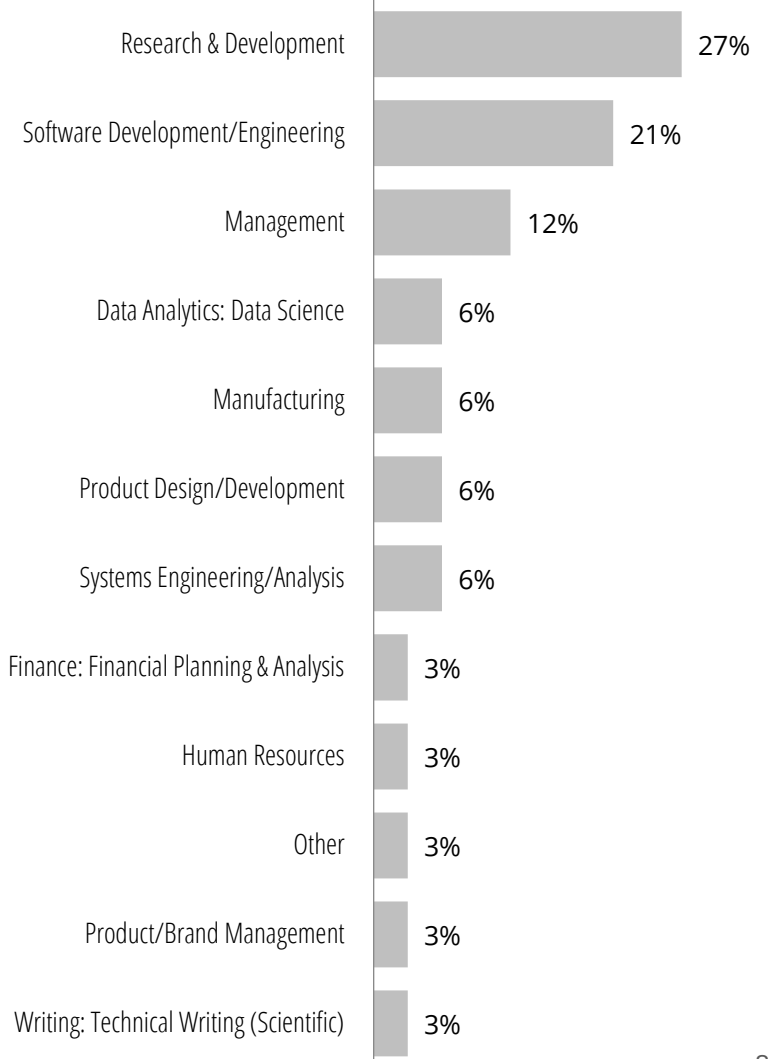
## How They Heard About the Job

12 responses



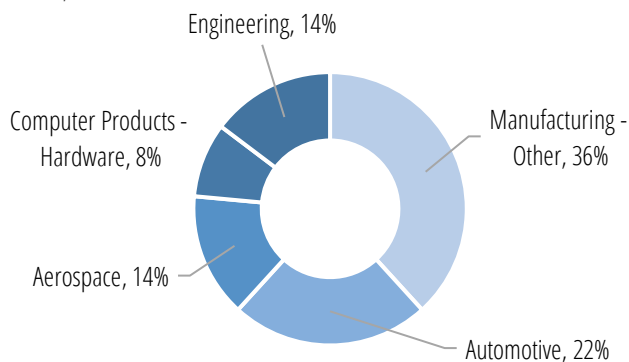
## Job Functions

33 responses



## Industry Breakdown

36 responses





# Engineering/Manufacturing

## Salary by Industry

	Reporting	Median	Range	
Engineering/Manufacturing	10	\$94,578	\$82,000	\$135,000
Aerospace	1	-	-	-
Automotive	3	\$87,000	\$82,000	\$135,000
Computer Products - Hardware	1	-	-	-
Electronics/Robotics	0	-	-	-
Engineering	0	-	-	-
Manufacturing - Other	5	\$94,500	\$94,000	\$94,660

*\*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

**Neocis 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

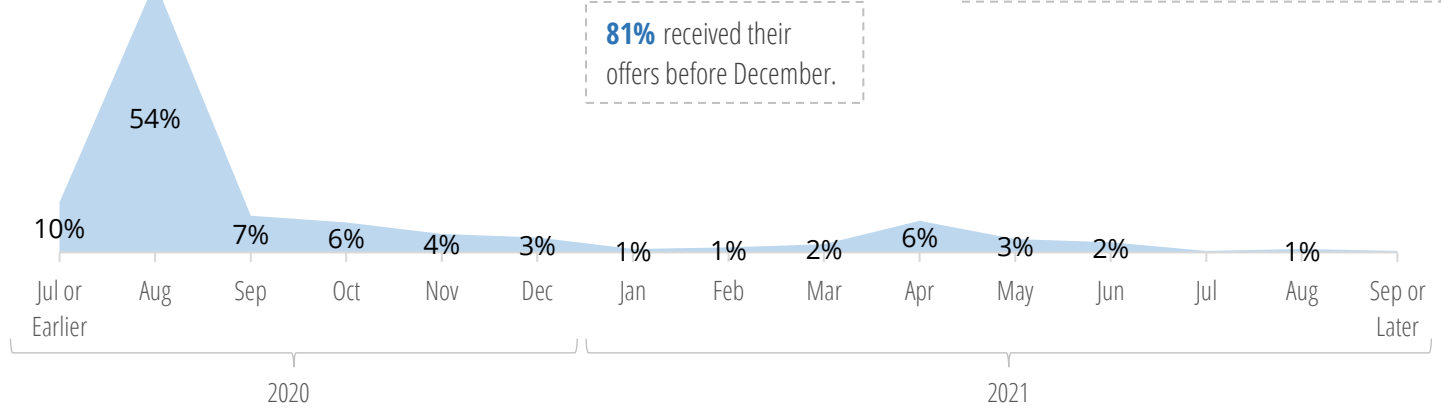
**Veeco**, Product Specialist

# Financial Services

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

## When They Accepted Their Offer

299 responses

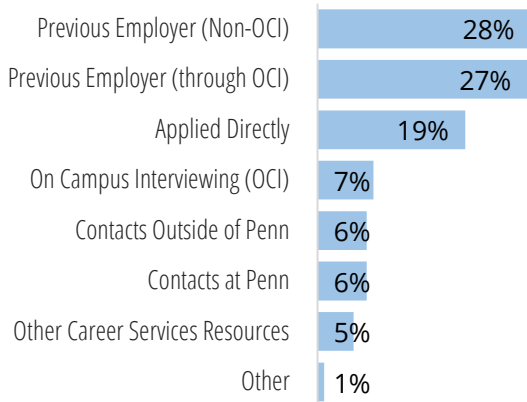


81% received their offers before December.

## How They Heard About the Job

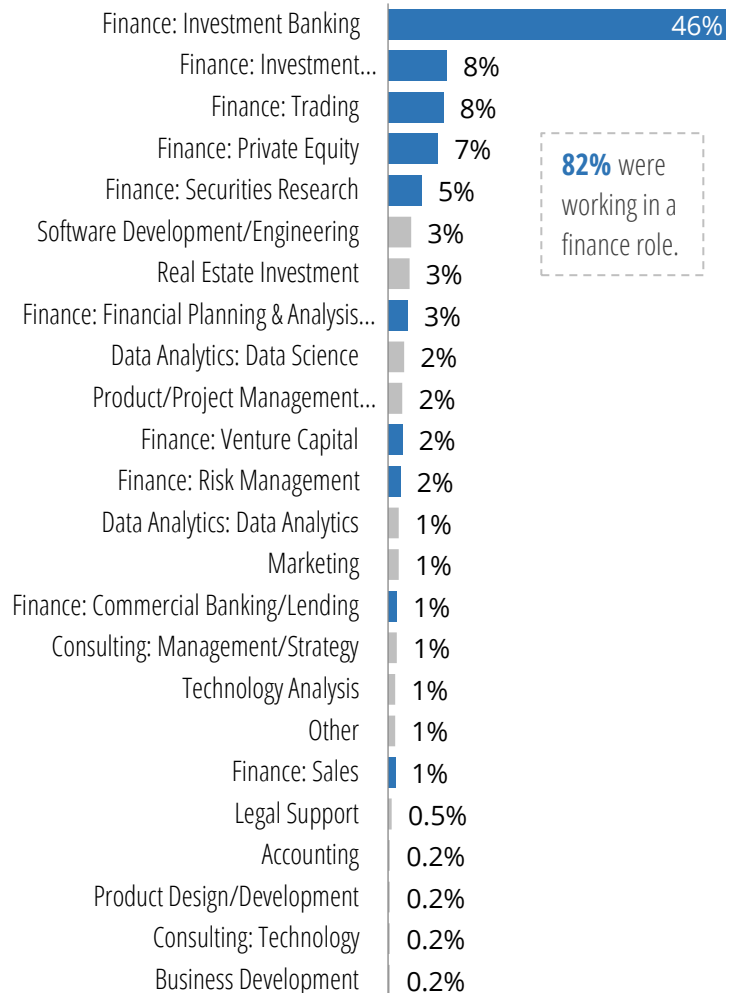
234 responses

55% received return offers from a previous employer.



## Job Functions

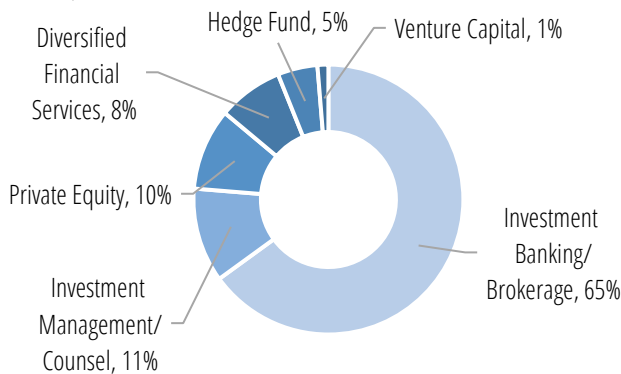
408 responses



82% were working in a finance role.

