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

How They Heard About the Job
177 responses

Job Functions
261 responses

Industry Breakdown
295 responses

When They Accepted Their Offer

69% received their offers before December.

How They Heard About the Job
50% received offers from On Campus Interviews (OCI).

Job Functions
86% were working in a consulting role.

Industry Breakdown
Management Consulting, 70%
Healthcare/Life Sciences, 10%
Other, 17%
Non-Profit/Government, 3%
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

Aces 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)
Beihou 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)
Censio 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
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-Holm, 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)
2021 POST-GRADUATION INDUSTRY REPORT

Education

When They Accepted Their Offer
48 responses

How They Heard About the Job
40 responses

Job Functions
81 responses

Industry Breakdown
85 responses
2021 POST-GRADUATION INDUSTRY REPORT

Education

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>24</td>
<td>$45,634</td>
<td>$22,000</td>
</tr>
<tr>
<td>Elementary/Secondary Education</td>
<td>9</td>
<td>$47,500</td>
<td>$22,000</td>
</tr>
<tr>
<td>Higher Education - Non-Research</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Higher Education - Research Lab</td>
<td>13</td>
<td>$45,000</td>
<td>$26,624</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
</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 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
2021 POST-GRADUATION INDUSTRY REPORT

Engineering/Manufacturing

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>
<th>Mar</th>
<th>Apr</th>
<th>May</th>
<th>Jun</th>
<th>Jul</th>
<th>Aug</th>
<th>Sep or Later</th>
</tr>
</thead>
<tbody>
<tr>
<td>%</td>
<td>7%</td>
<td>7%</td>
<td>7%</td>
<td>7%</td>
<td>7%</td>
<td>14%</td>
<td>21%</td>
<td>21%</td>
<td>7%</td>
<td>7%</td>
<td>7%</td>
<td>7%</td>
<td>7%</td>
<td>7%</td>
<td></td>
</tr>
</tbody>
</table>

Median Starting Salary
$94,578

How They Heard About the Job
12 responses

Applied Directly: 33%
Other Career Services Resources: 17%
Previous Employer (Non-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%
- Computer Products - Hardware: 8%
- Manufacturing - Other: 36%
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
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
2021 POST-GRADUATION INDUSTRY REPORT

Financial Services

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

<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>$200,000</td>
</tr>
<tr>
<td>Diversified Financial Services (incl. Commercial/Retail Banking)</td>
<td>15</td>
<td>$85,000</td>
<td>$150,000</td>
</tr>
<tr>
<td>Hedge Fund</td>
<td>12</td>
<td>$100,000</td>
<td>$200,000</td>
</tr>
<tr>
<td>Investment Banking/Brokerage</td>
<td>138</td>
<td>$85,000</td>
<td>$110,000</td>
</tr>
<tr>
<td>Investment Management/Counsel</td>
<td>23</td>
<td>$85,000</td>
<td>$150,000</td>
</tr>
<tr>
<td>Private Equity</td>
<td>25</td>
<td>$90,000</td>
<td>$150,000</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
- **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**, 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
## 2021 POST-GRADUATION INDUSTRY REPORT

### Financial Services

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

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

<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 - $85,000</td>
</tr>
<tr>
<td>Federal Government</td>
<td>8</td>
<td>$51,500</td>
<td>$31,000 - $85,000</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 - $45,000</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

<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>
<th>Mar</th>
<th>Apr</th>
<th>May</th>
<th>Jun</th>
<th>Jul</th>
<th>Aug</th>
<th>Sep or Later</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proportion</td>
<td>6%</td>
<td>2%</td>
<td>2%</td>
<td>5%</td>
<td>9%</td>
<td>2%</td>
<td>2%</td>
<td>23%</td>
<td>29%</td>
<td>11%</td>
<td>3%</td>
<td>6%</td>
<td>3%</td>
<td>3%</td>
<td>3%</td>
</tr>
</tbody>
</table>

