



# Undergraduate Class of 2022

## Post-Graduation Industry Report

### Consulting

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

### Education

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

### Engineering/Manufacturing

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

### Financial Services

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

### Government

Federal Government | State/Local Government | Other

### Healthcare

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

### Legal Services

### Marketing/Advertising/ Public Relations

### Media/Journalism/Entertainment

### Nonprofit

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

### Pharmaceuticals/Biotechnology

### Real Estate/Construction

### Retail/Wholesale/Consumer Products

### Technology

### *Salaries by Industry*

### *Salaries by Job Function*

### *Signing Bonuses by Industry*

### *Signing Bonuses by Job Function*

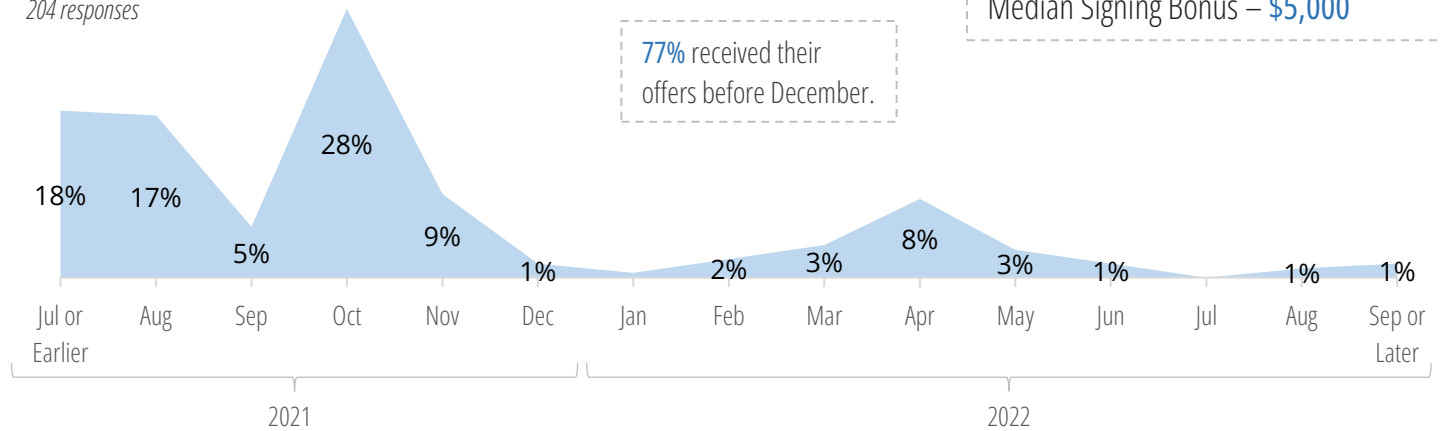
## Methodology

Career Services at the University of Pennsylvania annually surveys students about their plans for up to six months following graduation. Of the 2,627 undergraduates who received their degrees from August 2021–May 2022, this report looks at 1,349 who were working full-time within six months of their graduation (71% of the 1,892 total known outcomes, or 51% of the total graduating class), and groups employers by industry in order to look at trends in hiring timelines, offer methods, job titles, salaries, and bonuses.

## Consulting

### When They Accepted Their Offer

204 responses



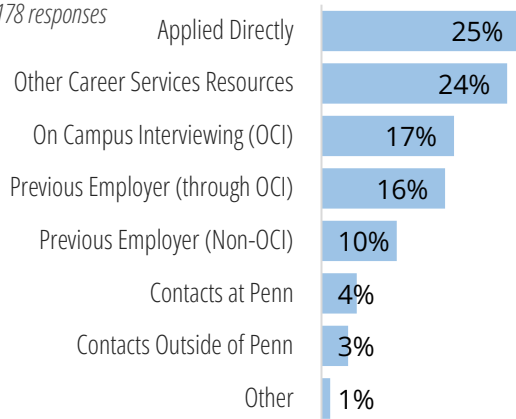
Median Starting Salary

**\$93,000**

Median Signing Bonus – \$5,000

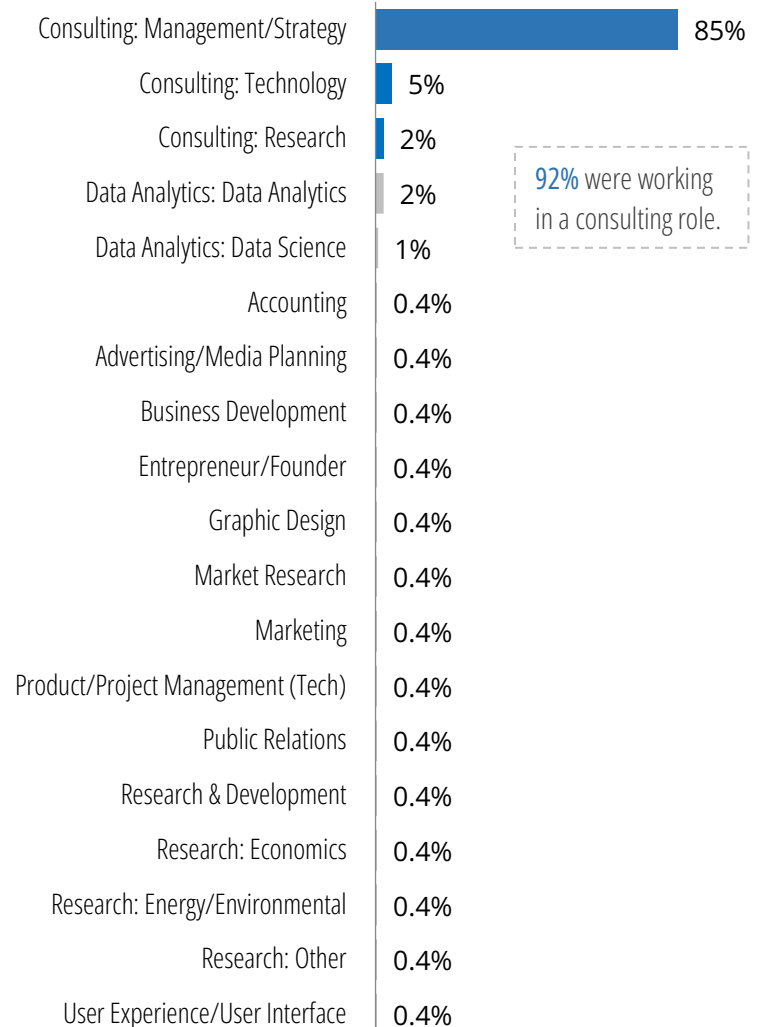
### Most Impactful Strategy Leading to Offer

178 responses



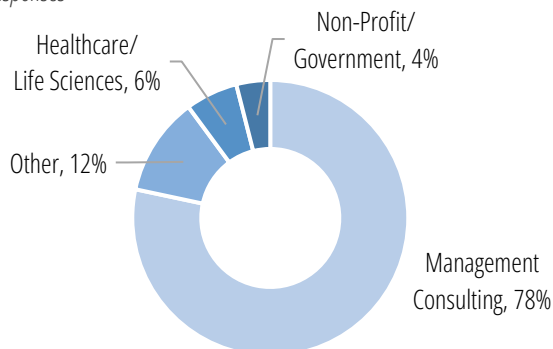
### Job Functions

262 responses



### Industry Breakdown

277 responses



# Consulting

## Salary by Industry

	Reporting	Median	Range	
Consulting	204	\$93,000	\$39,520	\$132,000
Healthcare/Life Sciences	13	\$85,000	\$60,000	\$90,000
Management Consulting	155	\$100,000	\$46,330	\$132,000
Non-Profit/Government	10	\$72,500	\$39,520	\$85,000
Other	26	\$72,750	\$60,000	\$116,000

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

## Employers & Job Titles

Accenture, Consultant	Circle Economy, Management Intern
Accenture, Consulting Analyst (2)	Clarion Healthcare, Consulting Business Associate
Accenture, Consulting Business Associate	Clarity Campaign Labs, Junior Analyst
Accenture, Strategy Analyst (8)	ClearView Healthcare Partners, Analyst (4)
Advantex, Business Analyst	ClearView Healthcare Partners, Associate Consultant
AirProjects, Inc., Consultant	Daggerwing Group, Junior Associate
AlixPartners, Consultant	Dalberg Advisors, Analyst
AlphaSights, Associate	Decimal Health, Analyst
AlphaSights, Client Protection Associate	Deloitte, Business Technology Solutions Analyst
AlphaSights, Client Services Associate (2)	Deloitte, Marketing Data Analyst
Alvarez & Marsal, LLC, Analyst	Deloitte, SHINE Associate
Alvarez & Marsal, LLC, Consulting Business Associate	Deloitte, Solutions Engineering Analyst (4)
Avascent, Analyst	Deloitte, Strategy Analyst (6)
Avascent, Junior Analyst	Deloitte, Technology Analyst
Bain & Company, Associate Consultant (25)	Deloitte, Transfer Pricing Consultant
Bain & Company, Associate Consultant Intern	Evoke, Junior Brand Strategist
Bain & Company, Consultant	EY, Associate Consultant
Bain & Company, Management Consultant	EY, Audit Staff
Berkeley Research Group, Associate	EY, Business Consultant
Bionest Partners, Associate Consultant	EY, Technology Consultant
Booz Allen Hamilton, Data Science Consultant, Junior	EY-Parthenon, Associate (4)
Boston Consulting Group (BCG), Associate (31)	EY-Parthenon, Associate - Software Strategy
Boston Consulting Group (BCG), Associate Consultant (10)	EY-Parthenon, Consultant
Boston Consulting Group (BCG), Consulting Business Associate (4)	EY-Parthenon, Incoming Associate
Boston Consulting Group (BCG), Data Scientist	FTI Consulting, Consultant
Boston Consulting Group (BCG), Junior Associate	FTI Consulting, Management Consultant
Boston Consulting Group (BCG), Management Consultant	Gartner, Research Specialist
Capwell Services, COO & CFO	GBAO, Research Assistant
Charles River Associates, Life Science Consulting Analyst	

## Consulting

### Employers & Job Titles *(continued)*

GEP, Associate, Consulting  
 GLG, Client Service Associate  
 Global Counsel, Intern  
 Gotham Consulting Partners, Analyst  
 Gotham Consulting Partners, Business Analyst (2)  
 Guidehouse, Analyst (Management Consulting)  
 Guidehouse, Consultant (2)  
 Guidehouse, Life Science Consultant  
 Hamilton Place Strategies, Associate  
 IBM, Associate Product Manager  
 IBM, Business Process Consultant  
 Intensity, LLC, Analyst  
 IQVIA, Associate Consultant  
 IQVIA, Strategy/Life Sciences Associate  
 Jupiter Life Science Consulting, Analyst  
 K&A, Research Associate  
 Kearney, Business Analyst (3)  
 Kennedy & Company Education Strategies, LLC, Analyst  
 Keystone Strategy, Associate  
 Konrad Group, UI/UX Designer Intern  
 L.E.K. Consulting, Associate  
 L.E.K. Consulting, Associate Consultant  
 Liberty Advisor Group, Accelerator Consultant  
 Lippincott, Brand Strategy Consultant  
 Malk Partners, ESG Associate  
 McKinsey & Company, Analyst (3)  
 McKinsey & Company, Business Analyst (41)  
 McKinsey & Company, Business Analytics  
 McKinsey & Company, Location Analyst  
 MDB, Inc., Community Engagement Specialist  
 Mercer, Analyst  
 MFR Consultants Inc., Consultant  
 NAXION, Research Analyst (2)  
 NERA Economic Consulting, Economic Research Analyst  
 Oliver Wyman, Title Not Provided  
 Oliver Wyman, Consultant (6)  
 Oliver Wyman, Entry Level Consultant  
 Oliver Wyman, Management Consultant (6)  
 PricewaterhouseCoopers (PwC), Analyst  
 PricewaterhouseCoopers (PwC), Associate  
 PricewaterhouseCoopers (PwC), Cybersecurity Hacking  
 PricewaterhouseCoopers (PwC), Financial Services Consulting Associate  
 Prophet, Associate (2)  
 Prophet, Consulting Business Associate  
 Prophet, Strategy Associate  
 PwC - Strategy&, Associate (3)  
 Semler Brossy Consulting Group, Associate Consultant  
 Sendero, Associate Consultant  
 Simon-Kucher & Partners, Consultant (2)  
 Simon-Kucher & Partners, Management Consultant  
 Smart Design, Data Analyst  
 Spark No 9, Graphic Designer  
 Spencer Stuart, Analyst (2)  
 Sterling Associates, Associate Consultant  
 The Asia Group, Analyst  
 The Brattle Group, Economic Research Analyst  
 The Brattle Group, Research Analyst  
 The Bridgespan Group, Associate Consultant (3)  
 The Craddock Group, LLC, Analyst  
 TRC Companies, Distribution Engineer I  
 Trinity, Associate Consultant (2)  
 ZS Associates, Decision Analytics Associate (2)  
 ZS Associates, Strategy Insights & Planning Associate (2)  
 ZS Associates, Strategy Insights and Planning Associate

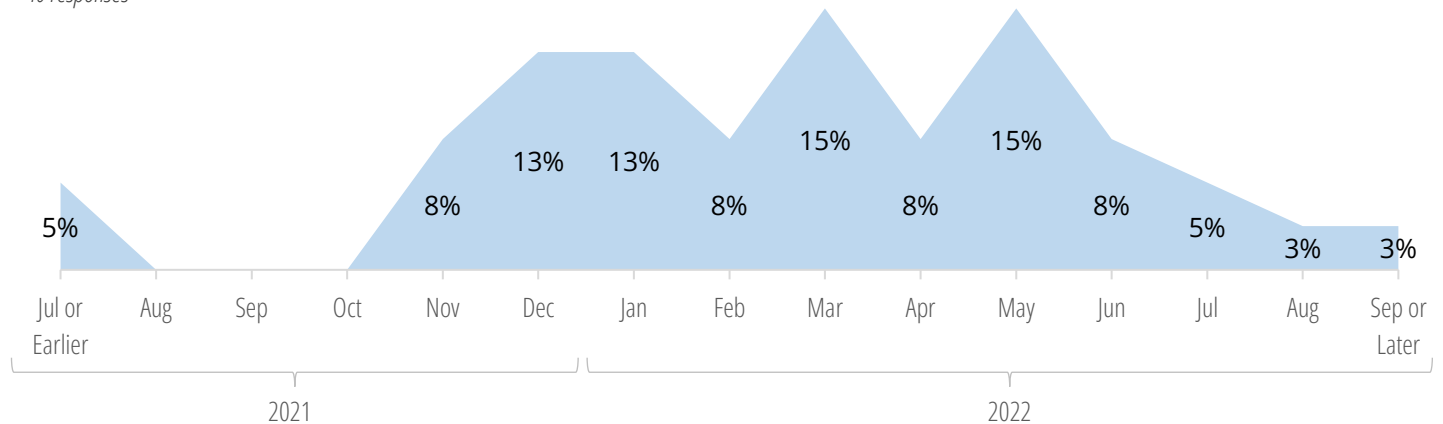
## Education



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

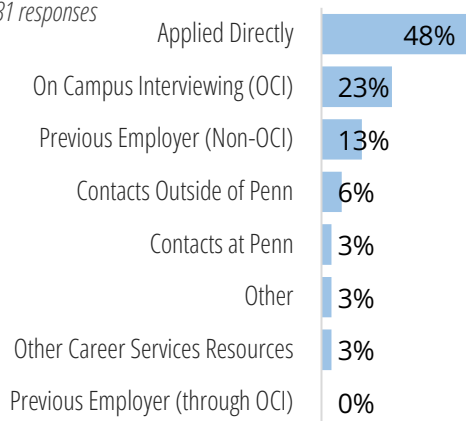
### When They Accepted Their Offer

40 responses



### Most Impactful Strategy Leading to Offer

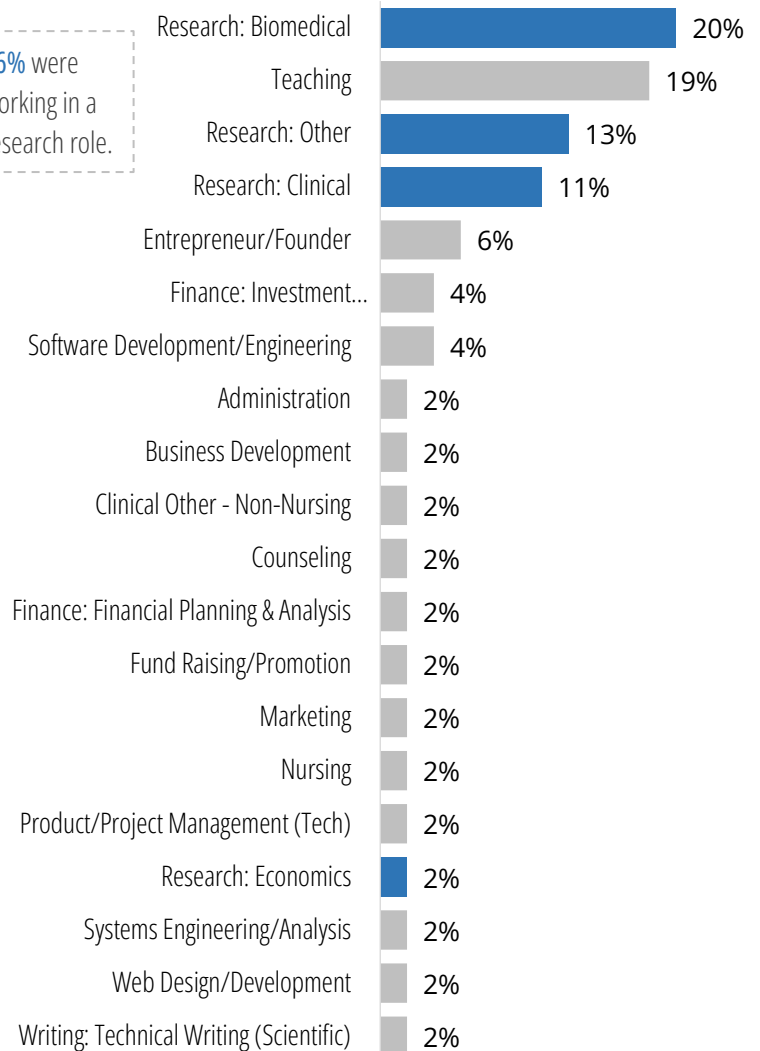
31 responses



### Job Functions

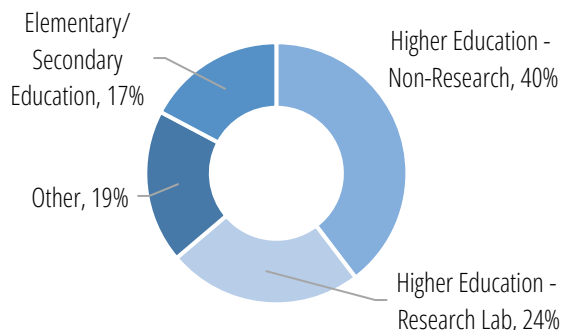
54 responses

46% were working in a research role.