## Industry Breakdown

460 responses



# Financial Services

## Salary by Industry

	Reporting	Median	Range	
Financial Services	214	\$85,000	\$42,341	\$200,000
Diversified Financial Services (including commercial/retail banking)	15	\$85,000	\$56,000	\$150,000
Hedge Fund	12	\$100,000	\$50,000	\$200,000
Investment Banking/Brokerage	138	\$85,000	\$52,000	\$110,000
Investment Management/Counsel	23	\$85,000	\$42,341	\$150,000
Private Equity	25	\$90,000	\$60,000	\$150,000
Venture Capital	1	-	-	-

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

## Employers & Job Titles

**Aksia, LLC**, Investment Research Analyst  
**AllianceBernstein**, Equity Research Associate  
**AllianceBernstein**, Multi-Asset Solutions Rotational Associate  
**Alphavate LLC**, Consulting Analyst  
**Altamont Capital Partners**, 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**, Analyst

**Ares Management Corporation**, Real Estate Analyst  
**ARK Investment Management**, Associate  
**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 (9)  
**Bank of America**, Strategy & Management Analyst  
**Bank of America**, Trading Analyst  
**Bank of New York Mellon (BNY Mellon)**, Analyst  
**Bank of New York Mellon (BNY Mellon)**, Product Manager  
**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

# Financial Services

## Employers & Job Titles *(continued)*

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

# Financial Services

## Employers & Job Titles *(continued)*

**Jefferies, LLC**, Analyst  
**Jefferies, LLC**, Analyst (Investment Banking)  
**Jefferies, LLC**, Investment Banking Analyst (3)  
**JPMorgan Chase & Co.**, Analyst (13)  
**JPMorgan Chase & Co.**, Asset Management Analyst  
**JPMorgan Chase & Co.**, Banking Analyst  
**JPMorgan Chase & Co.**, Commercial Banking Analyst (2)  
**JPMorgan Chase & Co.**, Corporate Analyst (2)  
**JPMorgan Chase & Co.**, Corporate Banking and Wholesale Payments Analyst  
**JPMorgan Chase & Co.**, Equity Research Analyst  
**JPMorgan Chase & Co.**, Healthcare Investment Banking Analyst  
**JPMorgan Chase & Co.**, Investment Banking Analyst (7)  
**JPMorgan Chase & Co.**, Markets Analyst  
**JPMorgan Chase & Co.**, Markets Analyst (Sales)  
**JPMorgan Chase & Co.**, Middle Market Banking & Specialized Industries Analyst  
**JPMorgan Chase & Co.**, Portfolio Management Analyst  
**JPMorgan Chase & Co.**, Sales & Trading Analyst  
**JPMorgan Chase & Co.**, Securities Services Analyst  
**JPMorgan Chase & Co.**, Software Engineer  
**JPMorgan 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  
**McAdam Financially Advanced**, Financial Advisor  
**McAdam Financially Advanced**, Financial Advisor/Wealth Manager  
**McAdam 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  
**MUFG**, Debt Capital Markets Analyst  
**MUFG**, Investment Banking Analyst  
**MUFG**, 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)*

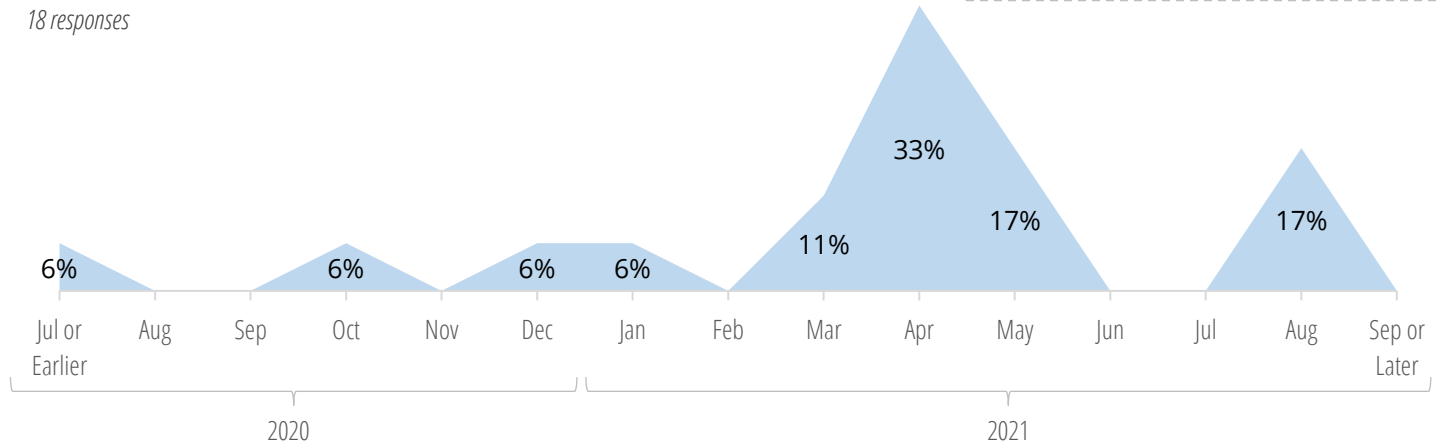
**Partners Group**, Investment Analyst  
**PEAK6 Investments**, Security Trading Associate  
**Perella Weinberg Partners**, Analyst (Investment Banking)  
**Perella Weinberg Partners**, Investment Banking Analyst  
**Performance Trust Capital Partners**, Investment Banking Analyst  
**PGIM | The Global 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  
**Siltstone Capital**, Financial Analyst  
**Silver Lake**, Private Equity Analyst  
**Silversmith Capital Partners**, Growth 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)

# Government

Median Starting Salary  
**\$45,000**

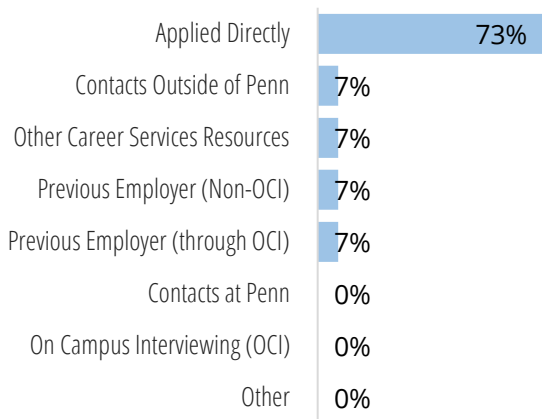
## When They Accepted Their Offer

18 responses



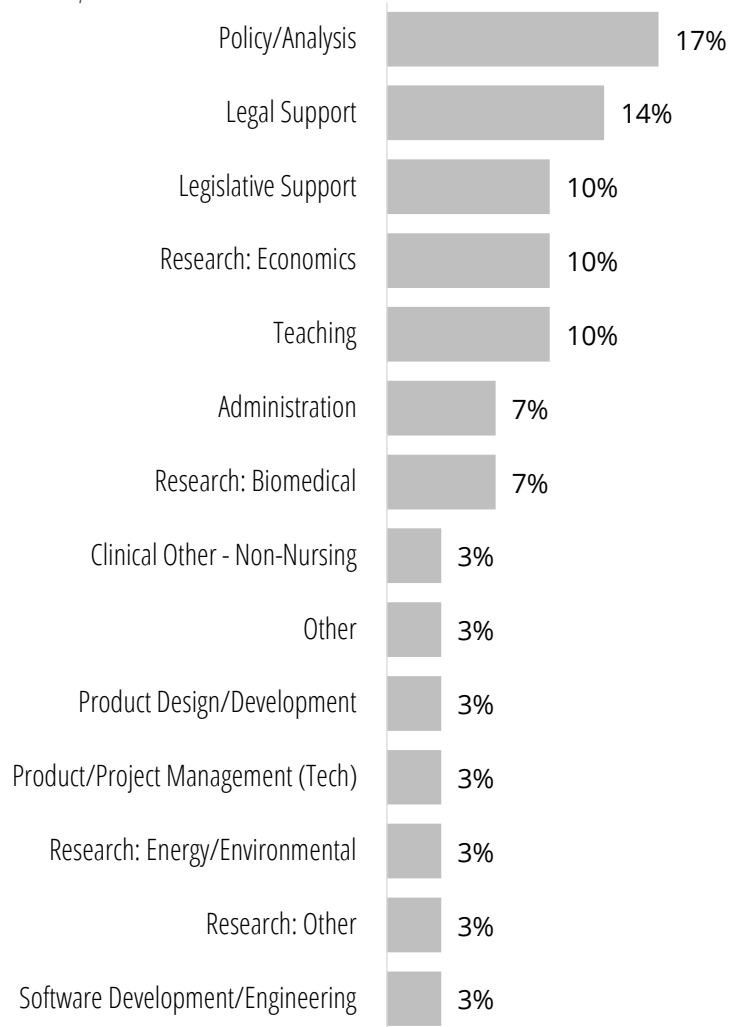
## How They Heard About the Job

15 responses



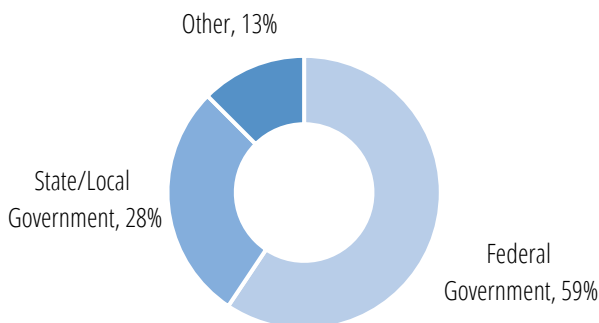
## Job Functions

29 responses



## Industry Breakdown

32 responses



# Government

## Salary by Industry

	Reporting	Median	Range	
Government	11	\$45,000	\$31,000	\$85,000
Federal Government	8	\$51,500	\$31,000	\$85,000
Other	0	-	-	-
State/Local Government	3	\$41,328	\$35,000	\$45,000