How They Heard About the Job
46 responses

- 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%

Job Functions
124 responses

- Nursing: 48%
- Research: Clinical: 25%
- Clinical Other - Non-Nursing: 14%
- Research: Biomedical: 6%
- Administration: 2%
- Software Development/Engineering: 2%
- Business Development: 1%
- Counseling: 1%
- Data Analytics: Data Science: 1%
- Entrepreneur/Founder: 1%
- Market Research: 1%
- Production (Media): 1%

Industry Breakdown
131 responses

- Hospital: 83%
- Community/Public Health Center: 6%
- Health Maintenance Organization: 5%
- Private Practice: 5%
2021 POST-GRADUATION INDUSTRY REPORT

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 $95,000</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 $75,920</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 $60,000</td>
</tr>
</tbody>
</table>

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

Employers & Job Titles

**Abington - Jefferson Health**, Registered Nurse

**AtlanticCare**, 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

**Johns Hopkins Hospital**, Registered Nurse

**Johns Hopkins Health System**, Registered Nurse

**Johns Hopkins Healthcare**, CVICU 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 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
- Hughes 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

- 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%

- 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
# 2021 POST-GRADUATION INDUSTRY REPORT

## Marketing/Advertising/Public Relations

### When They Accepted Their Offer
18 responses

<table>
<thead>
<tr>
<th>Month</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jul or Earlier</td>
<td>11%</td>
</tr>
<tr>
<td>Aug</td>
<td>11%</td>
</tr>
<tr>
<td>Sep</td>
<td>11%</td>
</tr>
<tr>
<td>Oct</td>
<td>6%</td>
</tr>
<tr>
<td>Nov</td>
<td>6%</td>
</tr>
<tr>
<td>Dec</td>
<td>11%</td>
</tr>
<tr>
<td>Jan</td>
<td>44%</td>
</tr>
<tr>
<td>Feb</td>
<td>11%</td>
</tr>
<tr>
<td>Mar</td>
<td>11%</td>
</tr>
<tr>
<td>Apr</td>
<td>6%</td>
</tr>
<tr>
<td>May</td>
<td>6%</td>
</tr>
<tr>
<td>Jun</td>
<td>11%</td>
</tr>
<tr>
<td>Jul</td>
<td>11%</td>
</tr>
<tr>
<td>Aug</td>
<td>6%</td>
</tr>
<tr>
<td>Sep or Later</td>
<td>6%</td>
</tr>
</tbody>
</table>

### Median Starting Salary

- **$55,000**

### How They Heard About the Job
13 responses

<table>
<thead>
<tr>
<th>Source</th>
<th>Percentage</th>
</tr>
</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

- **Advertising/Media Planning**: 28%
- **Marketing**: 20%
- **Market Research**: 16%
- **Public Relations**: 8%
- **Consulting: Management/Strategy**: 4%
- **Lobbying**: 4%
- **Other**: 4%
- **Product/Brand Management**: 4%
- **Research: Other**: 4%
- **Social Media**: 4%
- **User Experience/User Interface**: 4%
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>
</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
Joelle 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

How They Heard About the Job

17 responses

Job Functions

42 responses
2021 POST-GRADUATION INDUSTRY REPORT

Media/Journalism/Entertainment

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Media/Journalism/Entertainment</td>
<td>16</td>
<td>$55,286</td>
<td>$31,200</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>$180,000</td>
</tr>
</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>
<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>
<th>Mar</th>
<th>Apr</th>
<th>May</th>
<th>Jun</th>
<th>Jul</th>
<th>Aug</th>
<th>Sep or Later</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>6%</td>
<td>6%</td>
<td>6%</td>
<td>6%</td>
<td>6%</td>
<td>6%</td>
<td>6%</td>
<td>6%</td>
<td>6%</td>
<td>6%</td>
<td>6%</td>
<td>6%</td>
<td>6%</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>2021</td>
<td>6%</td>
<td>6%</td>
<td>6%</td>
<td>6%</td>
<td>6%</td>
<td>6%</td>
<td>12%</td>
<td>12%</td>
<td>12%</td>
<td>12%</td>
<td>12%</td>
<td>12%</td>
<td>6%</td>
<td>6%</td>
<td></td>
</tr>
</tbody>
</table>

