

2021 Salary Survey Report of College Graduates and Interns



An EisnerAmper Group Company

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About Compensation Resources

EA Compensation Resources LLC, an EisnerAmper Group Company (“Compensation Resources”), provides compensation and human resource consulting services to mid- and small-cap public companies, private, family-owned, and closely-held firms, as well as not-for-profit organizations. Compensation Resources specializes in executive compensation, sales compensation, pay-for-performance and incentive compensation, and performance management programs

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This survey has been prepared based on the responses received by Compensation Resources. Although Compensation Resources believes that the data provided by participants was reliable and representative of the practices within responding organizations, the survey results are provided for informational purpose only and without warranty of any kind. The results represented in this survey report should be considered in light of your organization’s mission, business plan, strategy, competitive position and the manner in which the information contained herein supports its direction. Compensation Resources encourages you to use this report in concert with additional sources of information in order to validate all results.

Study Background

May 21, 2021

Compensation Resources is pleased to present the *2021 Salary Survey Report of College Graduates and Interns*. The purpose of this study was to obtain compensation data for new and recent college graduates and college interns. Data was collected between February and April 2021, and results were compiled from survey questions that were developed by Compensation Resources and distributed to companies in all industrial classifications. There were 53 organizations that participated in this study.

Compensation data is reported as of **January 1, 2021** in the following dimensions:

- Average
- Median
- 25th and 75th percentiles

Compensation Resources is dedicated to providing accurate results of this survey to participants; therefore, should you have any questions or need clarification regarding any aspect of the survey's results, please contact me at (201) 710-6483.

We thank you for your participation.



Definitions and Reporting

*Reported compensation data is as of **January 1, 2021**, unless otherwise indicated. Revenue data was reported by respondents as of the last fiscal year end date (2020).*

The term "college graduate" refers in the broader context to those who were graduated with a Bachelor's or Master's degree.

Insufficient data is reported with an asterisk (). For Master's degree positions, only the overall data is reported.*

Part 1: College Graduate Compensation Reporting

Incs: The number of incumbents reported by participants for the position.

Orgs: The number of reporting organizations for the position.

Avg: The sum of all base salaries reported divided by the number of reporting organizations.

25th: The point below which 25% of the data falls.

Median: The middle number in the data array.

75th: The point below which 75% of the data falls.

Annual Bonus/Incentive Target \$: Average target annual incentive/bonus opportunity for 2021 in dollars for college graduates hired within the major indicated.

Sign-On Bonus \$: Sign-on bonus provided to newly hired college graduates in dollars.

Part 2: Key Position Compensation Reporting

Starting salaries and compensation arrangements for the specified positions. See definitions in Part 1 and job summaries below.

Part 3: Intern Compensation Reporting

Hourly compensation rates of respondents as they pertain to college interns. See definitions in Part 1.

Part 4: Compensation Practices

Information relative to the compensation practices within responding organizations.

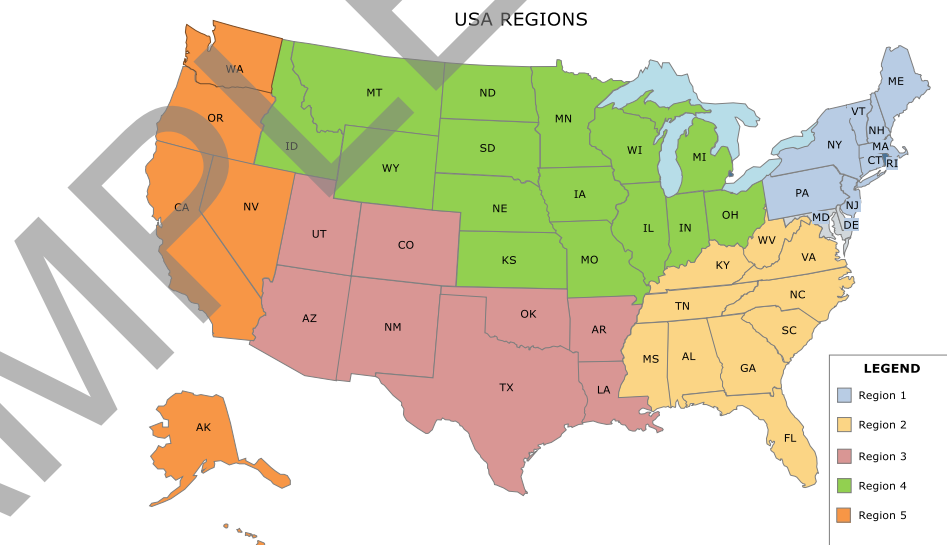
Participant Demographics

Company Type	Percent
Publicly-Traded	45.3%
Privately-Held	30.2%
Not-for-Profit	24.5%
Total Number of Participants	53

Revenue Category	Percent
Less than \$9.9 million	0.0%
\$10.0 million - \$49.9 million	3.8%
\$50.0 million - \$99.9 million	5.7%
\$100.0 million - \$499.9 million	7.5%
\$500.0 million - \$999.9 million	11.3%
\$1 billion or more	71.7%

Industry	Percent
Agriculture, Forestry, Fishing and Mining	1.9%
Utilities	11.3%
Construction	0.0%
Manufacturing, Durable Goods	17.0%
Manufacturing, Nondurable Goods	17.0%
Wholesale Trade	0.0%
Retail Trade	1.9%
Transportation and Warehousing	1.9%
Publishing, Media, and Telecommunications	1.9%
Finance, Insurance, and Real Estate	28.3%
Services (including Business and Professional)	11.3%
Biotechnology & Pharmaceutical	1.9%
Educational	0.0%
Health Care and Social Assistance	0.0%
Accommodation and Food Services	0.0%
Public Administration	0.0%
Other	5.6%