### Industry Breakdown

85 responses



# Education

## Salary by Industry

	Reporting	Median	Range	
Education	36	\$50,000	\$30,000	\$130,000
Elementary/Secondary Education	8	\$52,500	\$45,000	\$60,000
Higher Education - Non-Research	15	\$41,600	\$30,000	\$90,000
Higher Education - Research Lab	8	\$50,000	\$38,000	\$92,000
Other	5	\$60,000	\$45,000	\$130,000

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

## Employers & Job Titles

Beepboop, Software & Design Engineer  
 Broad Institute of MIT and Harvard, Research Associate  
 CIEE Council, English Teaching Assistant  
 College Green Ventures, Co-Founder  
 Columbia University Medical Center, Registered Nurse  
 Cornell Zhang Research Group, Research Assistant  
 Cosmic Writers, Executive Director  
 Cosmic Writers (President's Engagement Prize Project), Co-Founder and CFO  
 Duolingo, Product Manager  
 Duolingo, Software Engineer Intern  
 Educational Alliance, Inc., Associate Teacher (Early Childhood)  
 Johns Hopkins University, Investment Analyst  
 Johns Hopkins University Applied Physics Laboratory, Associate Professional  
 Khan Academy, Software Engineer  
 Lombida Montessori, English Language Teacher  
 Lund University, Sweden, Researcher  
 MAPS (Multidisciplinary Association for Psychedelic Studies), Training Program Assistant  
 Massachusetts Institute of Technology, Blueprint Labs, Pre-Doctoral Research Fellow | Policy and Communications Fellow  
 MIT Sloan School of Management, Technical Associate  
 Northwestern University, Research Assistant  
 Paul G Allen School of Computer Science, Graduate Research Assistant  
 Success Academy Charter Schools (NY), Sprint - Special Education Associate  
 Summer Discovery & Summer Institute for the Gifted (SIG), Counselor  
 Tannebaum Family Office, Analyst  
 Teach For America, 8th Grade Math Teacher  
 Teach For America, Corps Member  
 Teach For America, Early Childhood Teacher  
 Teach for America, High School Science Teacher

Teach For America, High School Teacher  
 Teach For America, Teacher (2)  
 The Rockefeller University, Research Assistant  
 The University of Chicago Booth School of Business, Pre-Doctoral Research Professional  
 Thomas Jefferson University, Science Writing Intern  
 UCSB Office of Development, Development Analyst  
 University of California Berkeley, Marketing and Communications Specialist  
 University of Geneva, Fulbright Scholar  
 University of Pennsylvania, Clinical Research Coordinator (2)  
 University of Pennsylvania, Policy Coordinator  
 University of Pennsylvania, Research Assistant (2)  
 University of Pennsylvania, Research Coordinator  
 University of Pennsylvania, Research Specialist  
 University of Pennsylvania, Research Specialist A  
 University of Pennsylvania, Research Staff  
 University of Pennsylvania, Research Technician (3)  
 University of Pennsylvania, Senior Clinical Research Coordinator  
 University of Pennsylvania - Netter Center for Community Partnerships, Emerson Fellow  
 University of Pennsylvania - Office of Investments, Investment Analyst  
 University of Pennsylvania - Perelman School of Medicine, Clinical Research Coordinator  
 University of Pennsylvania - Perelman School of Medicine, Research Specialist  
 University of Pennsylvania - School of Veterinary Medicine, Clinical Lab Technician  
 University of Pennsylvania - Stuart Weitzman School of Design, Research Associate  
 University of Southern California, Research Technician  
 Yale University School of Medicine, Research Coordinator



## Engineering/Manufacturing

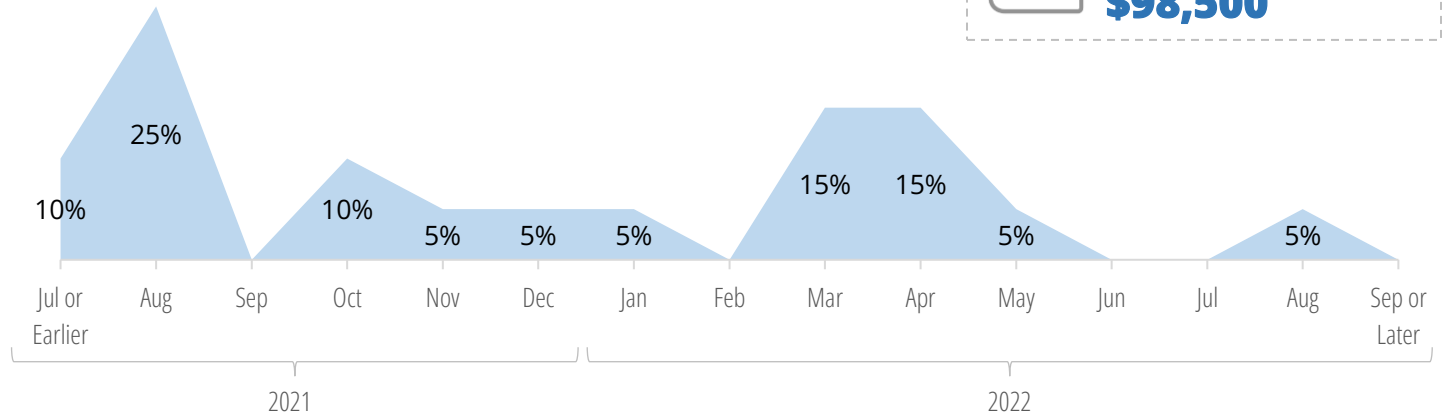
### When They Accepted Their Offer

20 responses



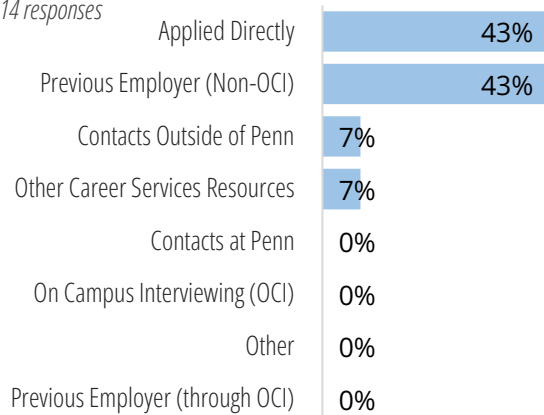
Median Starting Salary

**\$98,500**



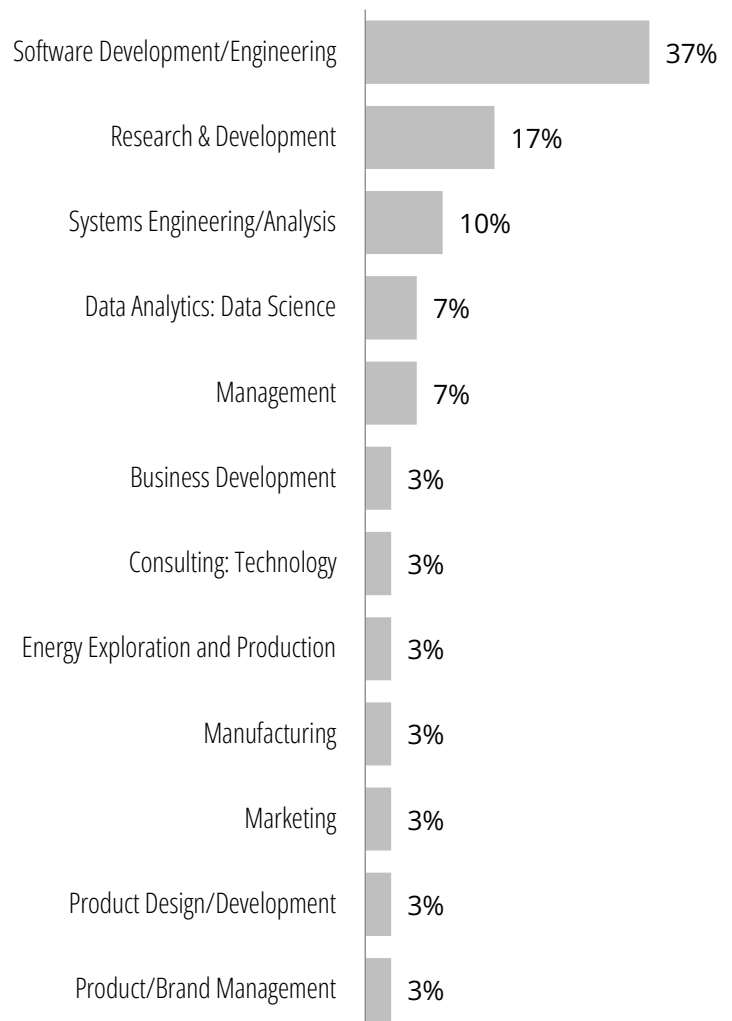
### Most Impactful Strategy Leading to Offer

14 responses



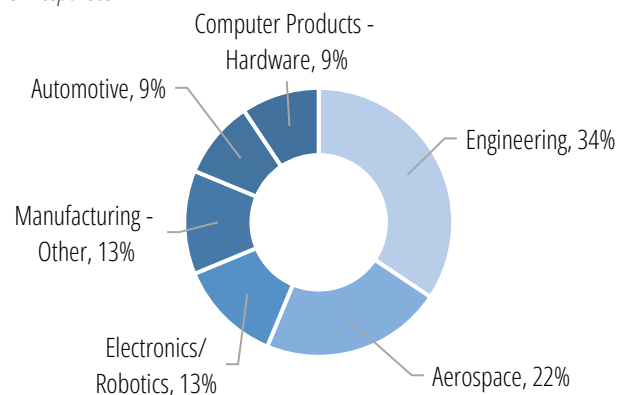
### Job Functions

30 responses



### Industry Breakdown

32 responses



# 2022 POST-GRADUATION INDUSTRY REPORT

## Engineering/Manufacturing

### Salary by Industry

	Reporting	Median	Range	
Engineering/Manufacturing	20	\$98,500	\$69,000	\$130,000
Aerospace	3	\$75,000	\$75,000	\$95,000
Automotive	1	-	-	-
Computer Products - Hardware	2	-	-	-
Electronics/Robotics	3	\$100,000	\$82,000	\$115,460
Engineering	9	\$100,000	\$69,000	\$130,000
Manufacturing - Other	2	-	-	-

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

### Employers & Job Titles

**Addepar**, Backend Software Engineer  
**AGI / An Ansys Company**, R&D Engineer  
**ARoboticsCompany**, Engineer  
**ASML**, Mechanical Design Engineer  
**ASML**, Mechanical Engineer  
**Ball Aerospace**, Associate Engineer  
**Cockroach Labs**, Software Engineer  
**Intel Corporation**, Graphics Software Engineer  
**Intel Corporation**, Product Development Engineer  
**Intel Corporation**, Wireless Applications Engineer  
**KBR, Inc.**, Treasury  
**L3Harris Technologies**, Software Engineer  
**Lockheed Martin**, Associate  
**Lutron Electronics Company, Inc.**, Senior Developer  
**McMaster-Carr**, Management  
**McMaster-Carr**, Management Trainee

**Nelumbo, Inc.**, Process Engineering Associate  
**OCULUS**, Software Engineer  
**Odyssey Space Research**, Flight Software Engineer  
**Qualcomm**, Computer Hardware Engineer  
**Qualcomm**, RF/Analog IC Design Engineer  
**Sensorview Co., Ltd**, Business Strategy  
**SpaceX**, Aerodynamics Engineer  
**SpaceX**, Associate Engineer  
**Sublime Systems**, Process Engineer  
**TDI Technologies INC**, Data Scientist  
**Techtronic Industries**, Event Marketing Specialist  
**Tesla**, Computer Hardware Engineer  
**Tesla**, Data Scientist  
**Tesla**, Software Engineer  
**Texas Instruments Inc.**, Field Applications Engineer  
**Volley Automation**, Robotics Software Engineer



## Financial Services



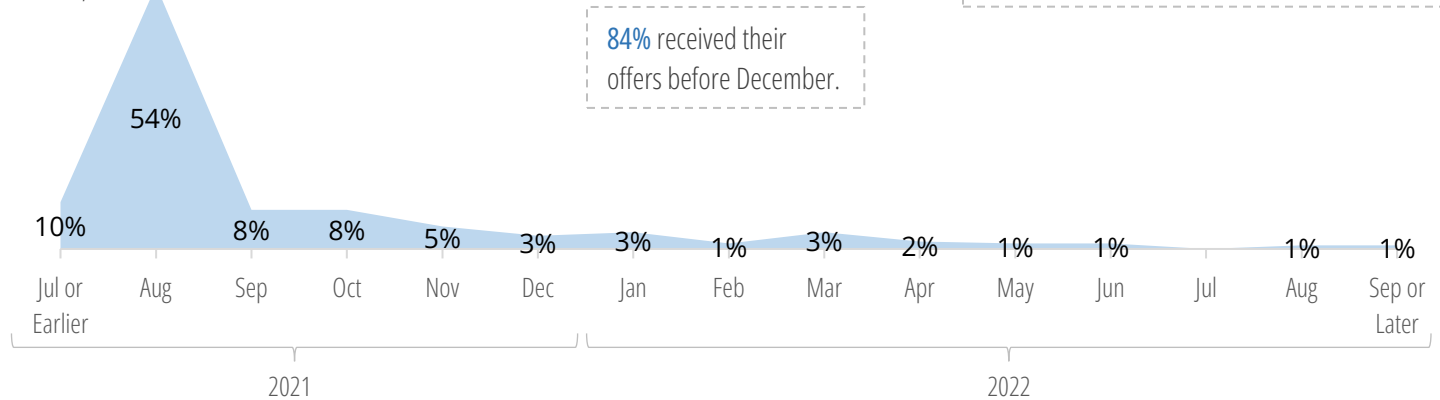
Median Starting Salary

**\$110,000**

Median Signing Bonus – **\$10,000**

### When They Accepted Their Offer

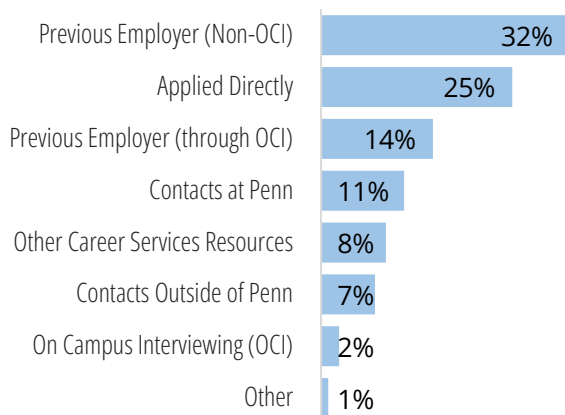
262 responses



### Most Impactful Strategy Leading to Offer

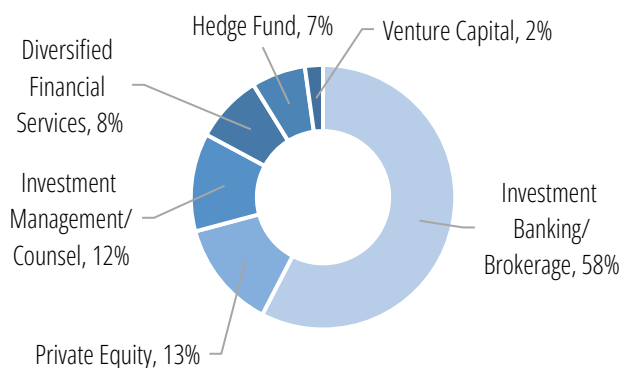
216 responses

46% received return offers from a previous employer.