How They Heard About the Job
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%

Industry Breakdown
44 responses

- Social Services, 30%
- Cultural Institutions/Arts & Cultural Affairs, 11%
- Public Interest/Advocacy, 59%

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%
- Public Interest/Advocacy: 59%
- Legislative Support: 3%
- Entrepreneur/Founder: 3%
- Web Design/Development: 3%
- Accounting: 3%
- Data Analytics: 3%
- Counseling: 3%
- Coaching/Tutoring: 3%
- Administration: 3%

Median Starting Salary
$50,000
Nonprofit

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nonprofit</td>
<td>10</td>
<td>$50,000</td>
<td>$40,000</td>
</tr>
<tr>
<td>Cultural Institutions/Arts and Cultural Affairs</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Public Interest/Advocacy</td>
<td>5</td>
<td>$50,000</td>
<td>$40,000</td>
</tr>
<tr>
<td>Social Services</td>
<td>3</td>
<td>$50,000</td>
<td>$40,352 $55,000</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
**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

When They Accepted Their Offer
- Jul or Earlier: 14%
- Aug: 21%
- Sep: 7%
- Oct: 7%
- Nov: 7%
- Dec: 7%
- Jan: 7%
- Feb: 14%
- Mar: 7%
- Apr: 7%
- May: 7%
- Jun: 7%
- Jul: 14%
- Aug: 2020
- Sep or Later: 14%

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 Job
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>
<tr>
<td></td>
<td></td>
<td></td>
<td>$150,000</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
2021 POST-GRADUATION INDUSTRY REPORT

Real Estate/Construction

When They Accepted Their Offer
15 responses

 Median Starting Salary
$70,000

How They Heard About the Job
10 responses

<table>
<thead>
<tr>
<th>Source of Information</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applied Directly</td>
<td>38%</td>
</tr>
<tr>
<td>Contacts Outside of Penn</td>
<td>15%</td>
</tr>
<tr>
<td>Previous Employer (Non-OCI)</td>
<td>15%</td>
</tr>
<tr>
<td>Contacts at Penn</td>
<td>8%</td>
</tr>
<tr>
<td>Other</td>
<td>8%</td>
</tr>
<tr>
<td>Other Career Services Resources</td>
<td>8%</td>
</tr>
<tr>
<td>Previous Employer (through OCI)</td>
<td>8%</td>
</tr>
<tr>
<td>On Campus Interviewing (OCI)</td>
<td>0%</td>
</tr>
</tbody>
</table>

Job Functions
25 responses

- Real Estate Investment: 52%
- Real Estate Development: 12%
- Finance: Investment Management/Counsel: 8%
- Architecture: 4%
- Consulting: Research: 4%
- Finance: Financial Planning & Analysis: 4%
- Finance: Investment Banking: 4%
- Finance: Securities Research: 4%
- Legal Support: 4%
- Marketing: 4%
### 2021 POST-GRADUATION INDUSTRY REPORT

**Real Estate/Construction**

#### Salary by Industry

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

Median Starting Salary
$70,000

When They Accepted Their Offer
31 responses

How They Heard About the Job
27 responses

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%
Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retail/Wholesale/Consumer Products</td>
<td>26</td>
<td>$70,000</td>
<td>$40,351</td>
</tr>
<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
- **Deliverr Inc.**, Marketing Intern
- **Dyson Inc.**, RDD Engineer
- **E. & J. Gallo Winery**, Research Assistant
- **H&M**, Leadership Development Program
- **IL MAKIAJE**, Email Marketing Coordinator
- **IL MAKIAJE**, Growth Marketing Junior Manager
- **IL MAKIAJE**, Partnerships Manager
- **IL MAKIAJE**, 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

