2020 Salary Survey Report of College Graduates and Interns

ICR Compensation Resources

An EisnerAmper Group Company

COMPENSATION RESOURCES

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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, performance management programs, and expert witness services.

For more information on our services, please contact:

Sean Gimpel
Office Senior Manager
sgimpel@compensationresources.com

310 Route 17 North
Upper Saddle River, NJ 07458
(201) 716-6483
(201) 934-0737 (Fax)
www.compensationresources.com

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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 recommends that this study be used in concert with additional sources of information in order to validate all results.

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Study Background

June 11, 2020

Compensation Resources is pleased to present the results of the *2020 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 May 2020, and results were compiled from survey questions that were developed by Compensation Resources and distributed to companies in all industrial classifications. There were 87 organizations that participated in this study.

Compensation data is reported as of **January 1, 2020** 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 this survey's results, please contact me at (201) 710-6483.

We thank you for your participation.

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Definitions and Reporting

*Reported compensation data is as of **January 1, 2020**, unless otherwise indicated. Revenue data was reported by respondents as of the last fiscal year end date (2019).*

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 (*). Please note that not all industries are displayed based on the lack of a sufficient number of responses. 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 2019 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.

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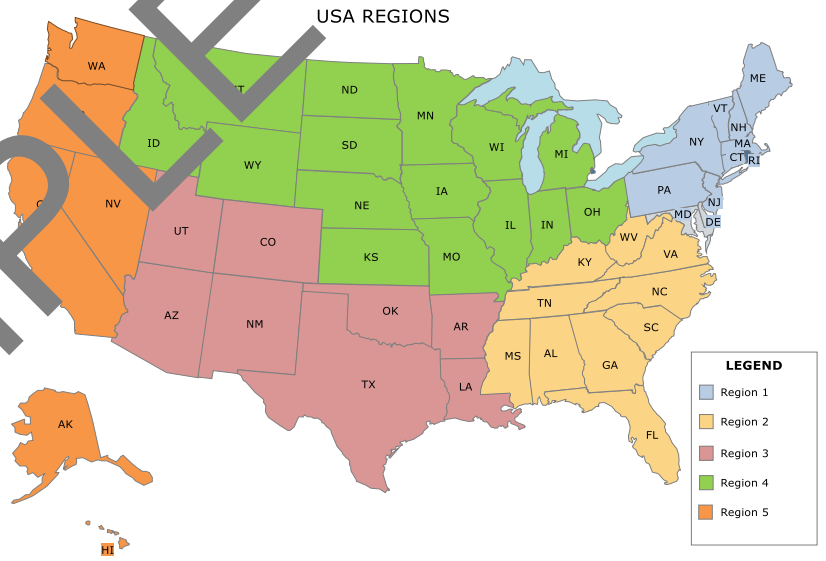
Participant Demographics

Company Type	Percent
Publicly-Traded	44.8%
Privately-Held	34.5%
Not-for-Profit	20.7%
Total Number of Participants	**87**

Region	Percent
Region 1	35.7%
Region 2	10.3%
Region 3	9.2%
Region 4	34.5%
Region 5	10.3%

Revenue Category	Percent
Less than $9.9 million	7.0%
$10.0 million - $49.9 million	1.1%
$50.0 million - $99.9 million	3.4%
$100.0 million - $499.9 million	9.2%
$500.0 million - $999.9 million	11.5%
$1 billion or more	67.8%



Industry	Percent
Agriculture, Forestry, Fishing and Mining	2.4%
Utilities	8.0%
Construction	[illegible]
Manufacturing, Durable Goods	16.2%
Manufacturing, Nondurable Goods	12.[illegible]
Wholesale Trade	[illegible]%
Retail Trade	2.3%
Transportation and Warehousing	1.1%
Publishing, Media, and Telecommunications	3.4%
Finance, Insurance, and Real Estate	27.6%
Services (including Business and Professional)	9.2%
Biotechnology & Pharmaceutical	4.6%
Educational	0.0%
Health Care and Social Assistance	4.6%
Accommodation and Food Services	0.0%
Public Administration	1.1%
Other	6.9%