*\*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

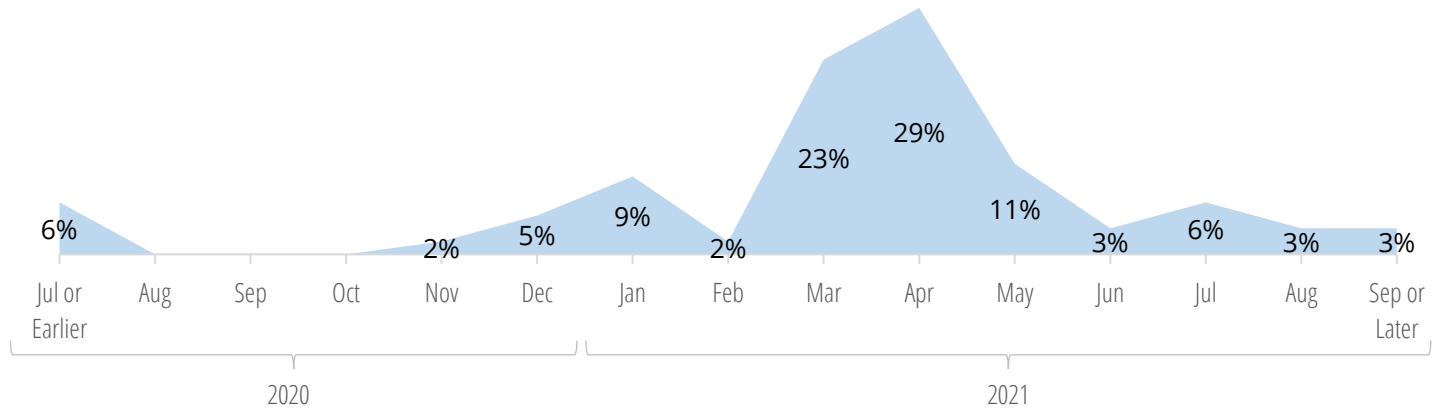


# Healthcare

Median Starting Salary  
**\$53,227**

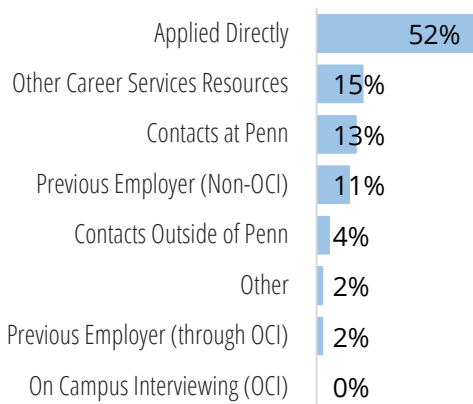
## When They Accepted Their Offer

66 responses



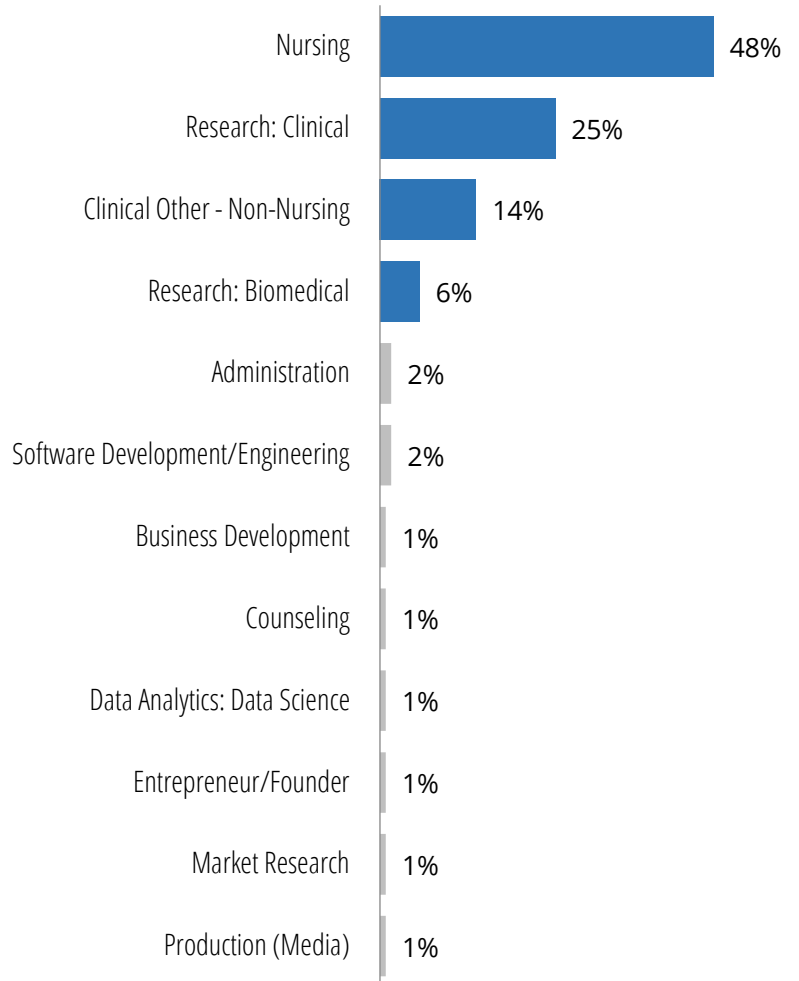
## How They Heard About the Job

46 responses



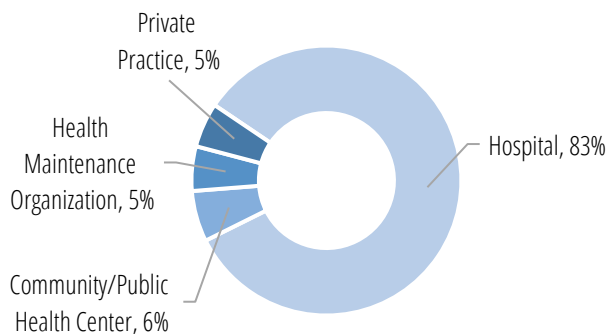
## Job Functions

124 responses



## Industry Breakdown

131 responses



# Healthcare

## Salary by Industry

	Reporting	Median	Range	
Healthcare	42	\$53,227	\$20,800	\$95,000
Community/Public Health Center	1	-	-	-
Health Maintenance Organization	2	-	-	-
Hospital	36	\$53,227	\$20,800	\$75,920
Nursing Home/Long Term Care Facility	0	-	-	-
Private Practice	3	\$47,840	\$22,880	\$60,000

*\*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  
**ChristianaCare**, 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**, CVSICU 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

# Healthcare

## 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 Tecnológico 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

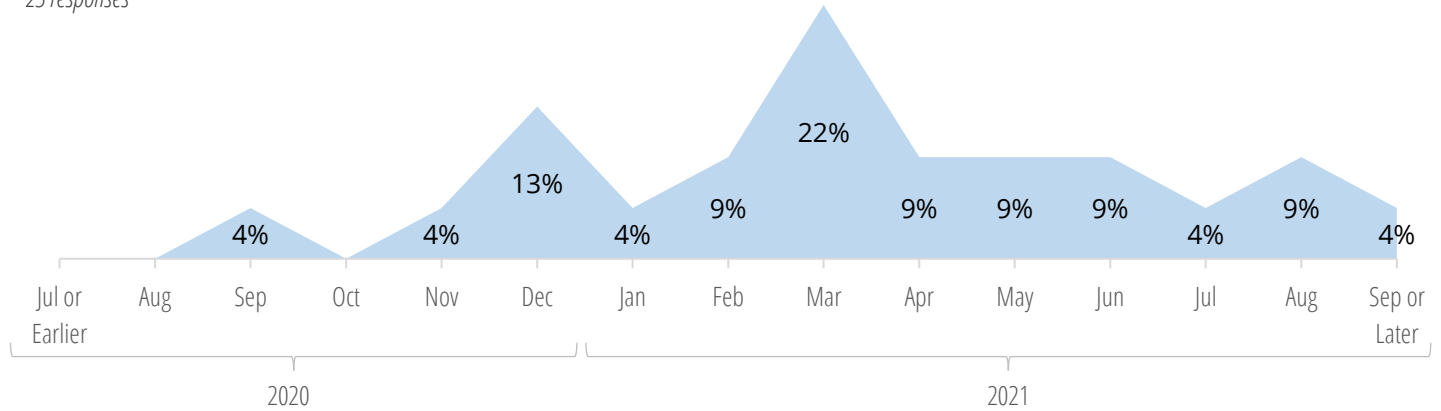
# Legal Services



Median Starting Salary  
**\$48,000**

## When They Accepted Their Offer

23 responses



## Salary by Industry

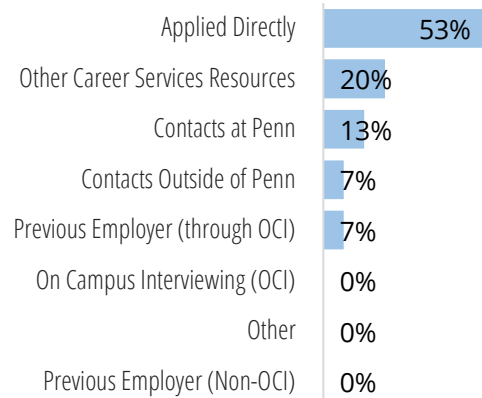
	Reporting	Median	Range	
Legal Services	42	\$53,227	\$20,800	\$95,000