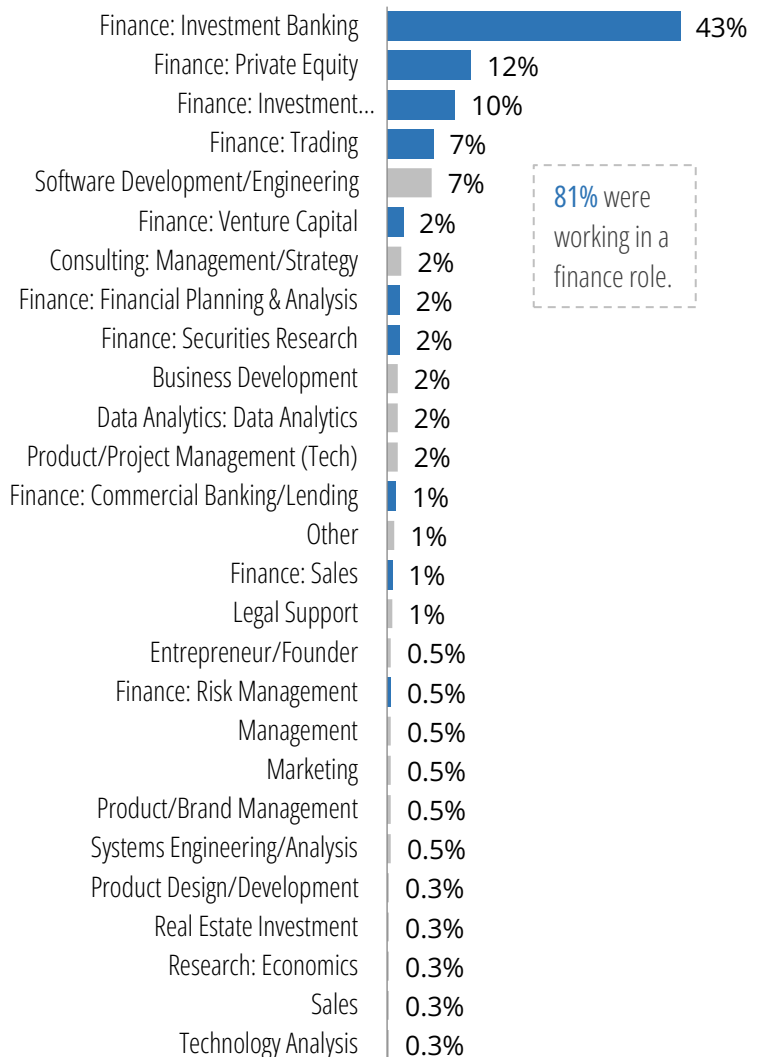
### Industry Breakdown

408 responses



### Job Functions

382 responses



# Financial Services

## Salary by Industry

	Reporting	Median	Range	
<b>Financial Services</b>	267	\$110,000	\$42,640	\$300,000
Diversified Financial Services (including commercial/retail banking)	25	\$85,000	\$42,640	\$150,000
Hedge Fund	22	\$127,500	\$60,000	\$300,000
Investment Banking/Brokerage	151	\$110,000	\$51,049	\$175,000
Investment Management/Counsel	28	\$110,000	\$52,000	\$150,000
Private Equity	36	\$100,000	\$55,000	\$114,000
Venture Capital	5	\$90,000	\$50,000	\$100,000

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

## Employers & Job Titles

.406 Ventures, Venture Fellow  
 AGC Partners, Investment Banking Analyst  
 Aksia, Investment Rotational Analyst  
 AllianceBernstein, Research Associate  
 AllianceBernstein, Title Not Provided  
 American Express, Analyst (3)  
 American Express, Finance Analyst  
 American Express, Product Analyst  
 American Express, Product Development Analyst  
 American Express, Product Management Analyst  
 Anthos Capital, Research  
 AQR Capital Management, Business Development Analyst (2)  
 Aquiline Capital Partners, LLC, Analyst  
 Arba Credit Investors, Analyst  
 Arbor Ventures, Analyst  
 Ares Management, Direct Lending Analyst  
 Ares Management, Private Equity Analyst (2)  
 Argonaut Private Equity, Operations Analyst  
 Atreides Management, Hedge Fund Analyst  
 Audax Group, Analyst  
 Bain Capital, Analyst (2)  
 Bain Capital, North America Private Equity Analyst  
 Bain Capital Credit, Analyst  
 Baird, Analyst  
 Bank of America, Analyst (3)  
 Bank of America, Global Risk Analyst  
 Bank of America, Investment Banking Analyst (6)  
 Bank of America, Municipal Sales and Trading Analyst

Bank of America, Strategy & Management Analyst  
 Bank of America, Technology Investment Banking Analyst  
 Bank of America Merrill Lynch, Analyst  
 Bank of New York Mellon (BNY Mellon), Global Market Infrastructure Analyst  
 Barclays, Compliance Analyst  
 Barclays, Investment Banking Analyst (2)  
 Barclays Corporate and Investment Bank, Institutional Equity Sales Analyst  
 Barclays Investment Bank, Investment Banking Analyst  
 Barings, Private Debt Analyst  
 Battery Ventures, Investor  
 Berkery, Noyes & Co., LLC, Investment Banking Analyst  
 BlackRock, Blackrock Global Trading Team - Low-Touch Equity Trading  
 BlackRock, Data Governance & Oversight Analyst  
 BlackRock, Financial Markets Advisory Analyst  
 BlackRock, Global Trading Analyst  
 BlackRock, Incoming Summer Analyst (Institutional Client Business)  
 BlackRock, Software Engineering Analyst  
 Blackstone, Analyst (4)  
 Blackstone, Growth Equity Analyst  
 Blackstone, Investment Analyst  
 Blackstone, Private Equity Analyst (6)  
 Blackstone, Product Manager Analyst  
 Blackstone, Title Not Provided  
 BlockTower Capital, Quantitative Analyst  
 BMO Financial Group, Analyst  
 BNP Paribas, Sales Analyst  
 BNP Paribas, Trade & Treasury Solutions Analyst

# Financial Services

## Employers & Job Titles *(continued)*

Bridgewater Associates, Portfolio Associate  
 Brighton Park Capital, Growth Equity Analyst  
 Brighton Park Capital, Healthcare Growth Equity Analyst  
 Broadhaven, Investment Banking Analyst  
 Broadridge Financial Solutions, Director Sales  
 Cantor Fitzgerald, Investment Banking Analyst  
 Capital Group, Dart Associate  
 Capital Group, Engineer  
 Capital One, Business Analyst (5)  
 Capital One, Management Rotational Program  
 Capital One, Product Manager  
 Capital One, Strategy Analyst  
 Centerview Partners, Analyst (2)  
 Centerview Partners, Investment Banking Analyst (5)  
 Charlesbank Capital Partners, Private Equity Analyst  
 CIT, Real Estate Financial Analyst  
 Citadel, Software Engineer  
 Citadel and Citadel Securities, Associate (2)  
 Citadel and Citadel Securities, Long/Short Equity Associate  
 Citadel and Citadel Securities, Software Engineer (2)  
 Citi, Analyst (2)  
 Citi, Commercial Banking Analyst  
 Citi, Investment Banking Analyst (2)  
 Citi, Private Wealth Analyst  
 Citi, Quantitative Analyst (Finance)  
 Citi, Sales & Trading Analyst  
 Citi, Technology Analyst (2)  
 Citigroup Global Markets, Sales and Trading Analyst  
 Clear Street, Junior Trader  
 Clearsign Advisors, Investment Banking Analyst  
 Cleary Gottlieb Steen & Hamilton LLP, Private Funds Paralegal  
 Confidential, Investment Banking Analyst  
 Cooke & Bieler, L.P., Associate Analyst  
 Cove Hill Partners, Private Equity Investor  
 Cowen, Investment Banking Analyst  
 Credit Suisse, Analyst (2)  
 Credit Suisse, Investment Banking Analyst (5)  
 Credit Suisse, Investment Banking Analyst (M&A)  
 Davidson Kempner Capital Management LP, Investment Analyst  
 DBO Partners, Investment Banking Analyst  
 DC Advisory, Investment Banking Analyst (2)  
 Deutsche Bank, Analyst  
 Deutsche Bank, Analyst (Investment Banking)  
 DRW, Quantitative Trading Analyst  
 DWS, Graduate Programme Analyst  
 East Wind Advisors, Investment Banking Analyst  
 Evercore, Analyst  
 Evercore, Equity Research Summer Analyst  
 Evercore, Investment Banking Analyst (5)  
 Five Elms Capital, Private Equity/Venture Capital Analyst  
 Five Rings, Backend Software Engineer  
 Five Rings, Software Engineer  
 Fortress investment group, Business Intelligence Summer Analyst  
 Gauge Capital, Private Equity Analyst  
 General Atlantic, Analyst  
 General Atlantic, Investment Analyst  
 GLMX, LLC, Analyst  
 Global Infrastructure Partners, Analyst  
 Global Infrastructure Partners, PE Analyst  
 Goldman Sachs, Analyst (7)  
 Goldman Sachs, Engineering Analyst  
 Goldman Sachs, Equity Research Analyst (2)  
 Goldman Sachs, Financial Analyst (2)  
 Goldman Sachs, Financial Planning and Analysis Analyst  
 Goldman Sachs, Investment Banking Analyst (12)  
 Goldman Sachs, Macroeconomics Research Analyst  
 Goldman Sachs, Private Equity Analyst  
 Goldman Sachs, Quantitative Strategist  
 Goldman Sachs, Software Engineer  
 Goldman Sachs, Software Engineering  
 Goldman Sachs, Title Not Provided (2)  
 Gordian Group, LLC, Analyst (Investment Banking)  
 Gourmand, Co-Founder  
 Graham Partners, Growth Equity Analyst  
 Greenhill & Co., Analyst  
 Guggenheim Partners, Investment Banking Analyst (3)  
 Hamilton Lane, Direct Investment Analyst  
 Houlihan Lokey, Financial Restructuring Analyst (Investment Banking)  
 Houlihan Lokey, Investment Banking Analyst  
 ICONIQ Capital, Analyst  
 IMC Trading, Quantitative Trader (Finance)  
 Insight Partners, Investment Analyst (4)  
 Insight Partners, Onsite Growth Strategy Analyst  
 Intrepid Investment Bankers, Investment Banking Analyst

# Financial Services

## Employers & Job Titles *(continued)*

Jane Street, Analyst  
 Jane Street, Quantitative Trader (2)  
 Jane Street, Quantitative Trader (Finance)  
 Jane Street, Rotational Development Program  
 Jane Street, Trading Desk Operations Specialist  
 Janney Montgomery Scott, Investment Banking Analyst  
 Jefferies, LLC, Healthcare Investment Banking Analyst  
 Jefferies, LLC, Investment Banking Analyst (2)  
 JonesTrading Institutional Services, LLC, Prime Services Analyst  
 JPMorgan Chase & Co., Analyst (3)  
 JPMorgan Chase & Co., Equity Research Analyst  
 JPMorgan Chase & Co., Global Private Bank Analyst  
 JPMorgan Chase & Co., IB Analyst  
 JPMorgan Chase & Co., Investment Banking Analyst (15)  
 JPMorgan Chase & Co., Middle Market Banking Analyst  
 JPMorgan Chase & Co., Product Designer (Internet and Software)  
 JPMorgan Chase & Co., Quant Modeling Analyst  
 JPMorgan Chase & Co., Real Estate Investment Banking  
 JPMorgan Chase & Co., Software Engineer (3)  
 JPMorgan Chase & Co., Title Not Provided  
 JPMorgan Chase & Co., US Private Bank Analyst  
 K1 Investment Management, Financial Analyst  
 Keneth Ventures, Investment Analyst  
 Kensho, Software Engineer  
 Kohlberg Kravis & Roberts & Co. Inc. ("KKR"), Analyst (2)  
 Kohlberg Kravis & Roberts & Co. Inc. ("KKR"), Leveraged Credit Analyst  
 Kohlberg Kravis & Roberts & Co. Inc. ("KKR"), Private Credit Analyst  
 Kohlberg Kravis & Roberts & Co. Inc. ("KKR"), Private Equity Analyst  
 Lazard, Healthcare Investment Banking Analyst  
 Lazard, Investment Banking Analyst (4)  
 Lazard Asset Management, Associate  
 Lineaire Development & Design, Investment Analyst  
 LionTree, Investment Banking Analyst (2)  
 Locust Walk, Investment Banking Analyst  
 M&T Bank, Management Development Program - Customer Experience Team  
 M. Klein & Company, Analyst  
 Macquarie, Private Equity Analyst  
 Macquarie Group, Investment Banking Analyst  
 Macquarie Group, Private Equity Analyst  
 Madison Avenue Partners, LP, Analyst  
 Madison International Realty, LLC, Investment Analyst  
 Marathon Capital, Clean Energy Investment Banking Analyst  
 Marquette Associates, Performance Analyst  
 Marsh McLennan, Senior IT Business Analyst  
 Mastercard, Associate Consultant (2)  
 Mastercard, Associate Product Manager  
 Mastercard, Consultant  
 Mastercard, Software Development Engineer  
 Mastercard, Software Engineer  
 Matrix Capital Management, Analyst  
 Maverick Capital, Junior Analyst  
 Meteora Capital, LLC, Analyst  
 MHR Fund Management LLC, Associate  
 Millennium Management LLC (Hedge Fund), IT Analyst  
 Mizuho, Investment Banking Analyst  
 Moelis & Company, Investment Banking Analyst (2)  
 Morgan Stanley, Analyst (3)  
 Morgan Stanley, Corporate M&A and Strategy Analyst  
 Morgan Stanley, Corporate Treasury Analyst  
 Morgan Stanley, Equity Derivatives Sales Trading  
 Morgan Stanley, Fixed Income Derivatives Analyst  
 Morgan Stanley, Fixed Income Sales and Trading Analyst  
 Morgan Stanley, Fixed Income/Bank Loan Analyst  
 Morgan Stanley, Global Capital Markets  
 Morgan Stanley, Global Capital Markets Analyst (2)  
 Morgan Stanley, Investment Banker  
 Morgan Stanley, Investment Banking Analyst (14)  
 Morgan Stanley, Portfolio Analytics Associate  
 Morgan Stanley, Quantitative Finance Analyst  
 Morgan Stanley, Technology Analyst  
 Morgan Stanley, Title Not Provided  
 Morgan Stanley, Wealth Management Analyst  
 Morgan Stanley, Wealth Management Capital Markets Analyst  
 MUFG, Corporate and Investment Banking Analyst  
 MultiFunding LLC, Title Not Provided  
 Northern Trust, Asset Management Marketing Associate  
 Oak Hill Advisors, Investment Analyst  
 Old Mission Capital, LLC, Software Engineer  
 Old Mission Capital, LLC, Trader  
 One Equity Partners LP, Research Analyst  
 OppFi, Social Impact Analyst  
 Optiver, Quantitative Trader  
 Partners Group, Investment Analyst (3)  
 PayPal, Software Engineer  
 PDT Partners, Software Engineer

# Financial Services

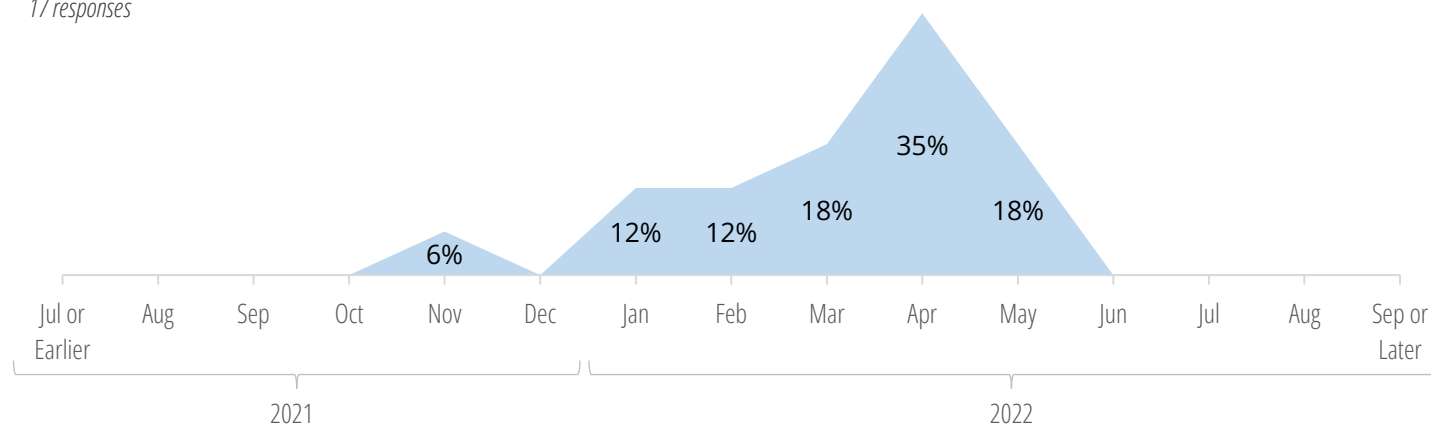
## Employers & Job Titles (*continued*)