- 26% in Aug
- 16% in Sep
- 8% in Oct
- 7% in Nov
- 6% in Dec
- 5% in Jan
- 3% in Feb
- 7% in Mar
- 8% in Apr
- 6% in May
- 3% in Jun
- 2% in Jul
- 2% in Aug
- 2% in Sep or Later

Job Functions
199 responses

- Software Development/Engineering: 49%
- Product/Project Management (Tech): 16%
- Marketing: 5%
- Business Development: 4%
- Data Analytics: Data Science: 4%
- Entrepreneur/Founder: 4%
- Sales: 3%
- Product Design/Development: 2%
- Finance: Financial Planning & Analysis: 2%
- Data Analytics: Data Science: 1%
- Research & Development: 1%
- Consulting: Technology: 1%
- Testing/Quality/Evaluation: 1%
- Technology Analysis: 1%
- Other: 1%
- Product/Brand Management: 1%
- Game Development: 0.5%
- Systems Engineering/Analysis: 0.5%
- Policy/Analysis: 0.5%
- Human Resources: 0.5%
- Advertising/Media Planning: 0.5%
- Finance: Venture Capital: 0.5%
- Finance: Private Equity: 0.5%
- Finance: Investment Banking: 0.5%
- Clinical Other - Non-Nursing: 0.5%
- Legislative Support: 0.5%

How They Heard About the Job
95 responses

- 43% received return offers from a previous employer.
- 32% Applied Directly
- 26% Previous Employer (Non-OCI)
- 17% Previous Employer (through OCI)
- 11% Contacts at Penn
- 5% Contacts Outside of Penn
- 5% Other Career Services Resources
- 4% Other
- 0% On Campus Interviewing (OCI)

Median Starting Salary
$110,500

Median Signing Bonus – $30,000

2020
2021
Technology

Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technology</td>
<td>95</td>
<td>$110,500</td>
<td>$20,000</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$150,000</td>
<td></td>
</tr>
</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  
Blooma, 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  
Humanitra, Software Engineer  
Hurdlr, Software Engineer  
Information Technology and Innovation Foundation, Digital Media Specialist & Policy Analyst  
Intelsat, Associate Program  
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  
Linklit, 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 Engineering 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
2021 POST-GRADUATION INDUSTRY REPORT

Salaries by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>0</td>
<td>-</td>
<td>-</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>Chemicals/Gases</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Computer Products - Hardware</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<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>$40,000</td>
</tr>
<tr>
<td>Non-Profit/Government</td>
<td>3</td>
<td>$75,000</td>
<td>$56,000</td>
</tr>
<tr>
<td>Other</td>
<td>29</td>
<td>$72,500</td>
<td>$40,000</td>
</tr>
<tr>
<td>Consumer Products</td>
<td>20</td>
<td>$70,000</td>
<td>$40,351</td>
</tr>
<tr>
<td>Design/Fine Arts</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Education</td>
<td>39</td>
<td>$45,965</td>
<td>$30,000</td>
</tr>
<tr>
<td>Elementary/Secondary Education</td>
<td>10</td>
<td>$49,750</td>
<td>$30,000</td>
</tr>
<tr>
<td>Higher Education - Non-Research</td>
<td>11</td>
<td>$50,000</td>
<td>$32,000</td>
</tr>
<tr>
<td>Higher Education - Research Lab</td>
<td>15</td>
<td>$41,600</td>
<td>$31,200</td>
</tr>
<tr>
<td>Other</td>
<td>3</td>
<td>$50,000</td>
<td>$47,500</td>
</tr>
<tr>
<td>Electronics/Robotics</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Energy/Natural Resources/Utilities</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Engineering</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Financial Services</td>
<td>214</td>
<td>$85,000</td>
<td>$42,341</td>
</tr>
<tr>
<td>Diversified Financial Services (including commercial/retail banking)</td>
<td>15</td>
<td>$85,000</td>
<td>$56,000</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>
<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>
<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.