## 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)

## How They Heard About the Job

15 responses

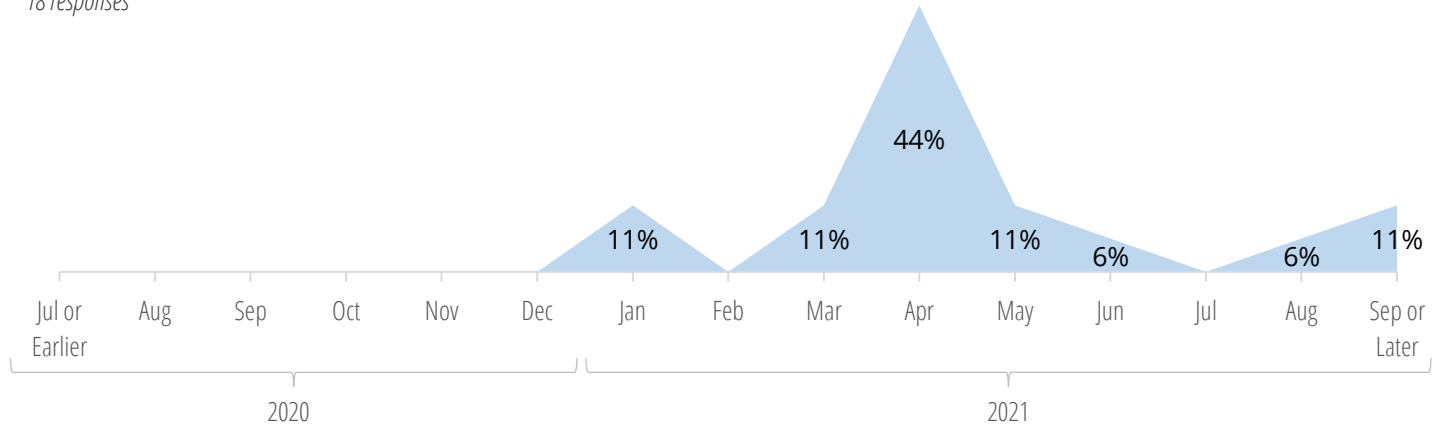


- Paul, Weiss, Rifkind, Wharton & Garrison LLP**, Litigation Paralegal
- RAICES**, Paralegal
- Ropes & Gray LLP**, Corporate Paralegal
- Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates**, Summer Intern
- Steptoe & Johnson LLP**, Litigation Project Assistant
- The Quinn Group**, Title Not Provided
- Upper Seven Law**, Impact Associate
- Wigdor LLP**, Paralegal

# Marketing/Advertising/Public Relations

## When They Accepted Their Offer

18 responses





Median Starting Salary  
**\$55,000**

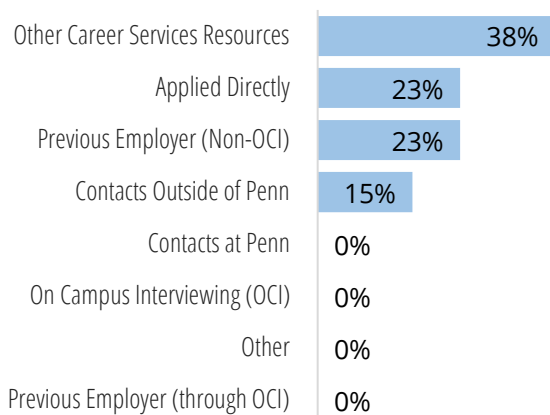
## Job Functions

25 responses



## How They Heard About the Job

13 responses



# Marketing/Advertising/Public Relations

## Salary by Industry

	Reporting	Median	Range	
Marketing/Advertising/Public Relations	9	\$55,000	\$31,200	\$92,500

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

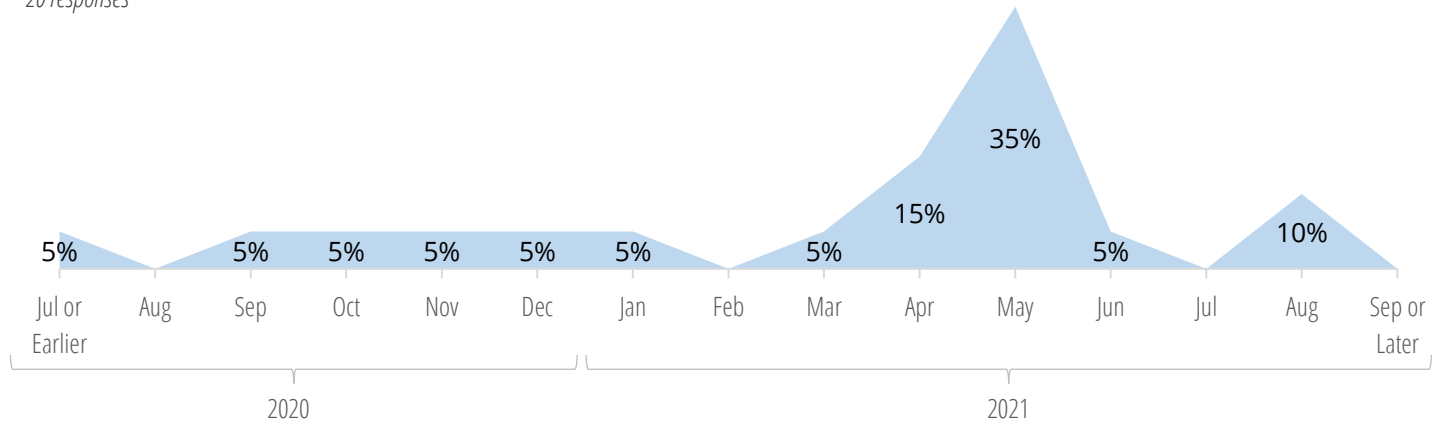
## Employers & Job Titles

**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  
**Sidecar**, Associate Strategist, PS/SEM  
**Spectrum Science**, Strategy Fellow  
**Xivic Digital Agency**, User Experience Intern

# Media/Journalism/Entertainment

## When They Received Their Offer

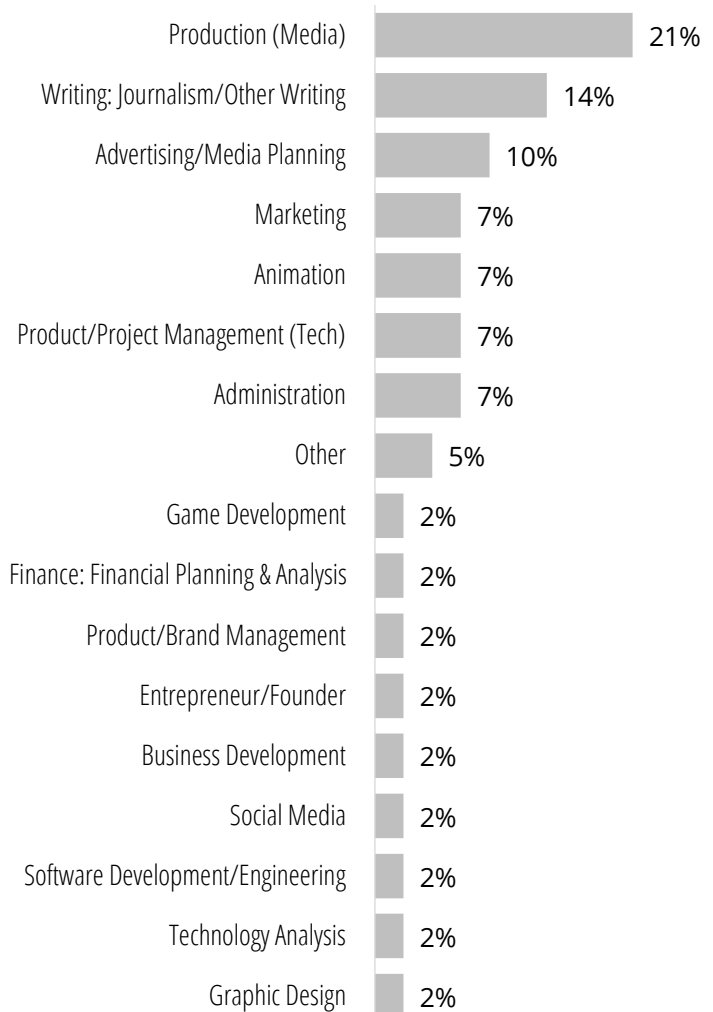
20 responses




Median Starting Salary  
**\$55,286**

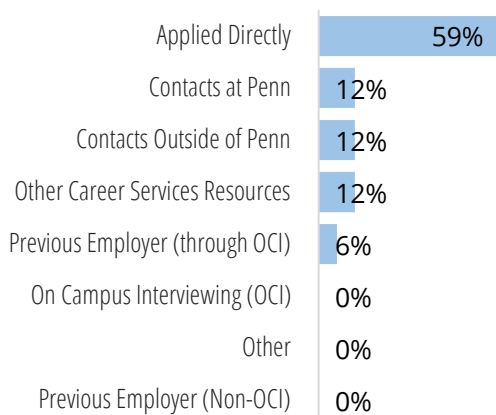
## Job Functions

42 responses



## How They Heard About the Job

17 responses



# Media/Journalism/Entertainment

## Salary by Industry

	Reporting	Median	Range	
Media/Journalism/Entertainment	16	\$55,286	\$31,200	\$180,000