Perella Weinberg Partners, Analyst  
 Perella Weinberg Partners, Investment Banking Analyst  
 PIMCO, Product Analyst  
 Piper Sandler, Analyst  
 PJT Partners, Analyst  
 PJT Partners, Investment Banking Analyst (3)  
 PJT Partners, RSSG Analyst  
 Point72, Data Engineer  
 Princeville Capital, Analyst  
 Radian Capital, Investor  
 Raymond James, Investment Banking Analyst  
 RBC Capital Markets, Analyst  
 RBC Capital Markets, Global Investment Banking Analyst  
 RBC Capital Markets, Global Markets Analyst  
 RBC Capital Markets, Investment Banking Analyst  
 Rialto Capital, Credit Analyst  
 Rise Financial Partners, Wealth Management Associate  
 Robinhood, Software Engineer  
 Ruane, Cunniff & Goldfarb, Investment Analyst  
 Silver Lake, Analyst (3)  
 Silver Lake, Private Equity Analyst  
 Societe Generale, Global Markets Analyst  
 Societe Generale, Markets Analyst  
 Solomon Partners, Analyst (2)  
 Solomon Partners, Analyst (Investment Banking)  
 Solomon Partners, Investment Banking Analyst (3)  
 South Main Capital, LLC, Consultant  
 Starwood Capital Group, Hotel Acquisitions Analyst  
 Stifel, Investment Banking Analyst (2)  
 Sumeru Equity Partners, Investment Analyst  
 Susquehanna Growth Equity, Portfolio Value Creation  
 Susquehanna International Group, Quantitative Trader  
 TAP Advisors, Investment Banking Analyst  
 TCG Crossover, Analyst  
 TD Securities, Global Markets Analyst  
 TD Securities, Investment Banking Analyst  
 TD Securities, Public Finance Investment Banking Analyst  
 Temasek International Pte Ltd, Associate  
 Temasek International Pte Ltd, Investment Analyst  
 The D.E. Shaw Group, Legal & Compliance Analyst  
 The D.E. Shaw Group, Software Developer  
 The Raine Group, Analyst (2)  
 The Raine Group, Investment Banking Analyst  
 The Sage Group, Analyst  
 Truist Securities, Investment Banking Analyst  
 UBS, Global Markets Analyst  
 UBS, Software Engineer  
 Union Square Advisors, Investment Banking Analyst  
 VamosVentures, Analyst  
 Vanguard, Financial Planning Associate  
 Vanguard, Software Engineer I  
 Visa, Associate Product Manager  
 Vista Equity Partners, Private Equity Analyst  
 Walden Mutual Bank, Credit Assessment Analyst  
 Warburg Pincus, Analyst  
 Warburg Pincus, Private Equity Analyst  
 Waterfall Asset Management, Analyst  
 Wells Fargo, Analyst  
 William Blair, Investment Banking Analyst (2)

## Government

### When They Accepted Their Offer

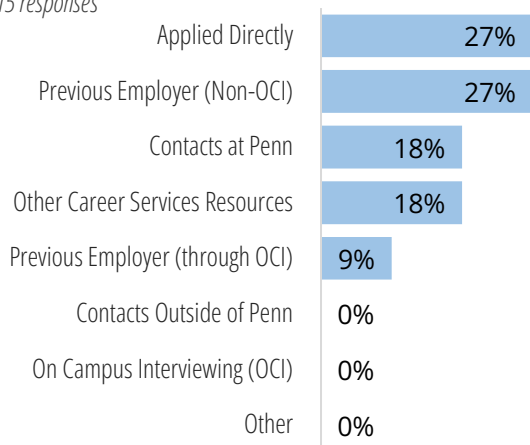
17 responses



Median Starting Salary  
**\$51,250**

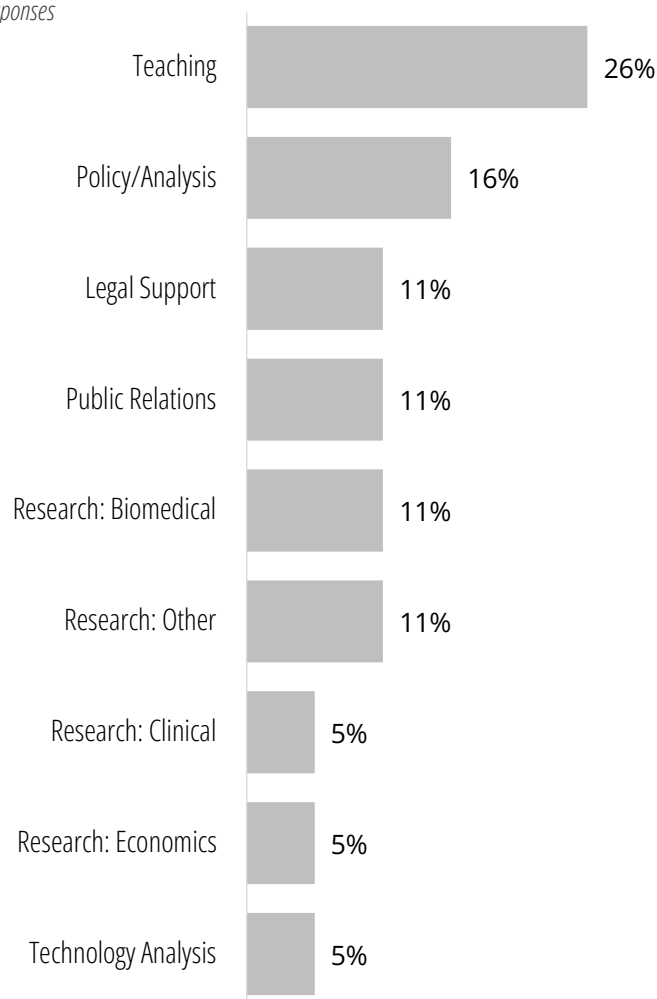
### Most Impactful Strategy Leading to Offer

15 responses



### Job Functions

19 responses



# Government

## Salary by Industry

	Reporting	Median	Range	
Government	10	\$51,250	\$24,788	\$73,000
Federal Government	10	\$51,250	\$24,788	\$73,000
Other	0	-	-	-
State/Local Government	0	-	-	-

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

## Employers & Job Titles

Consumer Financial Protection Bureau, Directors Financial Analyst  
 Department of Defense, Analyst  
 Federal Reserve Board, Economic Research Assistant  
 Fulbright Program - U.S. Department of State, English Teaching Assistant (5)  
 Fulbright Program - U.S. Department of State, Fulbright Scholar  
 Fulbright Program - U.S. Department of State, Researcher  
 National Institutes of Health, Postbaccalaureate Researcher  
 Nova Research, Inc., Staff Scientist  
 U.S. Congress, Legislative Assistant  
 U.S. Department of Justice - Antitrust Division, Paralegal Specialist  
 U.S. Department of Justice - Attorney's Office for the Eastern District of New York, Paralegal  
 U.S. Department of State, CLS Scholar  
 U.S. Department of State, Multilateral Affairs Program Assistant  
 U.S. Embassy Germany, University Institutional Researcher  
 U.S. House of Representatives, Staff Assistant  
 U.S. Patent and Trademark Office, Patent Examiner  
 U.S. Senate, Press Assistant for Senator John Kennedy  
 U.S. Senator Steve Daines, Deputy Press Secretary



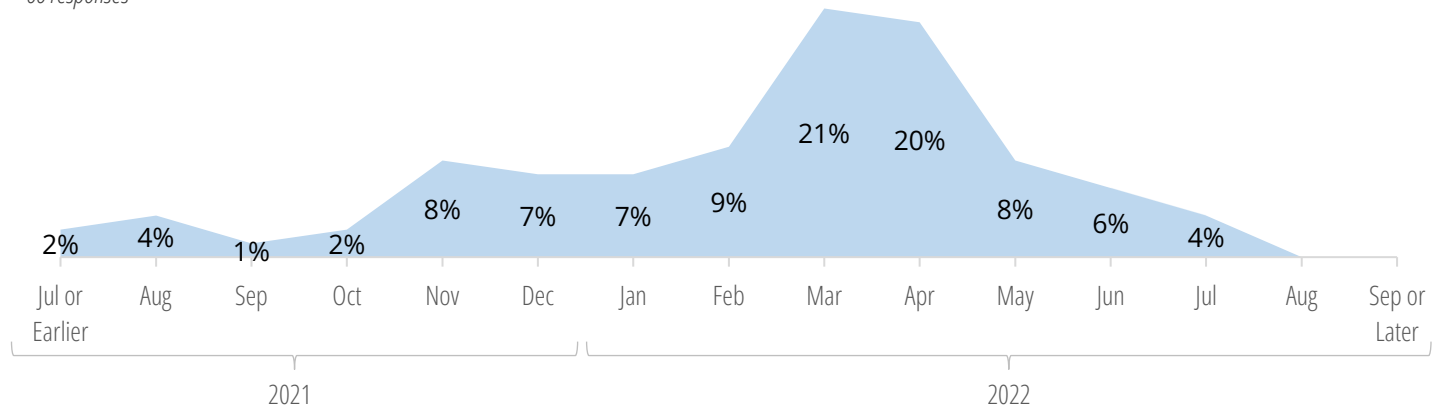
## Healthcare



Median Starting Salary  
**\$56,940**

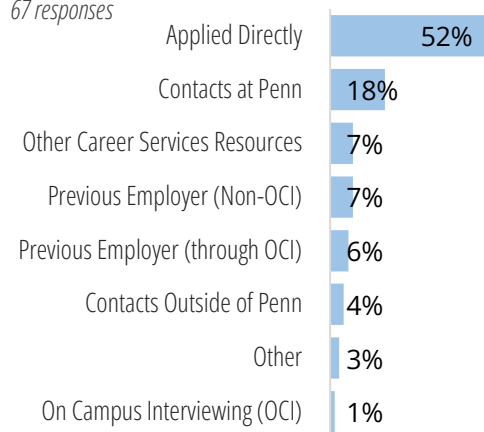
### When They Accepted Their Offer

66 responses



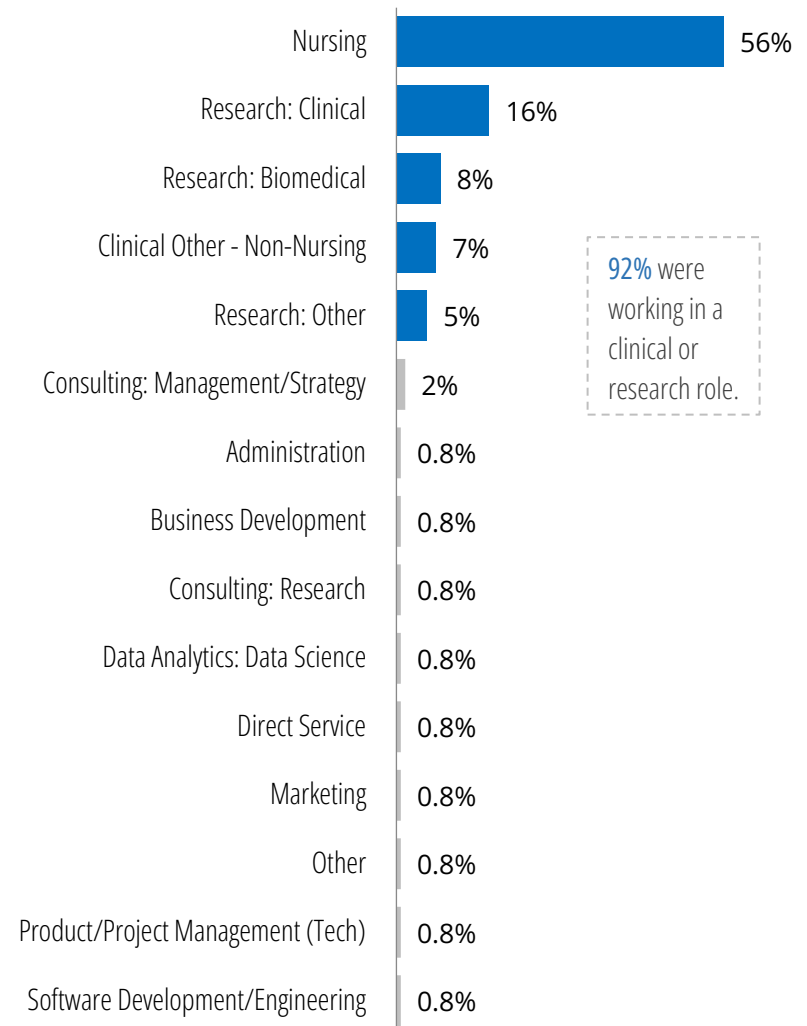
### Most Impactful Strategy Leading to Offer

67 responses



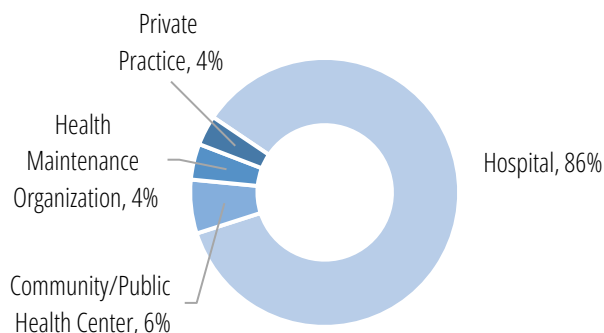
### Job Functions

124 responses



### Industry Breakdown

139 responses



# Healthcare

## Salary by Industry

	Reporting	Median	Range	
Healthcare	84	\$56,940	\$29,120	\$125,000
Community/Public Health Center	7	\$64,500	\$30,000	\$125,000
Health Maintenance Organization	5	\$40,000	\$31,200	\$65,000
Hospital	69	\$55,640	\$29,120	\$108,160
Nursing Home/Long Term Care Facility	0	-	-	-
Private Practice	3	\$80,000	\$33,280	\$81,000

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

## Employers & Job Titles

Baystate Health System, Medical Scribe  
 Bellevue Woman's Center, Labor & Delivery Registered Nurse  
 Boston Children's Hospital, Biology Research Assistant  
 Brigham and Women's Hospital, Research Assistant (2)  
 Children's Hospital Los Angeles, Pediatric Registered Nurse  
 Children's Hospital Los Angeles, Registered Nurse  
 Children's Hospital of Philadelphia, Cardiac ICU  
 Children's Hospital of Philadelphia, Clinical Research Assistant  
 Children's Hospital of Philadelphia, Clinical Research Coordinator (2)  
 Children's Hospital of Philadelphia, Data Scientist  
 Children's Hospital of Philadelphia, Nurse  
 Children's Hospital of Philadelphia, Nurse Resident  
 Children's Hospital of Philadelphia, Pediatric ICU Nurse  
 Children's Hospital of Philadelphia, Pediatric Oncology Nurse  
 Children's Hospital of Philadelphia, Pediatric Registered Nurse (5)  
 Children's Hospital of Philadelphia, Registered Nurse (8)  
 Children's Hospital of Philadelphia, Registered Nurse, Certified Child Life Specialist  
 Children's Hospital of Philadelphia, Research Assistant  
 Children's Hospital of Philadelphia, Research Intern  
 Children's Hospital of Philadelphia, Research Technician  
 Children's Hospital of Philadelphia Research Institute, Research Technician  
 Children's Hospital of Philadelphia, Cardiac Care Unit (CCU), Registered Nurse  
 Children's Hospital of Philadelphia, Pediatric Intensive Care Unit, Registered Nurse Resident  
 Children's National Hospital, Registered Nurse (2)  
 Children's National Medical Center, Research Intern  
 Community Hospital of Monterey Peninsula, Registered Nurse  
 Cooper University Health Care, Registered Nurse

CVS Health, Associate  
 DaVita Kidney Care, Redwoods Corporate Strategy Analyst  
 Deaconess Health System, Registered Nurse  
 Family Healthcare for Hagerstown, Medical Assistant  
 Halma, Halma Future Leader  
 Intermountain Healthcare, Nurse  
 Johns Hopkins Healthcare, Psychiatric RN  
 Johns Hopkins Hospital, OB Registered Nurse  
 Johns Hopkins Hospital, Registered Nurse  
 Johns Hopkins Hospital, Registered Nurse I  
 Johns Hopkins University, Clinical Research Coordinator  
 Massachusetts General Hospital, Clinical Research Coordinator (3)  
 Mayo Clinic, Oncology Registered Nurse  
 MedStar Mobile Healthcare, Advanced Paramedic  
 MedStar Montgomery Medical Center, Title Not Provided  
 Memorial Sloan Kettering Cancer Center, Community Outreach Coordinator  
 Memorial Sloan Kettering Cancer Center, Research Technician  
 Mount Sinai Health System, Clinical Research Coordinator (3)  
 Mount Sinai Health System, Psychiatric Registered Nurse  
 Mount Sinai Hospital, Registered Nurse  
 New York Presbyterian Hospital, Nurse  
 New York Presbyterian Hospital, Registered Nurse (2)  
 NewYork-Presbyterian - Columbia University Irving Medical Center, Clinical Research Coordinator  
 NewYork-Presbyterian - Columbia University Irving Medical Center, Research Technician B  
 Northeast Dermatology Associates, Medical Assistant  
 NorthShore University HealthSystem, Clinical Research Assistant  
 Northwestern Medicine, Critical Care Nurse  
 NYU Langone Health, Clinical Trials Coordinator