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

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

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

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

<table>
<thead>
<tr>
<th>Job Function</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Actuarial</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Administration</td>
<td>5</td>
<td>$45,000</td>
<td>$38,000</td>
</tr>
<tr>
<td>Advertising/Media Planning</td>
<td>6</td>
<td>$51,000</td>
<td>$31,200</td>
</tr>
<tr>
<td>Animation</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Architecture</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Business Development</td>
<td>8</td>
<td>$69,900</td>
<td>$50,000</td>
</tr>
<tr>
<td>Buying/Merchandising</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Clinical Other - Non-Nursing</td>
<td>10</td>
<td>$36,400</td>
<td>$20,800</td>
</tr>
<tr>
<td>Coaching/Tutoring</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Construction</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Consulting</td>
<td>152</td>
<td>$85,000</td>
<td>$40,000</td>
</tr>
<tr>
<td>Management/Strategy</td>
<td>130</td>
<td>$87,000</td>
<td>$40,000</td>
</tr>
<tr>
<td>Research</td>
<td>12</td>
<td>$60,000</td>
<td>$45,000</td>
</tr>
<tr>
<td>Technology</td>
<td>10</td>
<td>$80,000</td>
<td>$65,204</td>
</tr>
<tr>
<td>Counseling</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Data Analytics</td>
<td>28</td>
<td>$84,000</td>
<td>$37,440</td>
</tr>
<tr>
<td>Data Analytics</td>
<td>13</td>
<td>$70,000</td>
<td>$37,440</td>
</tr>
<tr>
<td>Data Science</td>
<td>15</td>
<td>$105,000</td>
<td>$50,000</td>
</tr>
<tr>
<td>Direct Service</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Editing</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Energy Exploration and Production</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Entrepreneur/Founder</td>
<td>4</td>
<td>$57,500</td>
<td>$20,000</td>
</tr>
<tr>
<td>Finance</td>
<td>186</td>
<td>$85,000</td>
<td>$50,000</td>
</tr>
<tr>
<td>Commercial Banking/Lending</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Financial Planning &amp; Analysis (non-banking)</td>
<td>13</td>
<td>$75,000</td>
<td>$62,500</td>
</tr>
<tr>
<td>Investment Banking</td>
<td>96</td>
<td>$85,000</td>
<td>$73,000</td>
</tr>
<tr>
<td>Investment Management/Counsel</td>
<td>19</td>
<td>$85,000</td>
<td>$65,000</td>
</tr>
<tr>
<td>Private Equity</td>
<td>17</td>
<td>$90,000</td>
<td>$65,000</td>
</tr>
<tr>
<td>Risk Management</td>
<td>3</td>
<td>$70,000</td>
<td>$60,000</td>
</tr>
<tr>
<td>Sales</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Securities Research</td>
<td>8</td>
<td>$85,000</td>
<td>$65,000</td>
</tr>
<tr>
<td>Trading</td>
<td>21</td>
<td>$85,000</td>
<td>$50,000</td>
</tr>
<tr>
<td>Venture Capital</td>
<td>5</td>
<td>$80,000</td>
<td>$75,000</td>
</tr>
<tr>
<td>Fund Raising/Promotion</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</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>
</tr>
</thead>
<tbody>
<tr>
<td>Game Development</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Graphic Design</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Human Resources</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Insurance - Other</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Intelligence/Law Enforcement</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Legal Support</td>
<td>21</td>
<td>$50,000</td>
<td>$40,000</td>
</tr>
<tr>
<td>Legislative Support</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Lobbying</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Management</td>
<td>4</td>
<td>$94,250</td>
<td>$70,000</td>
</tr>
<tr>
<td>Legal Support</td>
<td>21</td>
<td>$50,000</td>
<td>$40,000</td>
</tr>
<tr>
<td>Legislative Support</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Lobbying</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Management</td>
<td>4</td>
<td>$94,250</td>
<td>$70,000</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Market Research</td>
<td>4</td>
<td>$58,250</td>
<td>$50,000</td>
</tr>
<tr>
<td>Marketing</td>