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

## Employers & Job Titles

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

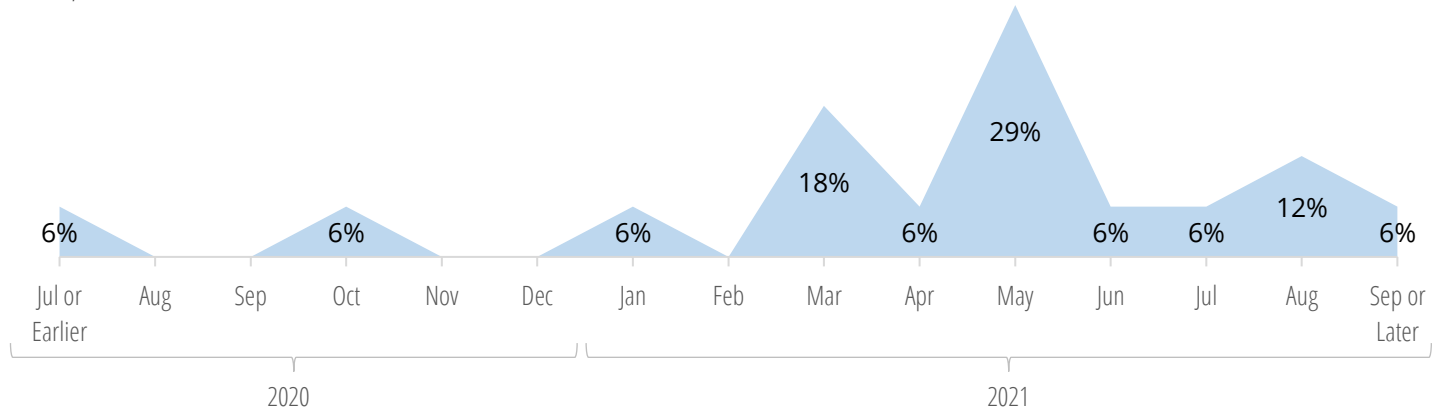


# Nonprofit

Median Starting Salary  
**\$50,000**

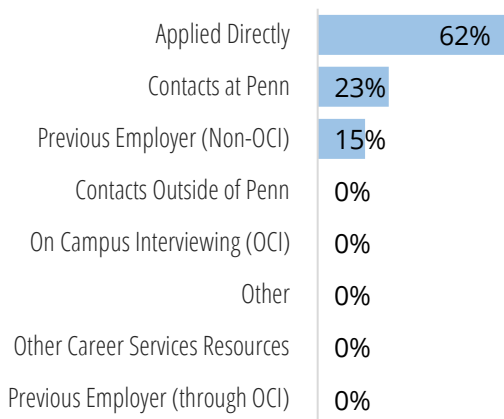
## When They Accepted Their Offer

17 responses



## How They Heard About the Job

13 responses



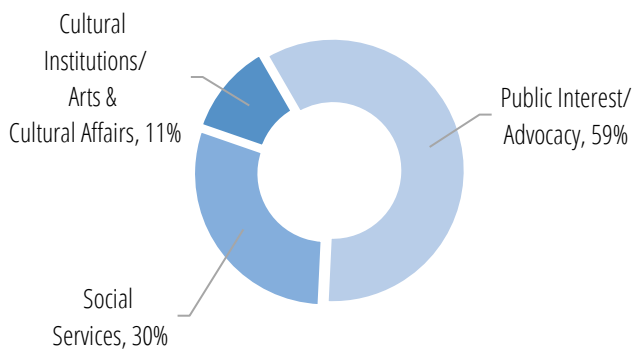
## Job Functions

31 responses



## Industry Breakdown

44 responses



# Nonprofit

## Salary by Industry

	Reporting	Median	Range	
Nonprofit	10	\$50,000	\$40,000	\$70,000
Cultural Institutions/Arts and Cultural Affairs	2	-	-	-
Public Interest/Advocacy	5	\$50,000	\$40,000	\$70,000
Social Services	3	\$50,000	\$40,352	\$55,000

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

## Employers & Job Titles

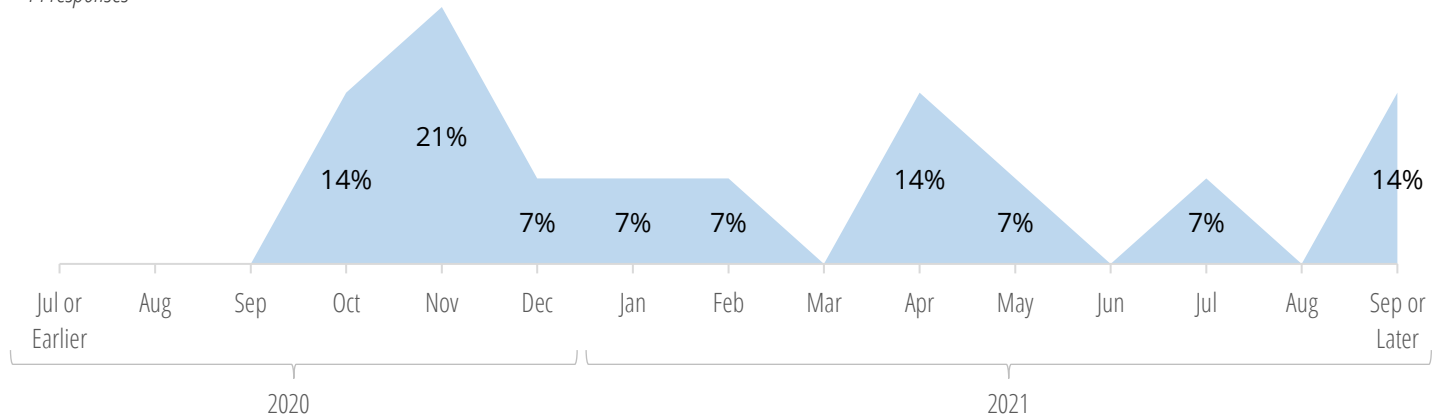
**African Community Learning Program**, Web Designer  
**AIPAC**, Research Analyst - Policy and Government Affairs  
**American Civil Liberties Union**, Paralegal  
**American Enterprise Institute**, Media Relations Assistant, Foreign and Defense Policy  
**Atlas Network**, Institute Relations Associate  
**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  
**Oceana**, 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

# Pharmaceuticals/Biotechnology

## When They Accepted Their Offer

14 responses

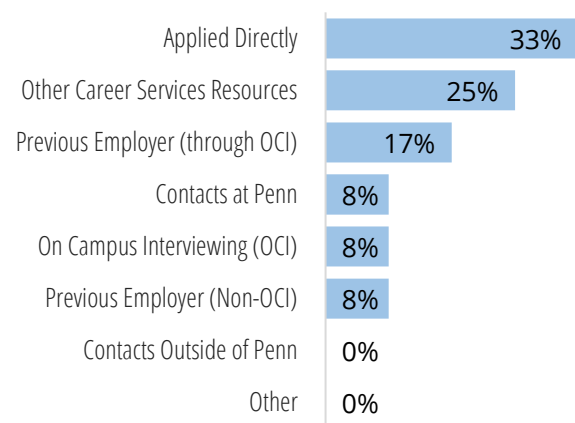




Median Starting Salary  
**\$74,250**

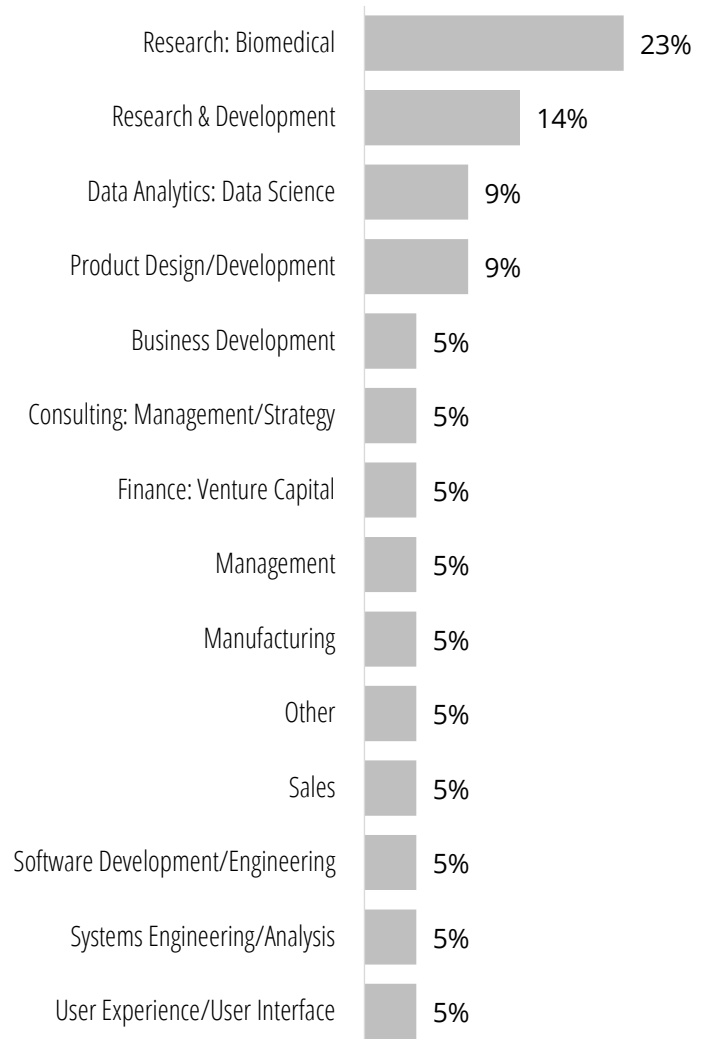
## How They Heard About the Job

15 responses



## Job Functions

22 responses



# Pharmaceuticals/Biotechnology

## Salary by Industry

	Reporting	Median	Range	
Pharmaceuticals/Biotechnology	12	\$74,250	\$50,000	\$150,000