# Healthcare

## Employers & Job Titles (*continued*)

NYU Langone Health, Pediatric Intensive Care Nurse	Penn Medicine - Pennsylvania Hospital, Title Not Provided
NYU Langone Health, Project Coordinator	Penn Medicine - University of Pennsylvania Health System, Registered Nurse
NYU Langone Health, Registered Nurse (2)	Penn Medicine, Princeton Health, Nurse
NYU Langone Health, Registered Nurse Resident	Philadelphia Eye Associates, Ophthalmic Intern
NYU Langone Health, Registered Nurse, Pediatric Intensive Care Unit	Recon Strategy, Consultant
NYU Langone Health, Research Data Associate	Scheie Eye Institute, Penn Medicine, Clinical Research Coordinator
NYU Langone Health, Staff Nurse	ScribeAmerica, Medical Scribe (2)
Oak Street Health, Clinical Informatics Specialist	SEPA Pain and Spine, Medical Assistant
Oak Street Health, Consultant	Shady Grove Orthopedics, Medical Assistant
Ophelia Health, Software Engineer	Sibley Memorial Hospital Johns Hopkins Medicine, Research Assistant
PCC Community Wellness Center, Marketing Communications Specialist	Stanford School of Medicine, Research Assistant
Penn Medicine, Clinical Nurse, Labor & Delivery	The George Washington University Hospital, Labor and Delivery Nurse
Penn Medicine, Clinical Research Coordinator (2)	The Renfrew Center, Registered Dietitian & Registered Nurse
Penn Medicine, Intensive Care Nurse	UCHealth, University of Colorado Hospital, Aurora and Denver Metro, Registered Nurse
Penn Medicine, Oncology Nurse	UCSF Health, Clinical Nurse
Penn Medicine, Registered Nurse (7)	UCSF Medical Center, Clinical Researcher
Penn Medicine, Registered Nurse Emergency Department	University of Pennsylvania - Perelman School of Medicine, Research Assistant
Penn Medicine, Research Specialist	University of Pennsylvania - Perelman School of Medicine, Research Technician
Penn Medicine, Research Technician	University of Pennsylvania - Perelman School of Medicine, Department of Microbiology, Research Technician
Penn Medicine - Hospital of the University of Pennsylvania, Clinical Nurse	University of Pennsylvania - Perelman School of Medicine, Department of Surgery, Clinical Research Coordinator
Penn Medicine - Hospital of the University of Pennsylvania, Clinical Nurse 1	University of Pittsburgh Medical Center (UPMC), Project Coordinator
Penn Medicine - Hospital of the University of Pennsylvania, Clinical Research Coordinator (4)	University of Washington Medical Center, Neonatal ICU Nurse
Penn Medicine - Hospital of the University of Pennsylvania, Emergency Room RN	Vanderbilt University Medical Center, Nurse Resident
Penn Medicine - Hospital of the University of Pennsylvania, Registered Nurse (2)	Xenon Health, Business Development Associate
Penn Medicine - Hospital of the University of Pennsylvania, Research Assistant	Yale New Haven Health, Registered Nurse
Penn Medicine - Hospital of the University of Pennsylvania, Research Technician	

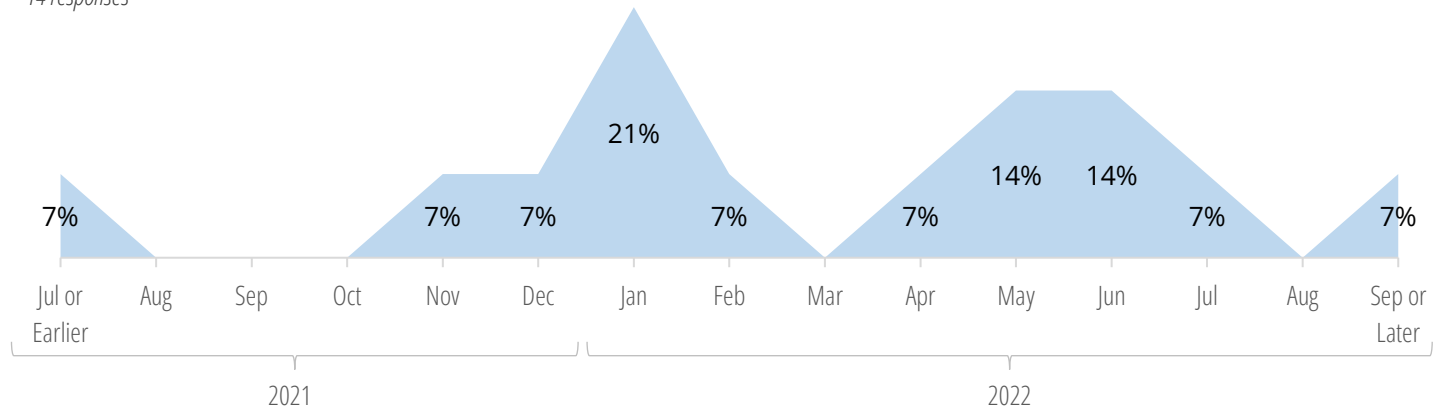
# Legal Services



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

## When They Accepted Their Offer

14 responses



## Salary by Industry

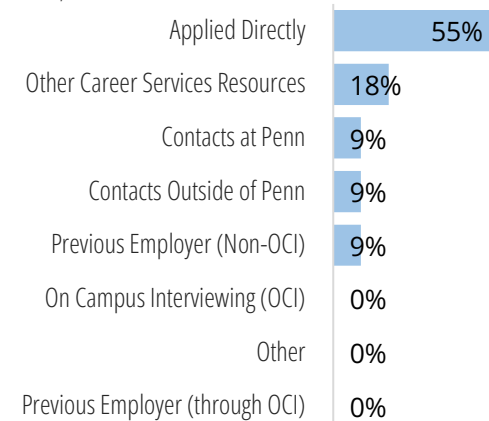
	Reporting	Median	Range	
Legal Services	13	\$55,000	\$43,532	\$80,000

## Employers & Job Titles

Ahmad Zaffarese LLC, Assistant Paralegal  
 Canales Law Offices, LLC, Paralegal  
 Cravath, Swaine & Moore LLP, Paralegal  
 Fross Zelnick Lehrman & Zissu, P.C., Junior Paralegal  
 Jezic & Moyse, LLC, Immigration Paralegal  
 Kaplan Hecker & Fink LLP, Case Manager/Paralegal  
 Kirby McInerney LLP, Marketing and Business Development Coordinator  
 Klaris Law PLLC, Paralegal  
 Kobre & Kim, Analyst  
 Latham & Watkins, Attorney Recruitment & Development Coordinator  
 Milbank LLP, Legal Assistant  
 Paul, Weiss, Rifkind, Wharton & Garrison LLP, Law Clerk  
 Paul, Weiss, Rifkind, Wharton & Garrison LLP, Litigation Paralegal (3)  
 PPLSI, Software Engineer  
 Ritchie Law Office, Ltd., Onboarding Coordinator  
 Skadden, Arps, Slate, Meagher & Flom LLP, Legal Practice Assistant  
 Sullivan & Cromwell LLP, Paralegal  
 The Beasley Firm, LLC, Legal Assistant Paralegal  
 York County District Attorney's Office, Paralegal

## Most Impactful Strategy Leading to Offer

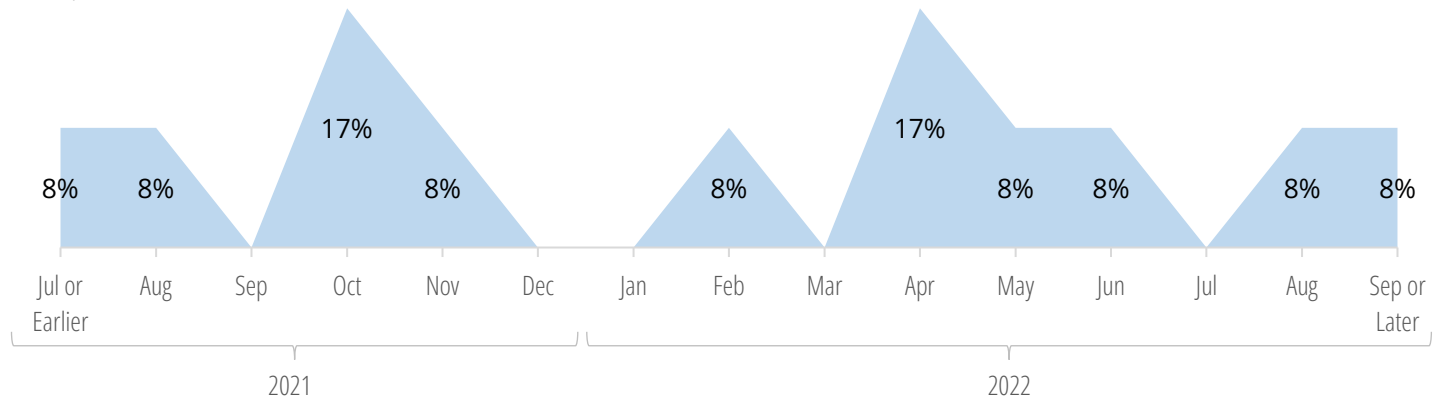
11 responses



# Marketing/Advertising/Public Relations

## When They Accepted Their Offer

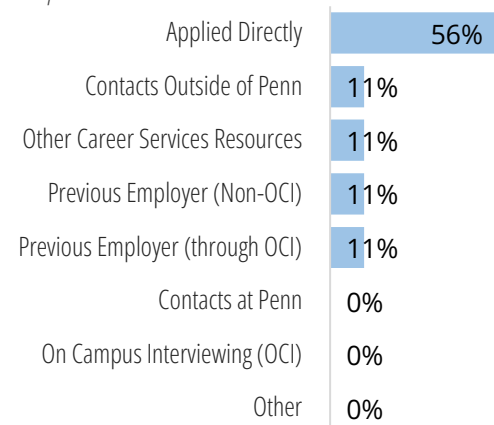
12 responses



Median Starting Salary  
**\$60,000**

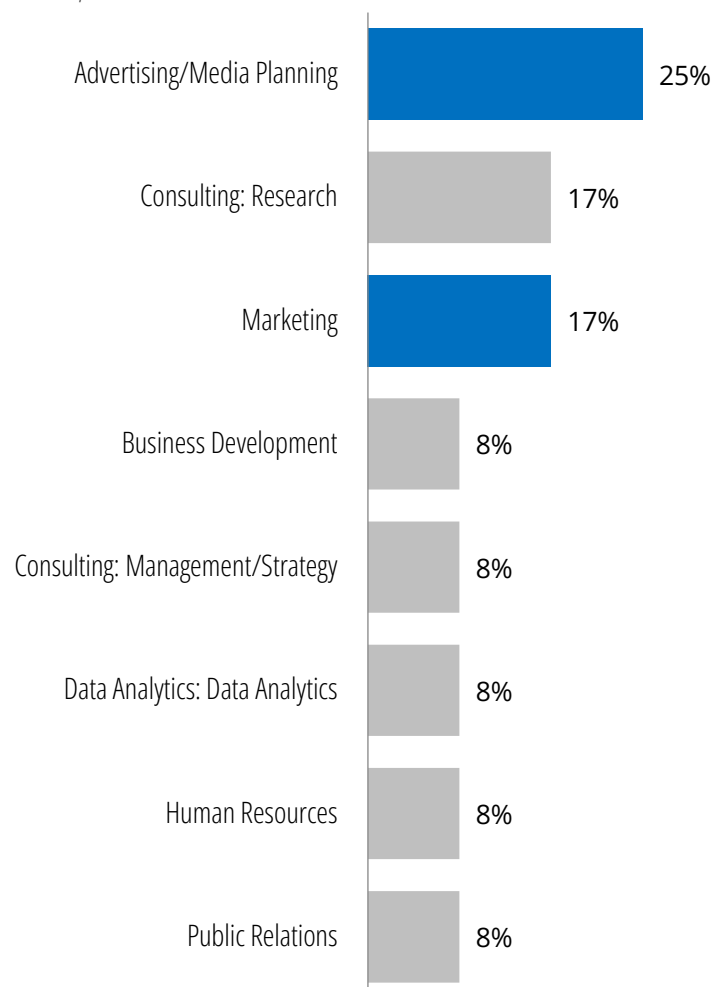
## Most Impactful Strategy Leading to Offer

9 responses



## Job Functions

12 responses



# Marketing/Advertising/Public Relations

## Salary by Industry

	Reporting	Median	Range	
Marketing/Advertising/Public Relations	11	\$60,000	\$29,640	\$73,000

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

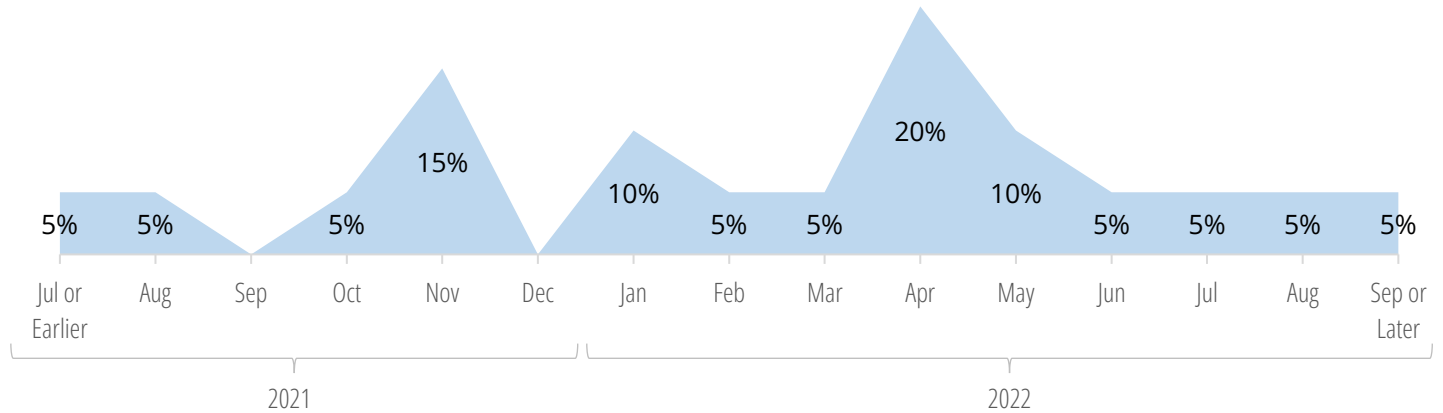
## Employers & Job Titles

BGB Group, Associate Account Executive  
 Earnest Research, Financial Services Data Analyst  
 Gasthalter & Co., Junior Associate  
 Jun Group Productions, Talent Acquisition Coordinator  
 King Fisher Media, LLC, Account Management Intern  
 Lunar Solar Group, Growth Analyst  
 Magna Marketing, Analyst  
 Omneky, Business Development  
 PRECISIONscientia, Project Coordinator  
 Quadrant Strategies, Associate (4)  
 Sparks, Junior Designer  
 The Lede Company, Strategic Communications Assistant  
 WITHIN, Integrated Media Strategist

## Media/Journalism/Entertainment

### When They Received Their Offer

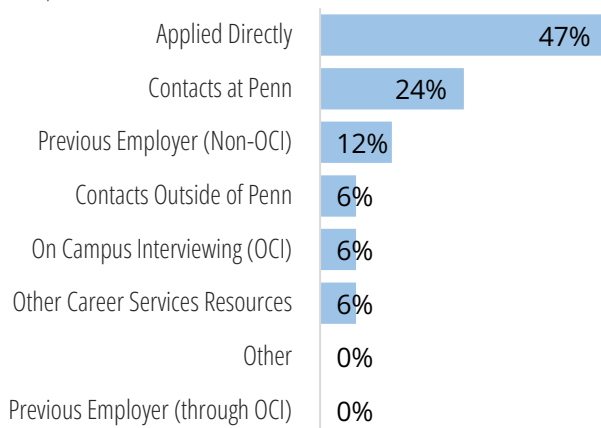
20 responses



Median Starting Salary  
**\$62,500**

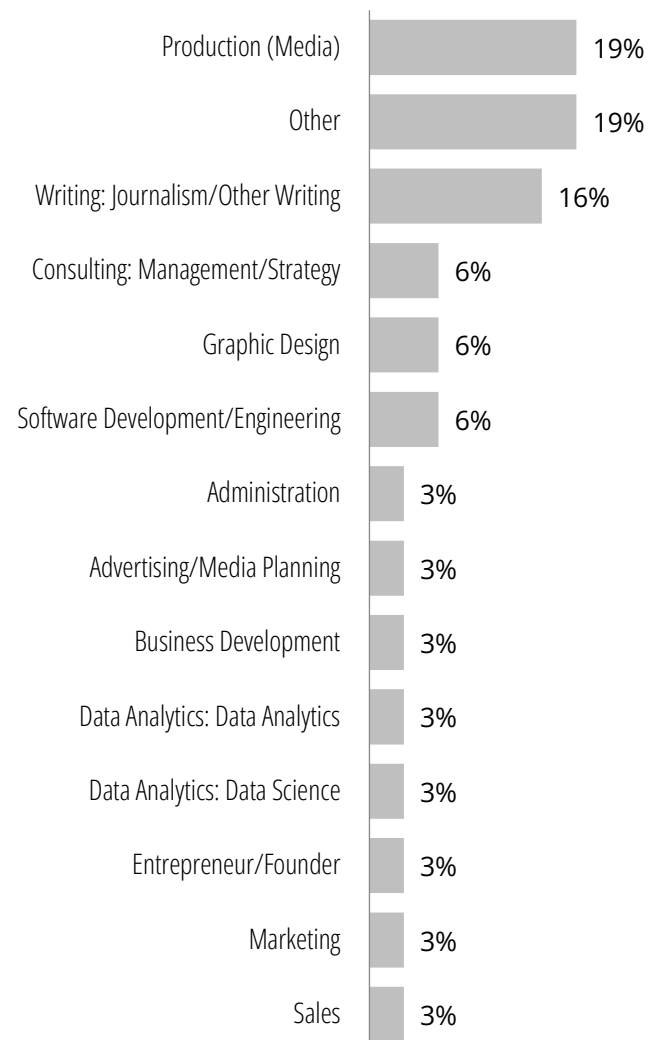
### Most Impactful Strategy Leading to Offer