Employee Size	Percent
Less than 50 employees	4.7%
51 - 99 employees	1.2%
100 - 499 employees	8.0%
500 - 999 employees	2.3%
1,000 - 1,999 employees	14.9%
2,000 - 4,999 employees	13.8%
5,000 - 9,999 employees	24.1%
More than 10,000 employees	31.0%

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Bachelor's
Business & Finance
Base Salary

	# Orgs	Avg	25th	Median	75th
All					
Less than $9.9 million					
$10.0 million - $49.9 million					
$50.0 million - $99.9 million					
$100.0 million - $499.9 million					
$500.0 million - $999.9 million					
More than $1 billion					
Publicly-Traded					
Privately-Held					
Not-for-Profit					
Agriculture, Forestry, Fishing and Mining					
Utilities					
Manufacturing, Durable					
Manufacturing, Nondurable					
Retail Trade					
Transportation/Warehousing					
Publishing, Media, Telecomm.					
Finance, Insurance, Real Estate					
Services (Business/Professional)					
Biotechnology & Pharma					
Health Care & Social Assistance					
Public Administration					
Other					
Region 1					
Region 2					
Region 3					
Region 4					
Region 5					

REDACTED

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

Computer Systems Analyst
Starting Salaries

	# Orgs	Avg	25th	Median	75th
All					
Less than $9.9 million					
$10.0 million - $49.9 million					
$50.0 million - $99.9 million					
$100.0 million - $499.9 million					
$500.0 million - $999.9 million					
More than $1 billion					
Publicly-Traded					
Privately-Held					
Not-for-Profit					
Agriculture, Forestry, Fishing and Mining					
Utilities					
Maufacturing, Durable					
Manufacturing, Nondurable					
Retail Trade					
Transportation/Warehousing					
Publishing, Media, Telecomm.					
Finance, Insurance, Real Estate					
Services (Business/Professional)					
Biotechnology & Pharma					
Health Care & Social Assistance					
Public Administration					
Other					
Region 1					
Region 2					
Region 3					
Region 4					
Region 5					

REDACTED

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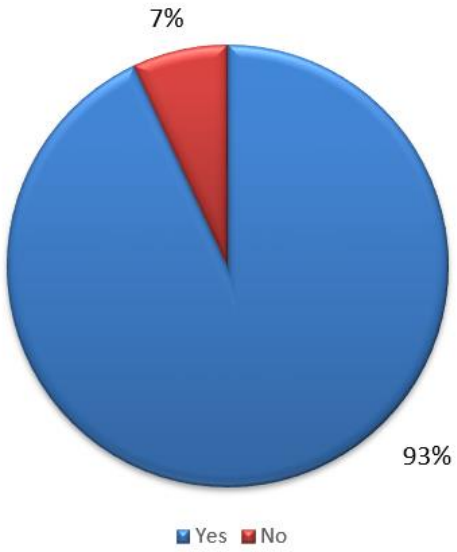
	Average
Annual Bonus/Incentive Target	
Sign-on Bonus	

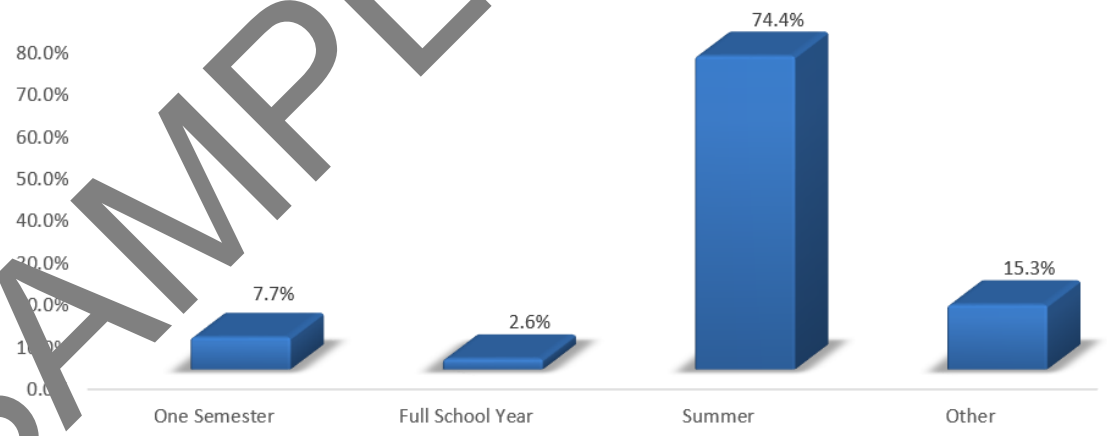
Is GPA a driving factor in hiring college graduate applicants? If so, what is your minimum GPA requirement?