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

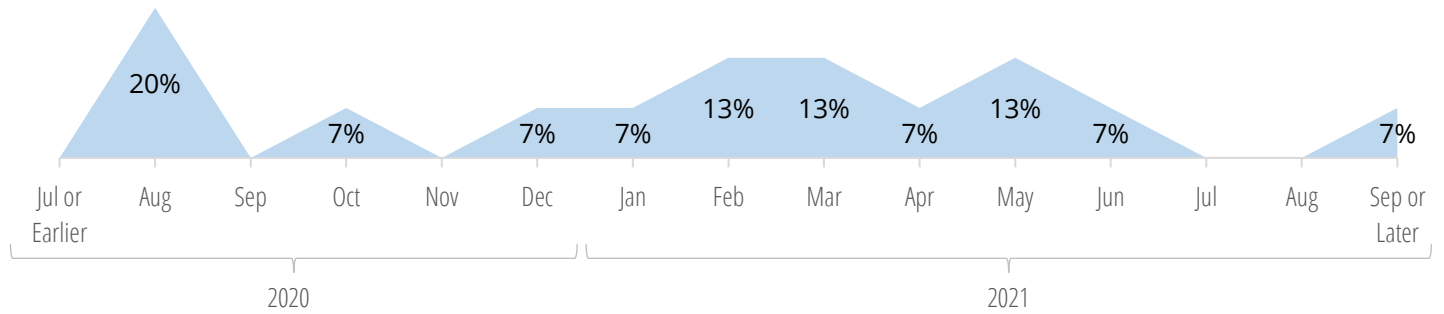
## Employers & Job Titles

**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

# Real Estate/Construction

## When They Accepted Their Offer

15 responses

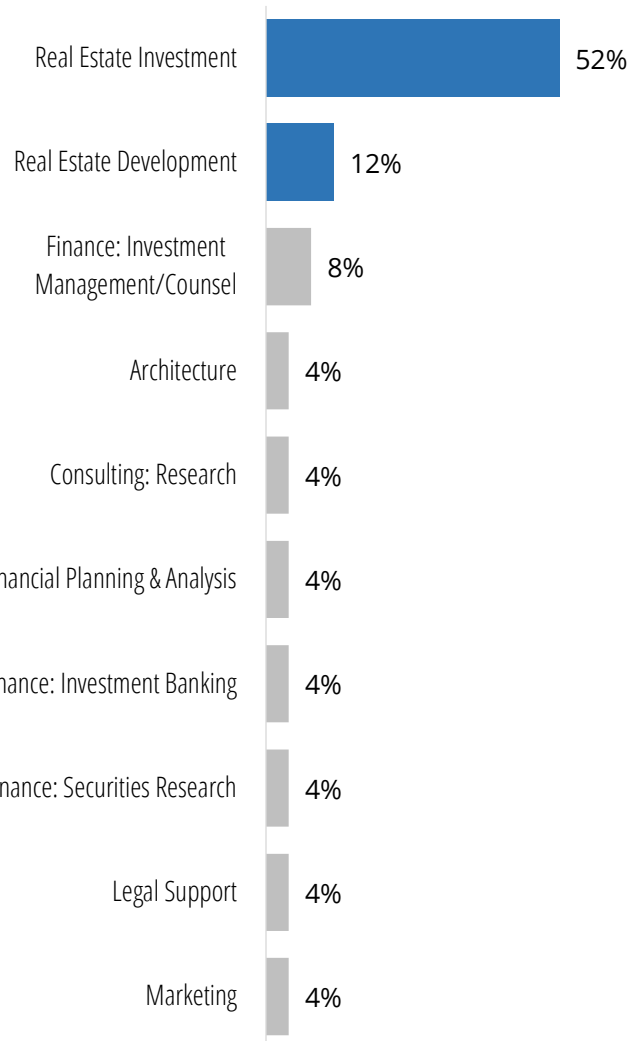




Median Starting Salary  
**\$70,000**

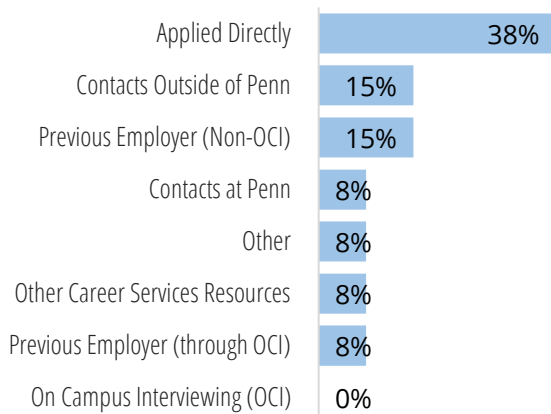
## Job Functions

25 responses



## How They Heard About the Job

10 responses



# Real Estate/Construction

## Salary by Industry

	Reporting	Median	Range	
Real Estate/Construction	12	\$70,000	\$45,000	\$90,000

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

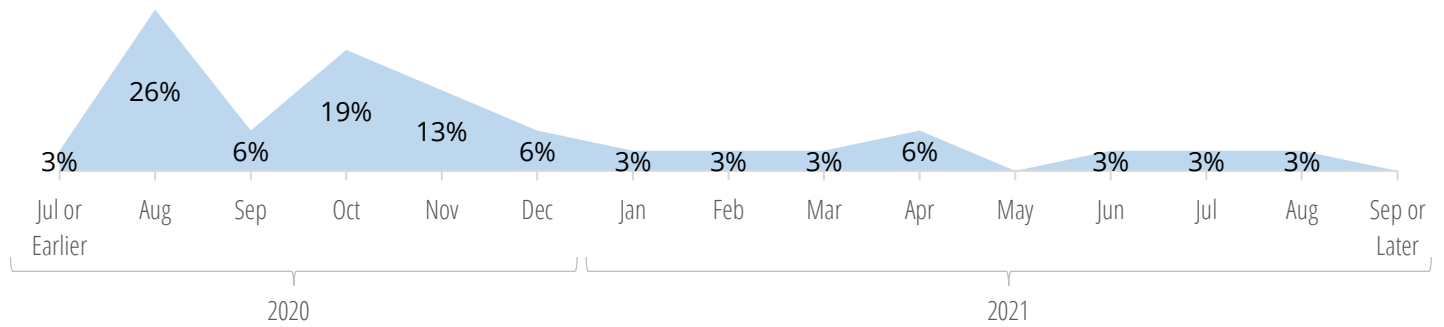
## Employers & Job Titles

**Apollo Global Management**, Investment Analyst  
**Arel Capital**, Analyst  
**Argentica**, 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

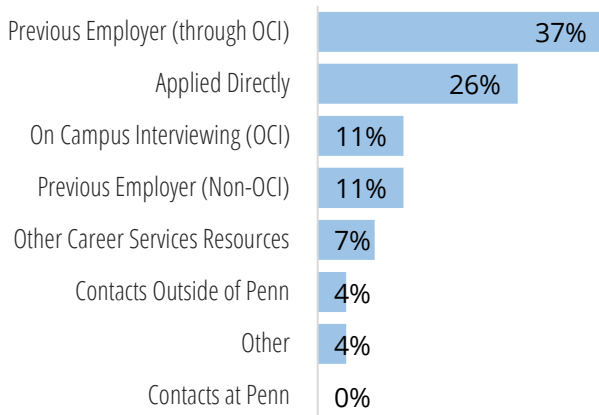




**Median Starting Salary**  
**\$70,000**

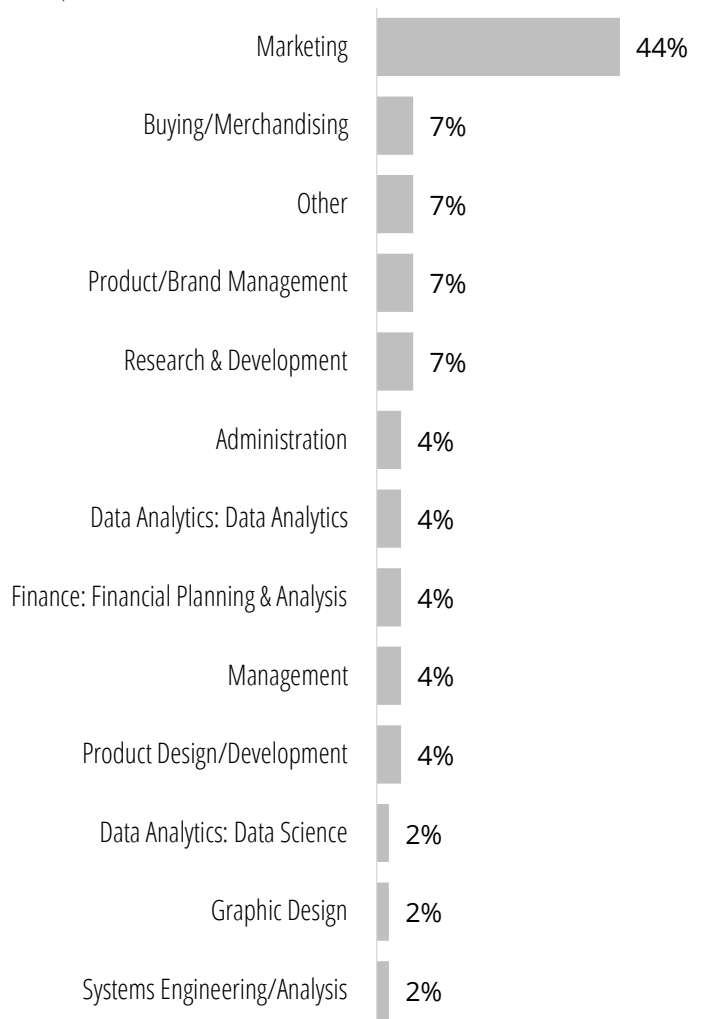
## How They Heard About the Job

27 responses



## Job Functions

45 responses



# Retail/Wholesale/Consumer Products

## Salary by Industry

	Reporting	Median	Range	
Retail/Wholesale/Consumer Products	26	\$70,000	\$40,351	\$83,000
Consumer Products	20	\$70,000	\$40,351	\$80,000
Retail/Wholesale	6	\$67,500	\$60,000	\$83,000