17 responses



### Job Functions

25 responses





# Media/Journalism/Entertainment

## Salary by Industry

	Reporting	Median	Range	
Media/Journalism/Entertainment	18	\$62,500	\$31,200	\$200,000

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

## Employers & Job Titles

AsianFound, Founder and Editor  
 BFA, Support Associate  
 Bliss Point Media, Media Operations Strategist  
 Bloomberg, News Reporter  
 Bloomberg News, News Intern  
 CNN, News Associate  
 CNN, Production Assistant  
 Comcast NBCUniversal, Core Engineer  
 Conde Nast Entertainment, Commerce Producer  
 Conde Nast Entertainment, Sales Associate  
 Creative Artists Agency, Assistant  
 Creative Artists Agency, Mailroom Clerk  
 Disney Streaming, Software Engineer  
 Endeavor, Rotational Assistant  
 Flathead Beacon Productions, Intern  
 Forbes Media, Editorial Design Intern  
 Forbes Media, Editorial Intern  
 Fourth Wall Management, Executive Assistant  
 HerMoney, Editorial Assistant

Kilter Films, Directors Production Assistant  
 Library Films, Production Assistant  
 LiveU, Data Analyst  
 Netflix, Software Engineer  
 Paramount+, Product Marketing Manager  
 PBS, Content Development Intern  
 Peacock, Project Coordinator, Originals  
 RocaNews, News Writer  
 Spotify, Associate Data Scientist  
 Spotify, Digital Media Producer  
 Superior Media, Content Creator  
 Texas Tribune, Photography Fellow  
 The Walt Disney Company, Analyst  
 The Walt Disney Company, Finance and Global Development Analyst  
 The Walt Disney Company, Global Development Analyst  
 United Talent Agency, Agent Assistant  
 United Talent Agency, Agent Trainee  
 William Morris Endeavor, Rotational Assistant

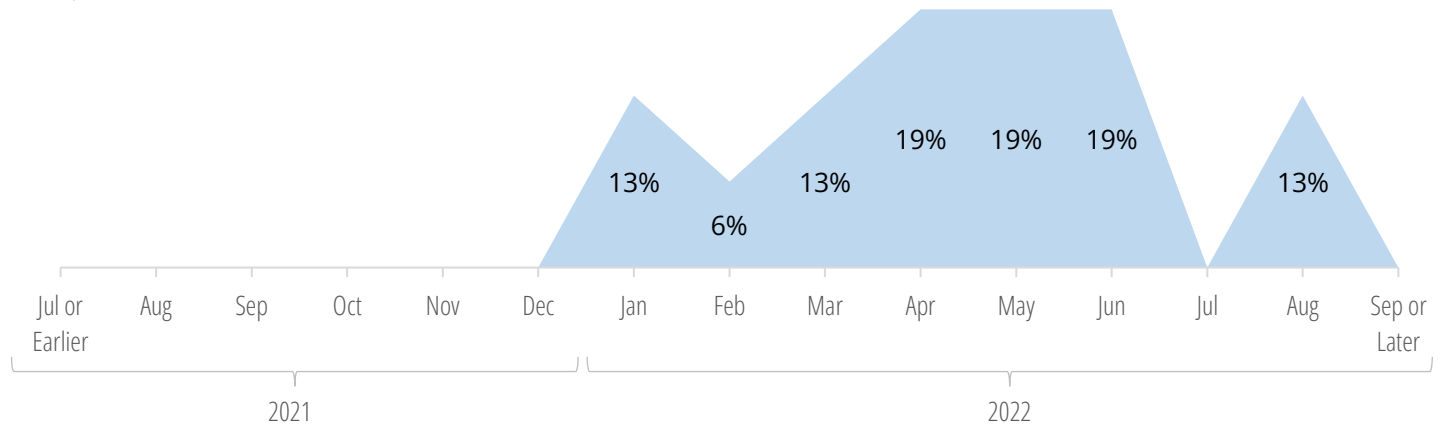
## Nonprofit



Median Starting Salary  
**\$49,220**

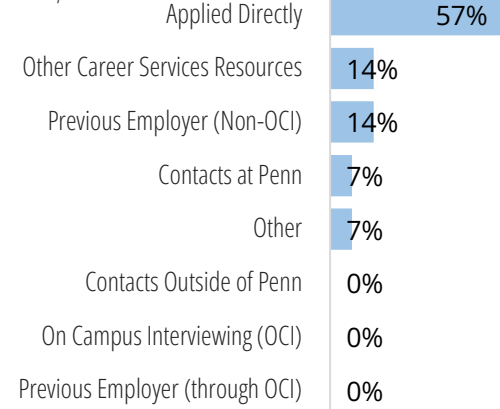
### When They Accepted Their Offer

16 responses



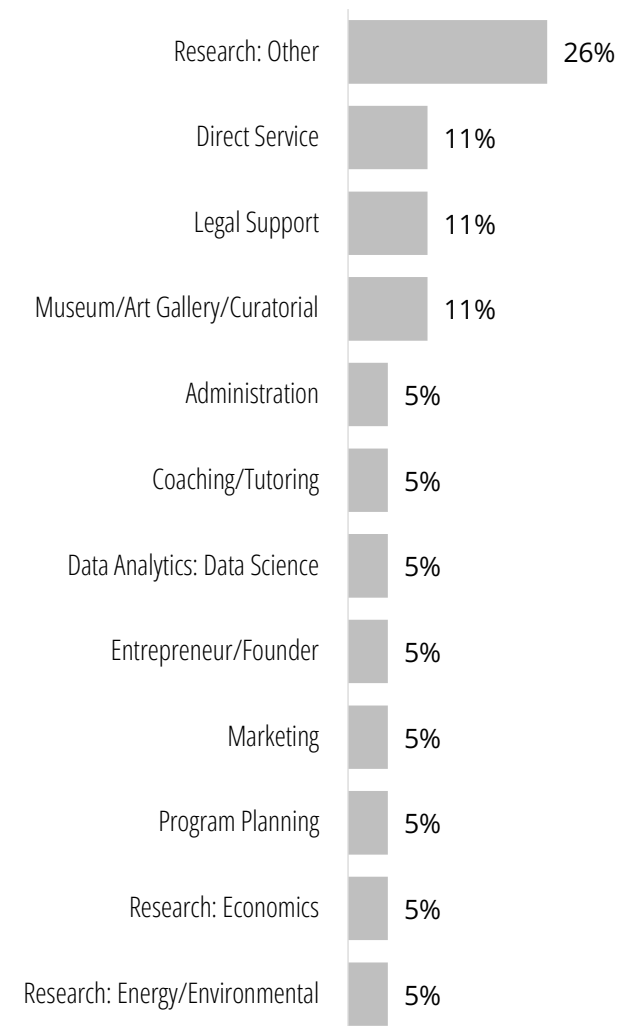
### Most Impactful Strategy Leading to Offer

14 responses



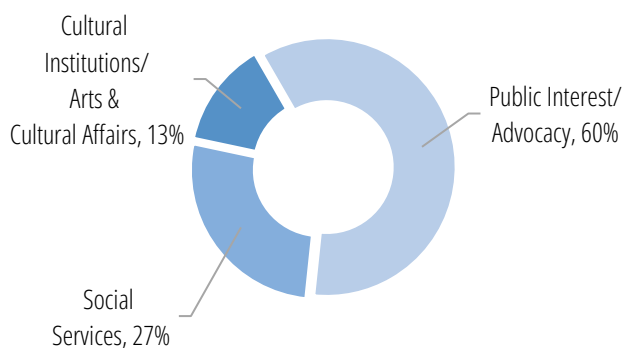
### Job Functions

19 responses



### Industry Breakdown

30 responses



# Nonprofit

## Salary by Industry

	Reporting	Median	Range	
Nonprofit	16	\$49,220	\$26,000	\$80,000
Cultural Institutions/Arts and Cultural Affairs	2	-	-	-
Public Interest/Advocacy	8	\$49,000	\$26,000	\$80,000
Social Services	6	\$50,000	\$36,500	\$60,000

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

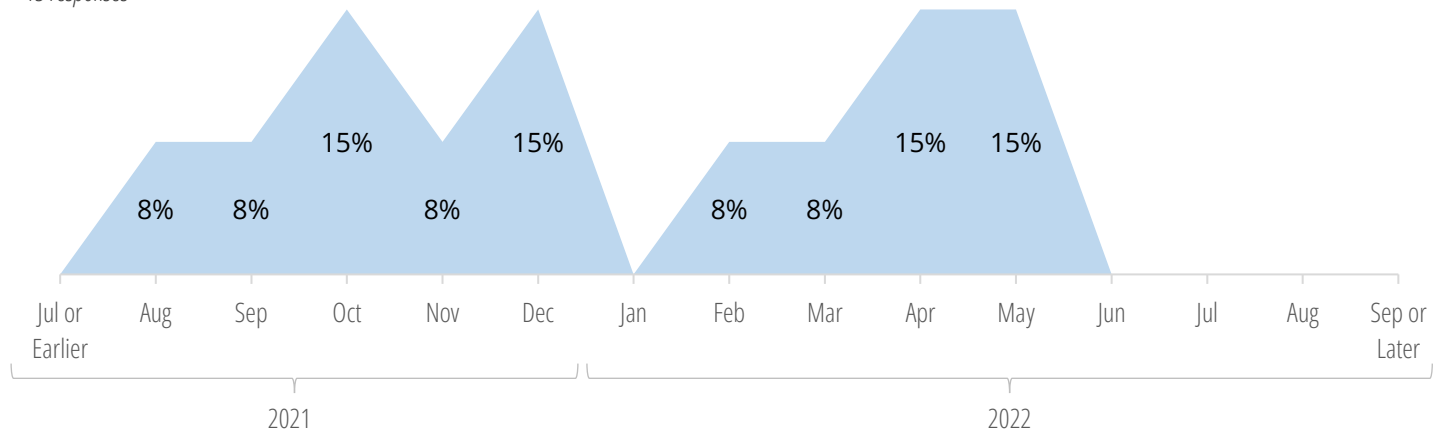
## Employers & Job Titles

American Bar Association, Program Associate  
 American Institutes for Research, Research Assistant  
 AmeriCorps, Community Outreach Coordinator  
 Avodah, Title Not Provided  
 Beto for Texas, Data Systems Engineer  
 Big Brothers Big Sisters Independence, School-Based Enrollment Specialist  
 Blanton Museum of Art, Curatorial Administrative Assistant  
 Boys & Girls Club of America, Lead Youth Development Professional  
 Child Trends, Research Assistant  
 Children's Rights, Paralegal  
 Clarity Campaign Labs, Junior Analyst  
 Coding it Forward, Product Management Fellow  
 Common Threads Project, Administrative Officer  
 Federation of American Scientists, Policy Associate  
 Get In The Game, Program Associate  
 GiveDirectly, Communications Intern  
 Groundwork Collaborative, Special Assistant  
 LISEP, Researcher  
 Mathematica, Health Research Associate  
 Milken Center for Advancing the American Dream, Research Associate  
 Museum of the Moving Image, Curation Assistant  
 Mutual Housing California, Community Organizer  
 National Women's Law Center, TIME's UP Legal Defense Fund Innovator  
 Public Health Management Corporation, Research Assistant  
 SilverLining, Research Fellow  
 Sotheby's, Production Assistant  
 Strength in Numbers Consulting Group, Inc., Junior Research Associate  
 TCG (The Community Grocer), President and Co-Founder  
 The Bone Marrow Foundation, Title Not Provided  
 Tim Ryan for Ohio, Digital Strategist

# Pharmaceuticals/Biotechnology

## When They Accepted Their Offer

13 responses



## Salary by Industry

	Reporting	Median	Range	
Pharmaceuticals/Biotechnology	13	\$75,000	\$45,760	\$225,000



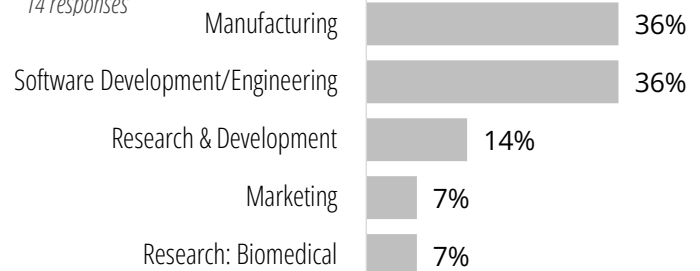
Median Starting Salary  
**\$75,000**

## Employers & Job Titles

Amgen, Associate  
 Amgen, Associate FUEL Rotational Program  
 BlueRock Therapeutics, Research Associate I  
 ConnectiveRx, Database Engineer  
 Eli Lilly and Company, Manufacturing Scientist  
 Genentech, Direct Pharma Procurement  
 GlaxoSmithKline, Associate Manufacturing Specialist  
 Merck & Co., Inc., Associate Specialist, Engineering  
 Nucleus Genomics, Chief Technology Officer  
 PathAI, Machine Learning Engineer  
 Pfizer, R&D Rotational Associate  
 Piramal Pharma Limited, Engineering Rotational  
 Sandia National Laboratories, Engineer  
 Spark Therapeutics, Manufacturing Specialist  
 The Wistar Institute, Research Technician  
 Veeva Systems, Associate Software Engineer

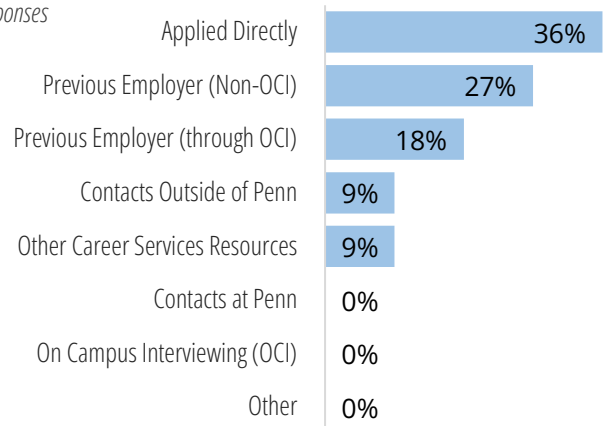
## Job Functions

14 responses



## Most Impactful Strategy Leading to Offer

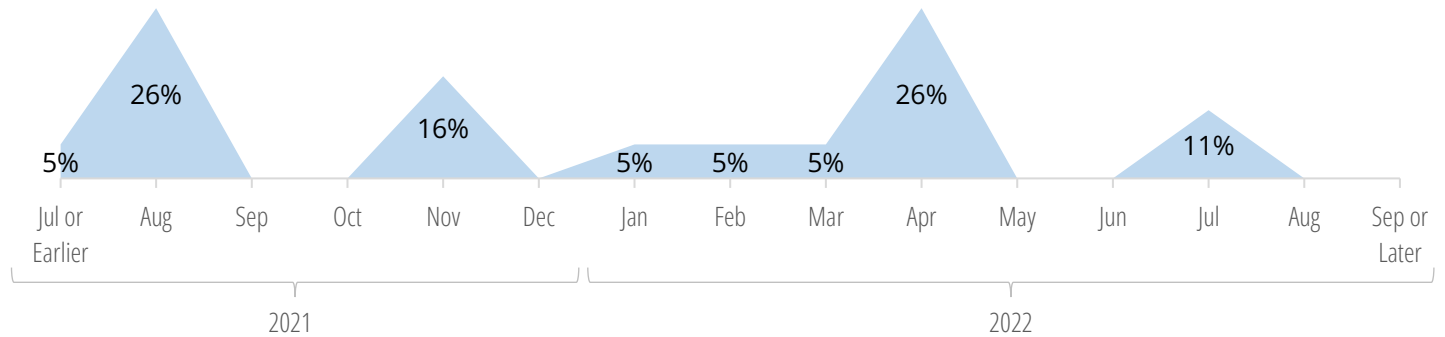
11 responses



## Real Estate/Construction

### When They Accepted Their Offer

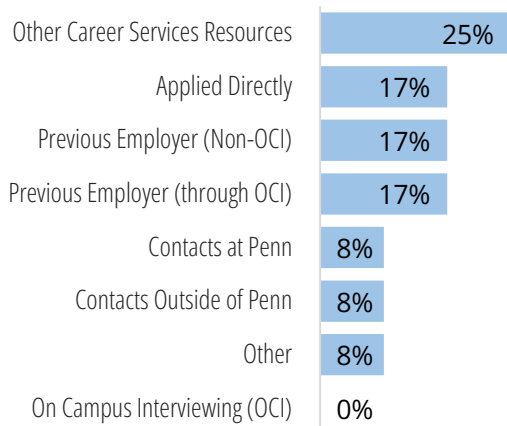
19 responses



Median Starting Salary  
**\$85,000**

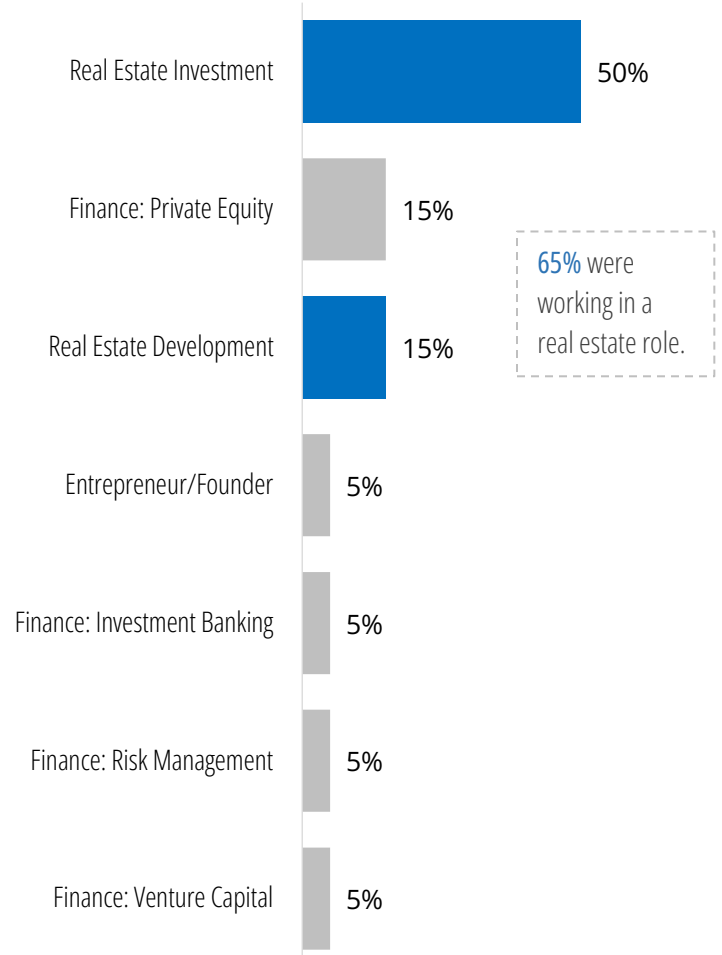
### Most Impactful Strategy Leading to Offer