Region	Percent
Region 1	35.8%
Region 2	11.3%
Region 3	13.2%
Region 4	28.3%
Region 5	11.4%



Employee Size	Percent
Less than 50 employees	0.0%
51 - 99 employees	1.9%
100 - 499 employees	5.7%
500 - 999 employees	1.9%
1,000 - 1,999 employees	17.0%
2,000 - 4,999 employees	17.0%
5,000 - 9,999 employees	20.8%
More than 10,000 employees	35.7%

Bachelor's Business & Finance Base Salary

	# Orgs	Avg	25th	Median	75th
All					
Publicly-Traded					
Privately-Held					
Not-for-Profit					
Region 1					
Region 2					
Region 3					
Region 4					
Region 5					

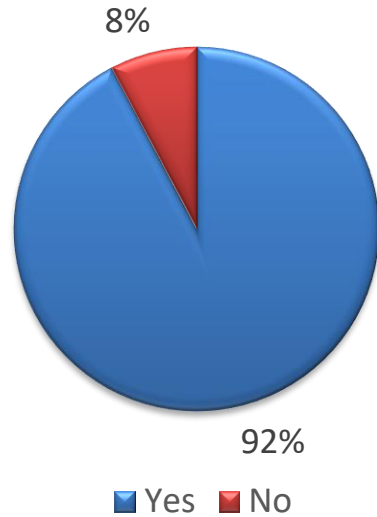
	All Org Avg
Annual Bonus/Incentive Target	
Sign-on Bonus	

Bachelor's Computer Science Base Salary

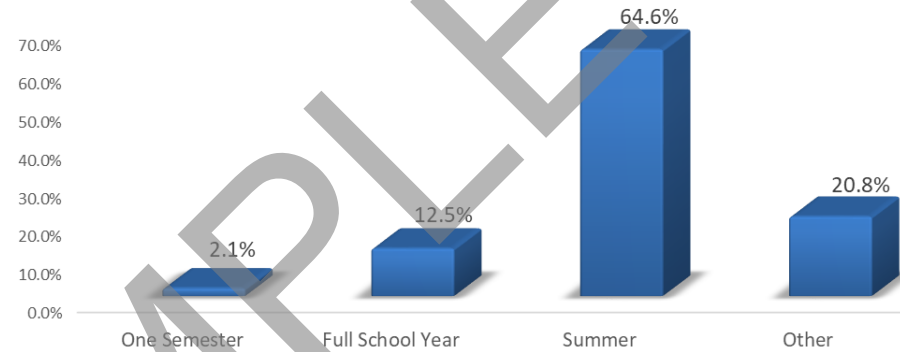
	# Orgs	Avg	25th	75th
All				
Publicly-Traded				
Privately-Held				
Not-for-Profit				
Region 1				
Region 2				
Region 3				
Region 4				
Region 5				

	All Org Avg
Annual Bonus/Incentive Target	
Sign-on Bonus	

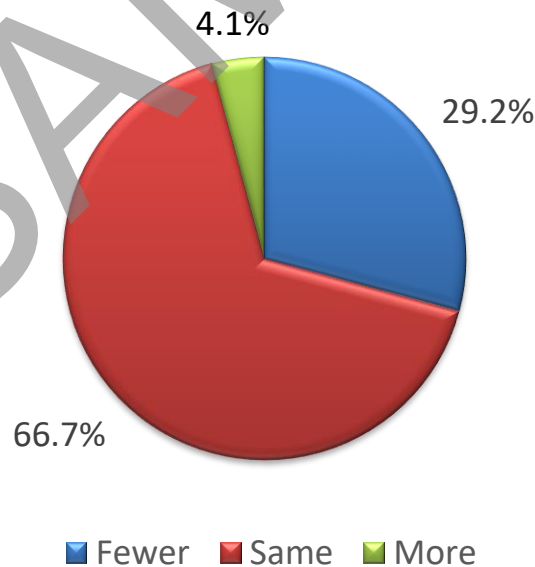
Does your company offer an internship program for college students?



What is the typical length of your internship program?



How have your intern hiring practices changed as a result of the pandemic?



The following list contains only the organizations that gave permission to be identified.

Agilent Technologies, Inc.
Altria Client Services
Ameren
American Axle & Manufacturing
Amica Mutual Insurance Company
Arizona Public Service
Armstrong World Industries
Avis Budget Group, Inc.
CareFirst BCBS
Cargill
Colgate-Palmolive
Conagra Brands
Control Associates Inc.
Daiichi Sankyo Inc.
Dominion Energy, Inc.
DTE Energy
Eastman Chemical Company
Fanatics
Federal Reserve Bank of Cleveland
Florida Blue
Grande Cheese Company
Harford Mutual Insurance
Herman Miller
IEEE
Independence Blue Cross

Jet Propulsion Laboratory
Johnson Controls, Inc.
KeyCorp
Liberty Mutual Insurance
Lifetime Healthcare Companies - Excellus BC BS
Mauser Packaging Solutions
Mutual of Omaha
NuStar Energy
NW Natural
Omnitrans
Oxford University Press
Prudential Financial
RAND Corporation
Schreiber Foods
Selective Insurance
Southwest Research Institute
SRC Inc.
Symetra Financial
Terumo Blood and Cell Technologies
The Estee Lauder Companies
The Lubrizol Corporation
Tyson Foods, Inc.
United Launch Alliance (ULA)
Valcor Engineering
Vermont Mutual Insurance Group