*\*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  
**Deliverr 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

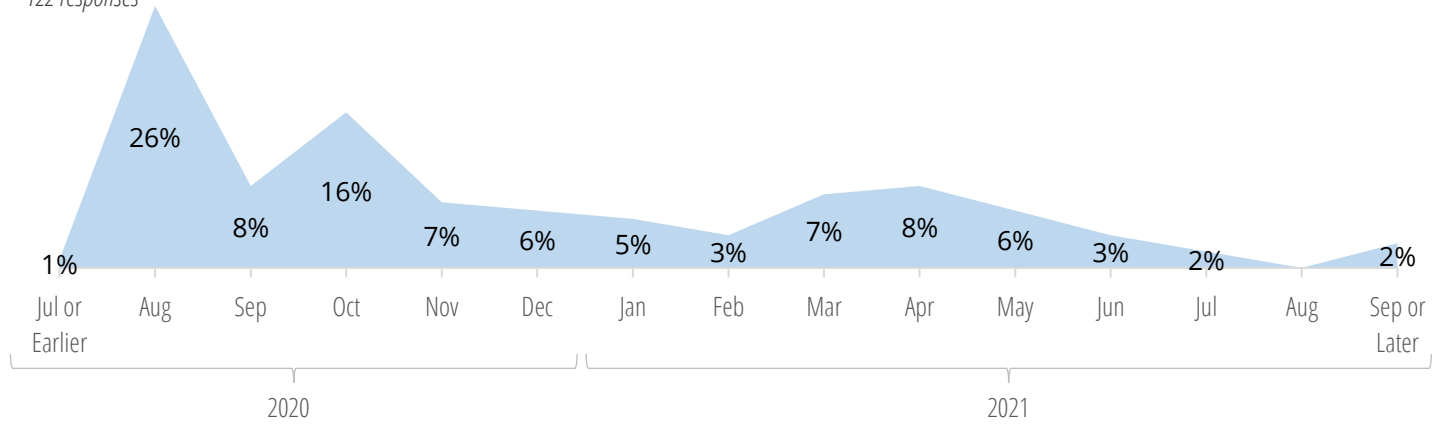
**Nestle**, Financial Management Trainee  
**Nestle**, Marketing Consultant  
**PepsiCo**, Associate Market Analyst  
**Procter & Gamble (P&G)**, Manufacturing Engineer  
**Procter & Gamble (P&G)**, Technical Engineer  
**Revlon**, Associate Chemist  
**Target**, Executive Team Lead- Service and Engagement  
**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



# Technology

## When They Accepted Their Offer

122 responses

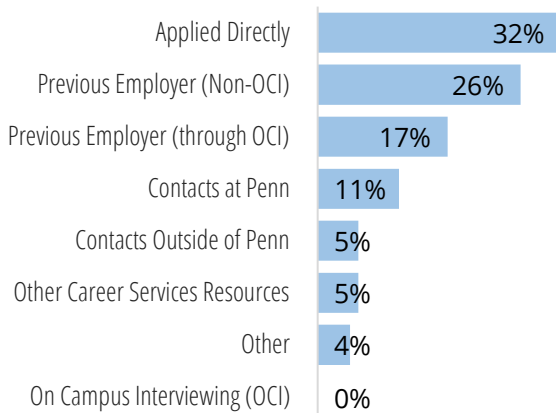


**Median Starting Salary**  
**\$110,500**  
 Median Signing Bonus – **\$30,000**

## How They Heard About the Job

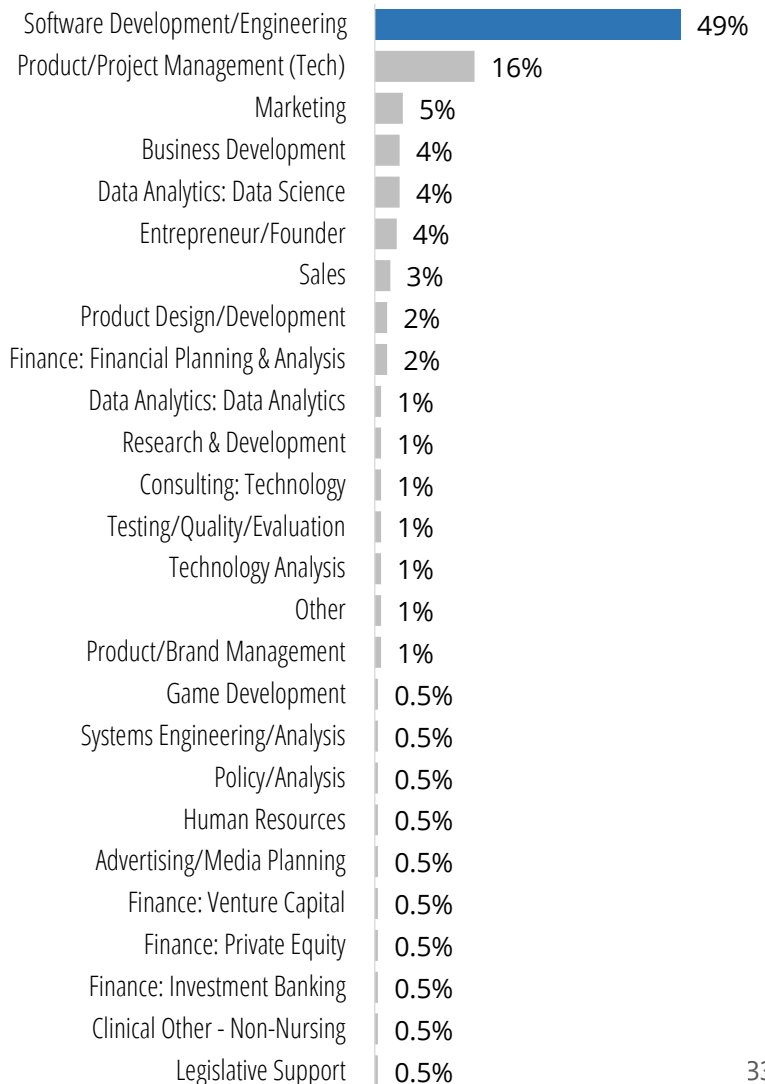
95 responses

**43%** received return offers from a previous employer.



## Job Functions

199 responses



# Technology

## Salary by Industry

	Reporting	Median	Range	
Technology	95	\$110,500	\$20,000	\$150,000

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

## Employers & Job Titles

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

# Technology

## Employers & Job Titles *(continued)*

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

# Salaries by Industry

	Reporting	Median	Range	
Accounting	0	-	-	-
Aerospace	1	-	-	-
Automotive	3	\$87,000	\$82,000	\$135,000
Chemicals/Gases	0	-	-	-
Computer Products - Hardware	1	-	-	-
<b>Consulting</b>	164	\$84,500	\$40,000	\$114,000
Healthcare/Life Sciences	19	\$77,500	\$55,000	\$87,500
Management Consulting	113	\$90,000	\$40,000	\$110,000
Non-Profit/Government	3	\$75,000	\$56,000	\$75,000
Other	29	\$72,500	\$40,000	\$114,000
<b>Consumer Products</b>	20	\$70,000	\$40,351	\$80,000
<b>Design/Fine Arts</b>	2	-	-	-
<b>Education</b>	39	\$45,965	\$30,000	\$208,000
Elementary/Secondary Education	10	\$49,750	\$30,000	\$57,000
Higher Education - Non-Research	11	\$50,000	\$32,000	\$77,000
Higher Education - Research Lab	15	\$41,600	\$31,200	\$60,000
Other	3	\$50,000	\$47,500	\$208,000
<b>Electronics/Robotics</b>	0	-	-	-
<b>Energy/Natural Resources/Utilities</b>	1	-	-	-
<b>Engineering</b>	0	-	-	-
<b>Financial Services</b>	214	\$85,000	\$42,341	\$200,000
Diversified Financial Services (including commercial/retail banking)	15	\$85,000	\$56,000	\$150,000
Hedge Fund	12	\$100,000	\$50,000	\$200,000
Investment Banking/Brokerage	138	\$85,000	\$52,000	\$110,000
Investment Management/Counsel	23	\$85,000	\$42,341	\$150,000
Private Equity	25	\$90,000	\$60,000	\$150,000
Venture Capital	1	-	-	-
<b>Government</b>	11	\$45,000	\$31,000	\$85,000
Federal Government	8	\$51,500	\$31,000	\$85,000
Other	0	-	-	-
State/Local Government	3	\$41,328	\$35,000	\$45,000
<b>Healthcare</b>	42	\$53,227	\$20,800	\$95,000
Community/Public Health Center	1	-	-	-
Health Maintenance Organization	2	-	-	-
Hospital	36	\$53,227	\$20,800	\$75,920
Nursing Home/Long Term Care Facility	0	-	-	-
Private Practice	3	\$47,840	\$22,880	\$60,000

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

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

## Salaries by Industry *(continued)*

	Reporting	Median	Range	
Insurance	6	\$67,350	\$50,000	\$82,000
Legal Services	17	\$48,000	\$37,440	\$70,000
Manufacturing - Other	5	\$94,500	\$94,000	\$94,660
Marketing/Advertising/Public Relations	9	\$55,000	\$31,200	\$92,500
Media/Journalism/Entertainment	16	\$55,286	\$31,200	\$180,000
Nonprofit	10	\$50,000	\$40,000	\$70,000
Cultural Institutions/Arts and Cultural Affairs	2	-	-	-
Public Interest/Advocacy	5	\$50,000	\$40,000	\$70,000
Social Services	3	\$50,000	\$40,352	\$55,000
Other	0	-	-	-
Performing Arts/Music/Theater	1	-	-	-
Pharmaceuticals/Biotechnology	12	\$74,250	\$50,000	\$150,000
Publishing/Printing	0	-	-	-
Real Estate/Construction	12	\$70,000	\$45,000	\$90,000
Retail/Wholesale	6	\$67,500	\$60,000	\$83,000
Sports/Hospitality/Food Service	7	\$72,500	\$40,000	\$100,000
Technology	95	\$110,500	\$20,000	\$150,000
Transportation	1	-	-	-