12 responses



### Job Functions

20 responses



# Real Estate/Construction

## Salary by Industry

	Reporting	Median	Range	
Real Estate/Construction	18	\$85,000	\$67,000	\$120,000

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

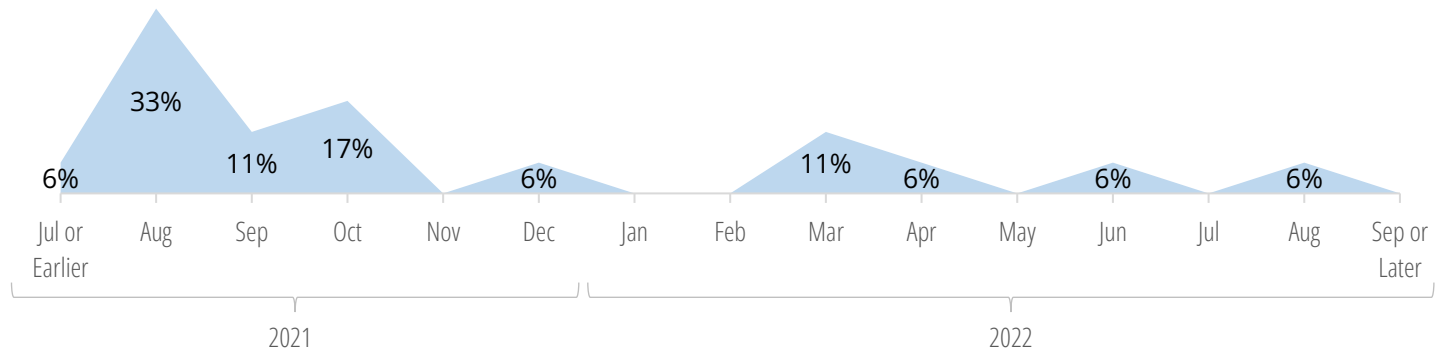
## Employers & Job Titles

Arbor Realty Trust, Inc., Acquisitions Analyst  
 Artemis Real Estate Partners, Acquisitions and Asset Management Analyst  
 Cushman & Wakefield, Capital Markets Financial Analyst  
 Cushman & Wakefield, Institutional Capital Markets Analyst  
 Dwight Mortgage Trust, Analyst  
 Dwight Mortgage Trust, Logistics Analyst  
 Eastdil Secured, Investment Sales Analyst  
 Fairstead, Venture Capital Analyst  
 Gensler, Analyst  
 Greystar, Development Analyst  
 Hanover Company, Capital Markets Analyst  
 INDUS Realty Trust, Inc., ESG/Investor Relations Analyst  
 Innovo Property Group, Investment Analyst  
 InSite Property Group LLC, Acquisitions Analyst  
 LeFrak/Realty Operations Group, Financial Analyst  
 Mack Real Estate Group, Analyst  
 Newmark Knight Frank (NKF), Analyst (Investment Banking)  
 PGIM Real Estate, Investment Analyst  
 Square Mile Capital Management, Investments Analyst  
 SRS Distribution, Financial Services Management Trainee  
 Starwood Property Trust, Analyst (2)  
 VA Homes Real Estate, Founder  
 Walton Street Capital, Acquisitions Analyst  
 Walton Street Capital, Analyst  
 Walton Street Capital, Private Equity Analyst

# Retail/Wholesale/Consumer Products

## When They Accepted Their Offer

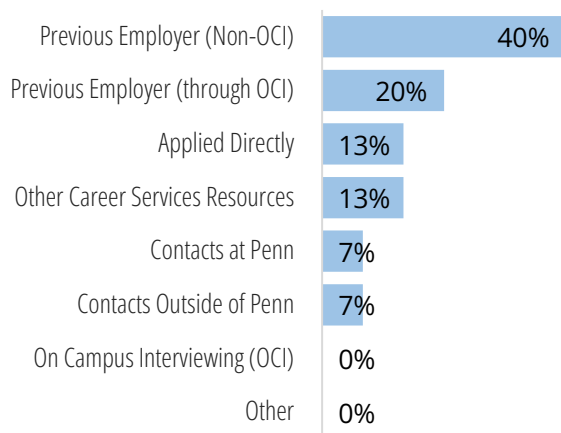
18 responses



Median Starting Salary  
**\$68,500**

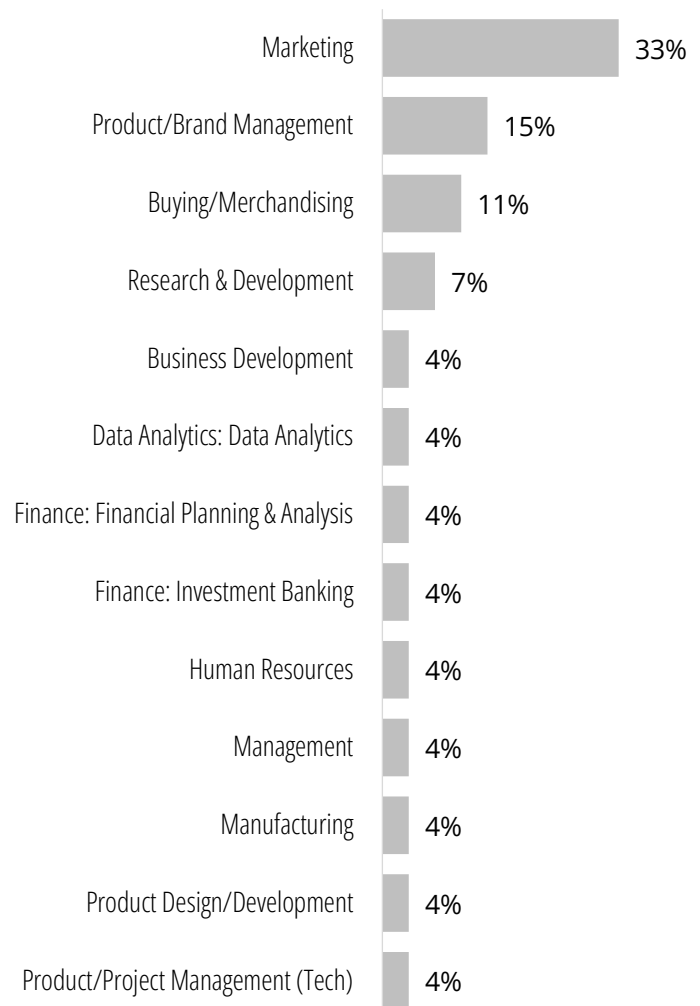
## Most Impactful Strategy Leading to Offer

15 responses



## Job Functions

27 responses





# Retail/Wholesale/Consumer Products

## Salary by Industry

	Reporting	Median	Range	
Retail/Wholesale/Consumer Products	18	\$68,500	\$56,000	\$105,000
Consumer Products	13	\$70,000	\$58,000	\$105,000
Retail/Wholesale	5	\$63,800	\$56,000	\$65,000

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

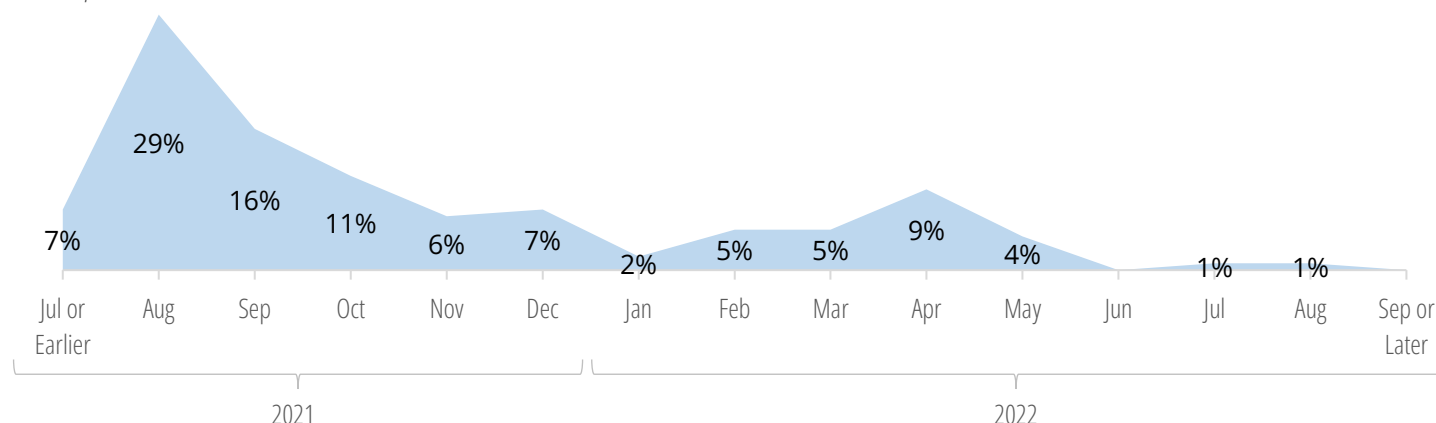
## Employers & Job Titles

3M, Resident Project Engineer  
 Anheuser-Busch, Global Management Trainee (2)  
 Athleta, Merchandise Coordinator  
 Bloomingdale's, Buyer  
 Bloomingdale's, Leadership Development Program Buyer Trainee  
 Converse, Footwear Developer  
 DICK'S Sporting Goods, Inc., Enterprise Analyst  
 Estee Lauder, CEO Global Presidential Program  
 Financo | Raymond James, Investment Banking Analyst  
 General Mills, Financial Analyst  
 Kering USA, Business Development Specialist  
 L'Oreal, Marketing Associate  
 L'Oreal, R&I Scientist  
 Nestle, Associate Project Manager  
 PepsiCo, Marketing Analyst (2)  
 PepsiCo, Marketing Associate Analyst  
 Procter & Gamble (P&G), Senior Brand Manager  
 Saks OFF 5TH, Marketing Analyst  
 SpoiledChild, Junior Growth Marketing Manager  
 The Estée Lauder Companies, Inc., Engineer  
 The Estée Lauder Companies, Inc., Presidential Associate in the Human Resources Track  
 The Estée Lauder Companies, Inc., Technology Associate  
 The Hershey Company, Associate In-House Creative  
 The Hershey Company, Customs & Trade Compliance Analyst  
 Wayfair, Brand Associate  
 Wayfair, E Commerce Strategy Associate  
 Wayfair, E-Commerce Strategy Associate  
 Wayfair, Marketing Analyst  
 Williams-Sonoma, INC., Assistant Creative Manager

# Technology

## When They Accepted Their Offer

132 responses



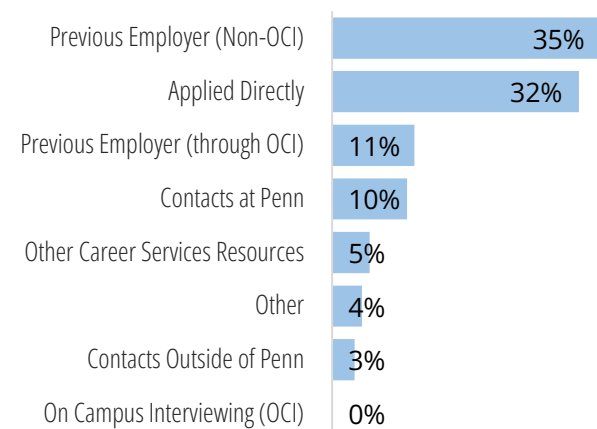
Median Starting Salary  
**\$124,000**

Median Signing Bonus – **\$30,000**

## Most Impactful Strategy Leading to Offer

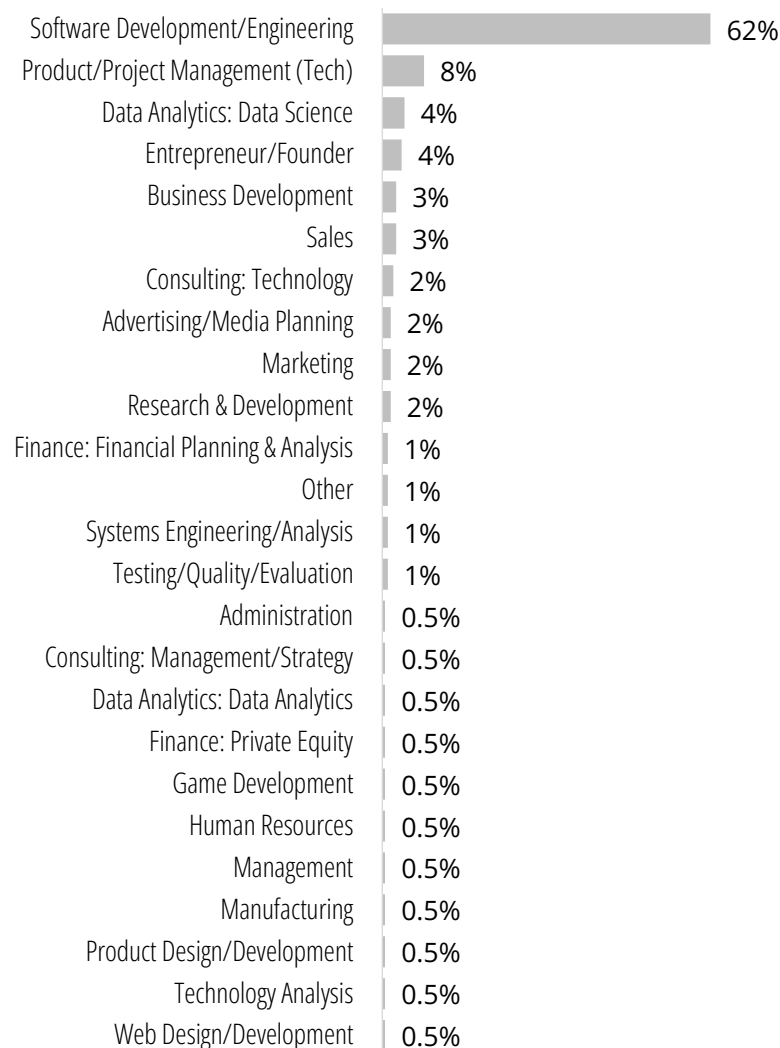
102 responses

46% accepted return offers from a previous employer.