<td>23</td>
<td>$71,000</td>
<td>$31,200</td>
</tr>
<tr>
<td>Museum/Art Gallery/ Curatorial</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Nursing</td>
<td>15</td>
<td>$62,400</td>
<td>$49,920</td>
</tr>
<tr>
<td>Other</td>
<td>6</td>
<td>$78,750</td>
<td>$60,000</td>
</tr>
<tr>
<td>Performing Arts</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Policy/Analysis</td>
<td>7</td>
<td>$45,500</td>
<td>$35,000</td>
</tr>
<tr>
<td>Product Design/Development</td>
<td>5</td>
<td>$78,000</td>
<td>$73,000</td>
</tr>
<tr>
<td>Product/Brand Management</td>
<td>5</td>
<td>$63,000</td>
<td>$45,760</td>
</tr>
<tr>
<td>Product/Project Management (Technology)</td>
<td>25</td>
<td>$100,000</td>
<td>$50,000</td>
</tr>
<tr>
<td>Production (Media)</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Program Evaluation</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Program Planning</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Property Management</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Public Relations</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Real Estate Development</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Real Estate Investment</td>
<td>12</td>
<td>$81,500</td>
<td>$64,000</td>
</tr>
<tr>
<td>Research</td>
<td>41</td>
<td>$42,000</td>
<td>$27,040</td>
</tr>
<tr>
<td>Biomedical</td>
<td>10</td>
<td>$44,513</td>
<td>$31,000</td>
</tr>
<tr>
<td>Clinical</td>
<td>19</td>
<td>$40,000</td>
<td>$27,040</td>
</tr>
<tr>
<td>Economics</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Energy/Environmental</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Other</td>
<td>10</td>
<td>$42,500</td>
<td>$32,000</td>
</tr>
<tr>
<td>Research &amp; Development</td>
<td>6</td>
<td>$81,820</td>
<td>$65,000</td>
</tr>
<tr>
<td>Restaurant/Food Services</td>
<td>6</td>
<td>$81,820</td>
<td>$65,000</td>
</tr>
</tbody>
</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>
</tr>
</thead>
<tbody>
<tr>
<td>Sales</td>
<td>6</td>
<td>$57,500</td>
<td>$50,000-$94,494</td>
</tr>
<tr>
<td>Social Media</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Software Development/Engineering</td>
<td>55</td>
<td>$116,000</td>
<td>$49,842-$150,000</td>
</tr>
<tr>
<td>Systems Engineering/Analysis</td>
<td>3</td>
<td>$70,000</td>
<td>$40,351-$75,000</td>
</tr>
<tr>
<td>Teaching</td>
<td>11</td>
<td>$50,000</td>
<td>$30,000-$208,000</td>
</tr>
<tr>
<td>Technology Analysis</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Testing/Quality/Evaluation</td>
<td>3</td>
<td>$53,000</td>
<td>$40,000-$135,000</td>
</tr>
<tr>
<td>User Experience/User Interface</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Web Design/Development</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Writing</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Journalism/Other Writing</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Technical Writing (Scientific)</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

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

*Stipends less than $20,000 not reported.*
### Signing Bonuses by Industry

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

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

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

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

<table>
<thead>
<tr>
<th>Job Function</th>
<th>Reporting</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research</td>
<td>3</td>
<td>$4,000</td>
<td>$750</td>
</tr>
<tr>
<td>Economics</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Research &amp; Development</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Sales</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Software Development/Engineering</td>
<td>84</td>
<td>$32,500</td>
<td>$600</td>
</tr>
<tr>
<td>Systems Engineering/Analysis</td>
<td>3</td>
<td>$5,000</td>
<td>$2,690</td>
</tr>
<tr>
<td>Teaching</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Technology Analysis</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Testing/Quality/Evaluation</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

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