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

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

# Salaries by Job Function

	Reporting	Median	Range	
Accounting	1	-	-	-
Actuarial	1	-	-	-
Administration	5	\$45,000	\$38,000	\$48,000
Advertising/Media Planning	6	\$51,000	\$31,200	\$104,000
Animation	2	-	-	-
Architecture	1	-	-	-
Business Development	8	\$69,900	\$50,000	\$110,000
Buying/Merchandising	1	-	-	-
Clinical Other - Non-Nursing	10	\$36,400	\$20,800	\$60,000
Coaching/Tutoring	0	-	-	-
Construction	0	-	-	-
Consulting	152	\$85,000	\$40,000	\$102,800
Management/Strategy	130	\$87,000	\$40,000	\$102,800
Research	12	\$60,000	\$45,000	\$80,000
Technology	10	\$80,000	\$65,204	\$87,000
Counseling	1	-	-	-
Data Analytics	28	\$84,000	\$37,440	\$150,000
Data Analytics	13	\$70,000	\$37,440	\$105,000
Data Science	15	\$105,000	\$50,000	\$150,000
Direct Service	1	-	-	-
Editing	0	-	-	-
Energy Exploration and Production	0	-	-	-
Entrepreneur/Founder	4	\$57,500	\$20,000	\$120,000
Finance	186	\$85,000	\$50,000	\$200,000
Commercial Banking/Lending	2	-	-	-
Financial Planning & Analysis (non-banking)	13	\$75,000	\$62,500	\$85,000
Investment Banking	96	\$85,000	\$73,000	\$110,000
Investment Management/Counsel	19	\$85,000	\$65,000	\$100,000
Private Equity	17	\$90,000	\$65,000	\$150,000
Risk Management	3	\$70,000	\$60,000	\$75,000
Sales	2	-	-	-
Securities Research	8	\$85,000	\$65,000	\$100,000
Trading	21	\$85,000	\$50,000	\$200,000
Venture Capital	5	\$80,000	\$75,000	\$85,000
Fund Raising/Promotion	0	-	-	-

*\*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)*

	Reporting	Median	Range	
Game Development	2	-	-	-
Graphic Design	2	-	-	-
Human Resources	2	-	-	-
Insurance - Other	2	-	-	-
Intelligence/Law Enforcement	0	-	-	-
Legal Support	21	\$50,000	\$40,000	\$70,000
Legislative Support	1	-	-	-
Lobbying	1	-	-	-
Management	4	\$94,250	\$70,000	\$94,500
Manufacturing	2	-	-	-
Market Research	4	\$58,250	\$50,000	\$60,000
Marketing	23	\$71,000	\$31,200	\$103,000
Museum/Art Gallery/Curatorial	0	-	-	-
Nursing	15	\$62,400	\$49,920	\$75,920
Other	6	\$78,750	\$60,000	\$94,660
Performing Arts	1	-	-	-
Policy/Analysis	7	\$45,500	\$35,000	\$50,000
Product Design/Development	5	\$78,000	\$73,000	\$110,500
Product/Brand Management	5	\$63,000	\$45,760	\$123,000
Product/Project Management (Technology)	25	\$100,000	\$50,000	\$140,000
Production (Media)	1	-	-	-
Program Evaluation	0	-	-	-
Program Planning	1	-	-	-
Property Management	0	-	-	-
Public Relations	0	-	-	-
Real Estate Development	2	-	-	-
Real Estate Investment	12	\$81,500	\$64,000	\$90,000
Research	41	\$42,000	\$27,040	\$75,000
Biomedical	10	\$44,513	\$31,000	\$69,000
Clinical	19	\$40,000	\$27,040	\$75,000
Economics	2	-	-	-
Energy/Environmental	0	-	-	-
Other	10	\$42,500	\$32,000	\$58,500
Research & Development	6	\$81,820	\$65,000	\$130,000
Restaurant/Food Services	0	-	-	-

*\*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)*

	Reporting	Median	Range	
Sales	6	\$57,500	\$50,000	\$94,494
Social Media	0	-	-	-
Software Development/Engineering	55	\$116,000	\$49,842	\$150,000
Systems Engineering/Analysis	3	\$70,000	\$40,351	\$75,000
Teaching	11	\$50,000	\$30,000	\$208,000
Technology Analysis	1	-	-	-
Testing/Quality/Evaluation	3	\$53,000	\$40,000	\$135,000
User Experience/User Interface	1	-	-	-
Web Design/Development	0	-	-	-
Writing	2	-	-	-
Journalism/Other Writing	2	-	-	-
Technical Writing (Scientific)	0	-	-	-

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

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



# Signing Bonuses by Industry

	Reporting	Median	Range	
Aerospace	1	-	-	-
Automotive	1	-	-	-
Computer Products - Hardware	1	-	-	-
Consulting	157	\$7,000	\$1,000	\$97,500
Healthcare/Life Sciences	16	\$6,250	\$2,000	\$12,500
Management Consulting	115	\$5,000	\$1,284	\$25,000
Non-Profit/Government	1	-	-	-
Other	25	\$12,000	\$1,500	\$97,500
Consumer Products	15	\$6,000	\$2,690	\$15,000
Education	1	-	-	-
Elementary/Secondary Education	1	-	-	-
Energy/Natural Resources/Utilities	1	-	-	-
Financial Services	230	\$10,000	\$2,000	\$75,000
Diversified Financial Services (including commercial/retail banking)	16	\$11,500	\$7,500	\$40,000
Hedge Fund	20	\$22,500	\$5,000	\$75,000
Investment Banking/Brokerage	155	\$10,000	\$2,000	\$50,000
Investment Management/Counsel	23	\$10,000	\$5,000	\$50,000
Private Equity	16	\$10,000	\$5,000	\$50,000
Government	2	-	-	-
Federal Government	2	-	-	-
Healthcare	3	\$3,500	\$2,000	\$10,000
Hospital	3	\$3,500	\$2,000	\$10,000
Insurance	2	-	-	-
Legal Services	1	-	-	-
Manufacturing - Other	1	-	-	-
Marketing/Advertising/Public Relations	2	-	-	-
Media/Journalism/Entertainment	7	\$20,000	\$1,997	\$25,000
Pharmaceuticals/Biotechnology	6	\$8,000	\$5,000	\$20,000
Real Estate/Construction	6	\$10,000	\$5,000	\$15,000
Retail/Wholesale	4	\$13,000	\$5,000	\$70,000
Sports/Hospitality/Food Service	4	\$11,250	\$5,000	\$12,500
Technology	110	\$30,000	\$600	\$100,000
Transportation	1	-	-	-

*\*Industries with fewer than 3 reported signing bonuses not published to maintain confidentiality.*

# Signing Bonuses by Job Function

	Reporting	Median	Range	
Business Development	7	\$25,000	\$12,500	\$35,000
Buying/Merchandising	1	-	-	-
Consulting	152	\$9,237	\$1,000	\$97,500
Management/Strategy	133	\$6,500	\$1,284	\$97,500
Research	7	\$14,500	\$1,000	\$17,500
Technology	12	\$11,000	\$2,500	\$50,000
Data Analytics	21	\$12,000	\$4,000	\$50,000
Data Analytics	9	\$8,000	\$4,000	\$50,000
Data Science	12	\$18,750	\$5,000	\$50,000
Finance	197	\$10,000	\$2,000	\$50,000
Commercial Banking/Lending	2	-	-	-
Financial Planning & Analysis (non-banking)	12	\$10,000	\$3,000	\$20,000
Investment Banking	116	\$15,000	\$5,000	\$50,000
Investment Management/Counsel	17	\$10,000	\$2,000	\$50,000
Private Equity	16	\$10,000	\$5,000	\$30,000
Risk Management	3	\$10,000	\$7,500	\$10,000
Sales	1	-	-	-
Securities Research	8	\$10,000	\$10,000	\$15,000
Trading	20	\$10,000	\$8,000	\$50,000
Venture Capital	2	-	-	-
Insurance - Other	2	-	-	-
Legal Support	2	-	-	-
Lobbying	1	-	-	-
Management	1	-	-	-
Manufacturing	1	-	-	-
Market Research	1	-	-	-
Marketing	15	\$7,500	\$2,000	\$70,000
Nursing	3	\$3,500	\$2,000	\$10,000
Other	6	\$11,250	\$5,000	\$21,000
Policy/Analysis	2	-	-	-
Product Design/Development	3	\$6,000	\$6,000	\$35,000
Product/Brand Management	5	\$22,400	\$17,000	\$35,000
Product/Project Management (Technology)	15	\$10,000	\$3,000	\$50,000
Real Estate Development	1	-	-	-
Real Estate Investment	7	\$10,000	\$5,000	\$12,750

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

# Signing Bonuses by Job Function *(continued)*

	Reporting	Median	Range	
Research	3	\$4,000	\$750	\$5,500
Economics	2	-	-	-
Other	1	-	-	-
Research & Development	2	-	-	-
Sales	1	-	-	-
Software Development/Engineering	84	\$32,500	\$600	\$100,000
Systems Engineering/Analysis	3	\$5,000	\$2,690	\$5,500
Teaching	1	-	-	-
Technology Analysis	1	-	-	-
Testing/Quality/Evaluation	1	-	-	-

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