## Job Functions

190 responses



# Technology

## Salary by Industry

	Reporting	Median	Range	
Technology	129	\$124,000	\$44,018	\$200,000

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

## Employers & Job Titles

Adobe, Solutions Consultant - Associate	Assembled, Partnerships Lead
Adobe, Technical Support Engineer	BackerKit, Product
Alarm.com, Product Manager	Bloomberg, Software Engineer
Amazon, Area Manager	Bloomberg, Software Engineering
Amazon, Backend Software Engineer	Brex, Backend Software Engineer
Amazon, Business Analyst	Brex, Software Engineer
Amazon, Business Intelligence Engineer	Bubble, Sales Development Representative
Amazon, Financial Analyst	Cesium, 3D Software Developer
Amazon, Gameplay Programmer	Clay, Software Engineer
Amazon, Program Manager	Coherent, Founding Engineer
Amazon, Retail Undergraduate Program	Coinbase, Software Engineer (3)
Amazon, Software Developer (2)	Crane Payment Innovations, HR Coordinator
Amazon, Software Development Engineer (9)	Datadog, Title Not Provided (2)
Amazon, Software Development Engineer I	DFINITY, Software Engineer
Amazon, Software Engineer (2)	DISH Network, Supply Chain Program Manager - Wireless Deployment
Amazon, Title Not Provided	DoorDash, Software Engineer
Amazon, Vendor Manager	Earnin, Growth Software Engineer
Amazon Ads, Software Development Engineer	Epic, Integration Engineer
Amazon Advertising/Amazon, Associate Account Manager	Epic, Project Manager
Amazon Global Robotics, Software Engineer	Epic, Quality Manager
Amazon Robotics, Software Development Engineer (2)	Epic, Software Engineer
Amazon Robotics, Software Engineer (2)	Epic, Technical Solutions Engineer
Amazon Web Services, Business Development Representative	Figma, Software Engineer
Amazon Web Services, Machine Learning Engineer	Fizz Company, Marketing Analyst
Amazon Web Services, Software Developer	Galaxy Digital, Asset Management Analyst
Amazon Web Services, Software Development Engineer	Genesis10, Dev10 Associate
Amazon Web Services, Software Development Engineer I	Glean, Full-Stack Software Engineer
Apax Partners LP, Technology Investor	Glean, Product Engineer
Appian Corporation, Information Security Engineer	Google, Account Manager Associate
Apple, Information Security Engineer	Google, Associate Account Strategist
Apple, Metal Frameworks Engineer	Google, Associate Financial Analyst
Apple, System Electrical Engineer	Google, Associate Product Manager
Applied Intuition, Product Manager	Google, Google Cloud Technical Resident
Applied Intuition, Software Engineer	Google, Software Engineer (12)
ARTBnk, Associate Director	Google, Software Engineering (2)

# Technology

## Employers & Job Titles *(continued)*

Google, Title Not Provided (2)	Palantir Technologies, Software Engineer (5)
Grapevine Technologies, Chief Executive Officer	Pinterest, Account Coordinator
Grapevine Technologies, General Manager	Publicis Sapient, Title Not Provided
Green Bean, Inc., Co-Founder	Qeexo, Machine Learning Engineer
HashiCorp, Data Scientist	Qualtrics, Software Engineer
HubSpot, Customer Support Specialist	Ramp, Senior Software Engineer
Kfans, Co-Founder & CTO	Red Chalk Group, Strategy Analyst
LinkedIn Corporation, Business Leadership Associate	Retool, Software Engineer (2)
LinkedIn Corporation, Machine Learning Engineer	Ribbon Health, Software Engineer
LinkedIn Corporation, Soar Analyst	Rippling, Software Engineer
LinkedIn Corporation, Strategy, Operations & Analytics Analyst	Rubrik, Full-Stack Software Engineer
LinkedIn Corporation, Test Engineer	Shinpei Systems, Founder, CEO
Lyft, Software Engineer	Slack, Software Engineer
MarketAxess Corporation, Product Owner	SpringBig, Product Marketing Manager
Martian, Founder	Squarespace, Frontend Software Engineer
Medallion, Software Engineer	Stone.co, Analyst
Meta, Account Manager (Advertising)	Stripe, Operations
Meta, Applied Research Scientist	Stripe, Software Engineer
Meta, Data Scientist (4)	Suvoda, Associate Project Manager
Meta, Product Manager	The BHW Group, Web and Mobile Developer
Meta, Software Engineer (20)	TikTok, AR Interactive Engineer
Meta, Software Engineer Intern	TruEra, Backend Software Engineer
Meta, Technical Program Manager	Twitter, Backend Software Engineer
Microsoft, Electrical Engineer	Uber, Associate Product Manager
Microsoft, Program Manager (2)	Uber, Software Engineer
Microsoft, Program Manager - Cloud+AI	Uncountable, Full-Stack Software Engineer
Microsoft, Software Engineer (8)	Veeva Systems, Associate
Modern Treasury, Software Engineer	Veeva Systems, Associate Software Engineer
MongoDB, Software Engineer (2)	Verkada, Software Engineer
NextMed, Founder & CEO	Vianai Systems, Project Manager
Optimove, Data Engineer	Visual Concepts, Software Engineer
Palantir Technologies, Deployment Strategist	Vontive, Analyst
Palantir Technologies, Forward Deployed Engineer (2)	WikiRealty, Ad Operations Specialist
Palantir Technologies, Forward Deployed Software Engineer (2)	ZeroEyes, K-12 Manager

# Salaries by Industry

	Reporting	Median	Range	
Accounting	0	-	-	-
Aerospace	3	\$75,000	\$75,000	\$95,000
Automotive	1	-	-	-
Chemicals/Gases	1	-	-	-
Computer Products - Hardware	2	-	-	-
Consulting	204	\$93,000	\$39,520	\$132,000
Healthcare/Life Sciences	13	\$85,000	\$60,000	\$90,000
Management Consulting	155	\$100,000	\$46,330	\$132,000
Non-Profit/Government	10	\$72,500	\$39,520	\$85,000
Other	26	\$72,750	\$60,000	\$116,000
Consumer Products	13	\$70,000	\$58,000	\$105,000
Design/Fine Arts	4	\$49,100	\$42,000	\$78,000
Education	36	\$50,000	\$30,000	\$130,000
Elementary/Secondary Education	8	\$52,500	\$45,000	\$60,000
Higher Education - Non-Research	15	\$41,600	\$30,000	\$90,000
Higher Education - Research Lab	8	\$50,000	\$38,000	\$92,000
Other	5	\$60,000	\$45,000	\$130,000
Electronics/Robotics	3	\$100,000	\$82,000	\$115,460
Energy/Natural Resources/Utilities	5	\$75,000	\$36,000	\$95,000
Engineering	9	\$100,000	\$69,000	\$130,000
Financial Services	267	\$110,000	\$42,640	\$300,000
Diversified Financial Services (including commercial/retail banking)	25	\$85,000	\$42,640	\$150,000
Hedge Fund	22	\$127,500	\$60,000	\$300,000
Investment Banking/Brokerage	151	\$110,000	\$51,049	\$175,000
Investment Management/Counsel	28	\$110,000	\$52,000	\$150,000
Private Equity	36	\$100,000	\$55,000	\$114,000
Venture Capital	5	\$90,000	\$50,000	\$100,000
Government	10	\$51,250	\$24,788	\$73,000
Federal Government	10	\$51,250	\$24,788	\$73,000
Other	0	-	-	-
State/Local Government	0	-	-	-
Healthcare	84	\$56,940	\$29,120	\$125,000
Community/Public Health Center	7	\$64,500	\$30,000	\$125,000
Health Maintenance Organization	5	\$40,000	\$31,200	\$65,000
Hospital	69	\$55,640	\$29,120	\$108,160
Nursing Home/Long Term Care Facility	0	-	-	-
Private Practice	3	\$80,000	\$33,280	\$81,000

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

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

# Salaries by Industry *(continued)*

	Reporting	Median	Range	
Insurance	7	\$70,000	\$65,000	\$100,000
Legal Services	13	\$55,000	\$43,532	\$80,000
Manufacturing - Other	2	-	-	-
Marketing/Advertising/Public Relations	11	\$60,000	\$29,640	\$73,000
Media/Journalism/Entertainment	18	\$62,500	\$31,200	\$200,000
Nonprofit	16	\$49,220	\$26,000	\$80,000
Cultural Institutions/Arts and Cultural Affairs	2	-	-	-
Public Interest/Advocacy	8	\$49,000	\$26,000	\$80,000
Social Services	6	\$50,000	\$36,500	\$60,000
Other	2	-	-	-
Performing Arts/Music/Theater	1	-	-	-
Pharmaceuticals/Biotechnology	13	\$75,000	\$45,760	\$225,000
Publishing/Printing	4	\$56,000	\$45,000	\$60,000
Real Estate/Construction	18	\$85,000	\$67,000	\$120,000
Retail/Wholesale	5	\$63,800	\$56,000	\$65,000
Sports/Hospitality/Food Service	4	\$58,720	\$31,616	\$170,000
Technology	129	\$124,000	\$44,018	\$200,000
Transportation	1	-	-	-

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

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

# Salaries by Job Function

	Reporting	Median	Range	
Accounting	1	-	-	-
Actuarial	1	-	-	-
Administration	5	\$57,000	\$38,500	\$60,000
Advertising/Media Planning	7	\$62,500	\$41,600	\$77,000
Animation	0	-	-	-
Architecture	2	-	-	-
Business Development	16	\$74,500	\$42,000	\$150,000
Buying/Merchandising	4	\$56,500	\$45,000	\$63,800
Clinical Other - Non-Nursing	4	\$32,240	\$31,200	\$70,000
Coaching/Tutoring	1	-	-	-
Construction	0	-	-	-
Consulting	203	\$96,000	\$39,520	\$125,000
Management/Strategy	180	\$100,000	\$46,330	\$125,000
Research	9	\$63,500	\$39,520	\$80,000
Technology	14	\$90,000	\$75,000	\$100,000
Counseling	1	-	-	-
Data Analytics	23	\$92,000	\$60,000	\$150,000
Data Analytics	11	\$90,000	\$60,000	\$115,000
Data Science	12	\$109,750	\$75,000	\$150,000
Direct Service	5	\$36,000	\$26,000	\$55,640
Editing	2	-	-	-
Energy Exploration and Production	1	-	-	-
Entrepreneur/Founder	5	\$50,000	\$50,000	\$110,000
Finance	224	\$110,000	\$42,640	\$300,000
Commercial Banking/Lending	5	\$80,000	\$42,640	\$95,000
Financial Planning & Analysis (non-banking)	11	\$67,000	\$51,049	\$100,000
Investment Banking	102	\$110,000	\$70,000	\$130,000
Investment Management/Counsel	27	\$100,000	\$52,000	\$135,000
Private Equity	39	\$100,000	\$75,000	\$130,000
Risk Management	3	\$67,000	\$65,000	\$75,000
Sales	2	-	-	-
Securities Research	5	\$110,000	\$100,000	\$110,000
Trading	20	\$110,000	\$70,000	\$300,000
Venture Capital	10	\$90,000	\$50,000	\$125,000
Fund Raising/Promotion	2	-	-	-

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

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



# Salaries by Job Function *(continued)*

	Reporting	Median	Range	
Game Development	1	-	-	-
Graphic Design	2	-	-	-
Human Resources	4	\$55,000	\$50,000	\$62,000
Insurance - Other	1	-	-	-
Intelligence/Law Enforcement	0	-	-	-
Legal Support	17	\$55,000	\$43,532	\$90,000
Legislative Support	0	-	-	-
Lobbying	0	-	-	-
Management	7	\$70,990	\$31,616	\$97,000
Manufacturing	8	\$78,009	\$45,760	\$95,000
Market Research	1	-	-	-
Marketing	16	\$69,008	\$29,640	\$83,000
Museum/Art Gallery/Curatorial	2	-	-	-
Nursing	34	\$76,209	\$40,165	\$108,160
Other	9	\$90,000	\$31,200	\$150,000
Performing Arts	0	-	-	-
Policy/Analysis	3	\$48,000	\$36,000	\$73,000
Product Design/Development	3	\$90,000	\$70,000	\$100,000
Product/Brand Management	3	\$70,000	\$70,000	\$75,000
Product/Project Management (Technology)	18	\$91,010	\$70,000	\$130,000
Production (Media)	5	\$52,000	\$35,000	\$62,500
Program Evaluation	0	-	-	-
Program Planning	2	-	-	-
Property Management	0	-	-	-
Public Relations	2	-	-	-
Real Estate Development	3	\$85,000	\$74,000	\$90,000
Real Estate Investment	9	\$85,000	\$74,000	\$100,000
Research	69	\$44,947	\$24,788	\$110,000
Biomedical	21	\$40,000	\$29,120	\$64,000
Clinical	22	\$44,947	\$35,000	\$60,000
Economics	5	\$80,000	\$52,000	\$110,000
Energy/Environmental	2	-	-	-
Other	19	\$45,600	\$24,788	\$69,000
Research & Development	5	\$75,000	\$63,000	\$121,000
Restaurant/Food Services	0	-	-	-

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

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

# Salaries by Job Function *(continued)*

	Reporting	Median	Range	
Sales	7	\$60,000	\$44,018	\$145,000
Social Media	0	-	-	-
Software Development/Engineering	118	\$129,000	\$50,000	\$225,000
Systems Engineering/Analysis	7	\$115,460	\$80,000	\$120,000
Teaching	7	\$50,000	\$45,000	\$60,000
Technology Analysis	2	-	-	-
Testing/Quality/Evaluation	1	-	-	-
User Experience/User Interface	1	-	-	-
Web Design/Development	2	-	-	-
Writing	3	\$70,000	\$50,000	\$75,000
Journalism/Other Writing	3	\$70,000	\$50,000	\$75,000
Technical Writing (Scientific)	0	-	-	-

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

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

# Signing Bonuses by Industry

	Reporting	Median	Range	
Computer Products - Hardware	2	-	-	-
Consulting	171	\$5,000	\$1,000	\$18,000
Healthcare/Life Sciences	11	\$10,000	\$5,000	\$12,500
Management Consulting	140	\$5,000	\$1,000	\$18,000
Non-Profit/Government	5	\$5,000	\$5,000	\$5,000
Other	15	\$5,000	\$3,500	\$15,000
Consumer Products	9	\$6,000	\$5,000	\$15,000
Education	3	\$8,000	\$5,000	\$37,000
Elementary/Secondary Education	1	-	-	-
Higher Education - Research Lab	1	-	-	-
Other	1	-	-	-
Electronics/Robotics	3	\$10,000	\$4,500	\$25,000
Energy/Natural Resources/Utilities	2	-	-	-
Engineering	3	\$10,000	\$5,000	\$25,000
Financial Services	200	\$10,000	\$2,500	\$175,000
Diversified Financial Services (including commercial/retail banking)	20	\$10,000	\$3,000	\$50,000
Hedge Fund	17	\$25,000	\$5,000	\$175,000
Investment Banking/Brokerage	121	\$10,000	\$2,500	\$100,000
Investment Management/Counsel	17	\$10,000	\$5,000	\$25,000
Private Equity	24	\$10,000	\$3,500	\$30,000
Venture Capital	1	-	-	-
Healthcare	5	\$7,500	\$5,000	\$15,000
Community/Public Health Center	3	\$7,500	\$5,000	\$15,000
Hospital	1	-	-	-
Private Practice	1	-	-	-
Insurance	3	\$5,000	\$3,000	\$5,000
Manufacturing - Other	2	-	-	-
Marketing/Advertising/Public Relations	2	-	-	-
Media/Journalism/Entertainment	6	\$17,500	\$3,000	\$20,000
Pharmaceuticals/Biotechnology	9	\$5,000	\$1,000	\$50,000
Real Estate/Construction	10	\$8,500	\$3,300	\$12,500
Retail/Wholesale	5	\$5,000	\$5,000	\$12,000
Technology	97	\$30,000	\$3,144	\$78,270

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

# Signing Bonuses by Job Function

	Reporting	Median	Range	
Administration	1	-	-	-
Advertising/Media Planning	1	-	-	-
Architecture	1	-	-	-
Business Development	5	\$20,000	\$7,500	\$50,000
Buying/Merchandising	3	\$5,000	\$5,000	\$5,000
Consulting	178	\$5,000	\$1,000	\$20,000
Management/Strategy	162	\$5,000	\$1,000	\$20,000
Research	5	\$5,000	\$1,500	\$7,500
Technology	11	\$12,500	\$4,500	\$14,500
Data Analytics	14	\$12,250	\$5,000	\$42,500
Data Analytics	6	\$12,250	\$6,500	\$15,000
Data Science	8	\$15,000	\$5,000	\$42,500
Editing	1	-	-	-
Finance	160	\$10,000	\$1,000	\$175,000
Commercial Banking/Lending	3	\$10,000	\$10,000	\$10,000
Financial Planning & Analysis (non-banking)	5	\$7,500	\$5,000	\$17,600
Investment Banking	83	\$10,000	\$2,500	\$100,000
Investment Management/Counsel	16	\$10,000	\$1,000	\$40,000
Private Equity	27	\$10,000	\$3,500	\$30,000
Risk Management	3	\$10,000	\$3,300	\$10,000
Sales	2	-	-	-
Securities Research	4	\$10,000	\$5,000	\$10,000
Trading	13	\$10,000	\$7,338	\$175,000
Venture Capital	4	\$10,000	\$5,000	\$20,000
Game Development	1	-	-	-
Human Resources	1	-	-	-
Legal Support	1	-	-	-
Management	5	\$10,500	\$3,000	\$12,000
Manufacturing	4	\$6,250	\$5,000	\$7,500
Market Research	1	-	-	-
Marketing	6	\$5,000	\$1,000	\$10,000
Nursing	1	-	-	-
Other	6	\$10,000	\$5,000	\$25,000
Product/Brand Management	3	\$15,000	\$4,300	\$15,000
Product/Project Management (Technology)	13	\$10,500	\$5,000	\$50,000

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

# Signing Bonuses by Job Function *(continued)*

	Reporting	Median	Range	
Real Estate Development	2	-	-	-
Real Estate Investment	6	\$8,500	\$5,000	\$12,500
Research	4	\$6,033	\$1,200	\$15,000
Economics	2	-	-	-
Other	2	-	-	-
Research & Development	4	\$5,000	\$1,000	\$50,000
Sales	3	\$5,000	\$3,144	\$5,000
Software Development/Engineering	97	\$30,000	\$5,000	\$150,000
Systems Engineering/Analysis	4	\$11,500	\$5,000	\$25,000
Teaching	1	-	-	-
Technology Analysis	1	-	-	-
Testing/Quality/Evaluation	1	-	-	-
Web Design/Development	1	-	-	-
Writing	2	-	-	-
Journalism/Other Writing	2	-	-	-

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