No	Yes	Minimum GPA
55.1%	44.9%	3.0

Does your company offer an internship program for college students?



What is the typical length of your internship program?



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

1st Source Bank
Agromillora California
Alpha Research & Technology, Inc.
Altria Client Services
American Regent Inc.
Ameren
American Axle & Manufacturing
Amica Mutual Insurance Co
Arizona Public Service
Armstrong World Industries
Associated Bank Association
Avis Budget Group, Inc.
Blue Cross Blue Shield of Michigan
BNSF Railway
Boston Scientific Corporation
CareFirst BlueCross BlueShield
Cargill
Catholic Charities Corp
The Christ Hospital Health Network
Citizens Property Insurance Corporation
Colgate-Palmolive
Conagra
Crossings Ministries
Daiichi Sankyo Inc.
Dominion Energy, Inc.
Dr. Reddy's Laboratories Inc.
DTE Energy
Eastman Chemical Company
Endo International PLC
The Estee Lauder Companies
Fanatics Inc.

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Farm Credit Bank of Texas
Florida Blue
Grande Cheese Company
Harford Mutual Insurance
Herman Miller
Institute of Electrical Engineers and Electricians
Jet Propulsion Laboratory
Johnson Controls, Inc.
KeyCorp
Kimberly-Clark Corporation
Liberty Mutual Insurance
Lifetime Healthcare Companies, Inc. - ExcellusBCBS
Linx-AS, LLC
LIXIL Water Technology Americas (American Standard)
The Lubrizol Corporation
Mack-Cali Realty Corp
Mauser Packaging Solutions
MetLife
MTS Systems Corporation
Mutual of Omaha
NuStar Energy L.P.
Ohio Mutual Insurance
OMNITRANS
One America
Oxford University Press
Pacific Life Insurance
The Progressive Corporation
Prudential Financial
RAND Corporation
Schreiber Foods
Sempra Energy (CA & NY)
Southwest Research Institute
SRC Inc.

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Steel Dynamics, Inc.
Symetra Financial
Talbots
Terumo BCT, Inc.
Texas Instruments
United Launch Alliance (ULA)
Verizon
Vermont Mutual Insurance
Wawa, Inc.
Whirlpool Corporation
Zebra Technologies
Ziegler CAT

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All job summaries reflect requirements of a minimum of a college degree and up to two (2) years of relevant experience.

Accountant: Assists in creating accurate and timely financial records for the organization. Examines accounting records, including financial statements and other financial reports to assess accuracy, completeness, and conformance to standards defined within the organization.

Auditor: Ensures that policies and procedures are being followed consistently throughout the organization to safeguard its assets, verify the accuracy and reliability of its accounting data, and promote adherence to the prescribed policies.

Computer Systems Analyst: Responsible for the day-to-day maintenance of the local area network hardware, and assists with implementing new technologies, upgrading systems with the latest versions of software, and rolling out new hardware and field training.

Customer Service Representative: Provides effective customer service for internal and/or external customers by using excellent, in-depth knowledge of products and programs as well as communicating effectively with team members within the customer service department.

Engineer (Level 1): Assists in design, development, implementation, and analysis of technical products and systems. Supports the preparation of plans, designs, computation methods, and reports.

Financial Analyst: Analyzes financial data by collecting, monitoring, and creating financial models for decision support. Improves financial status by analyzing results, monitoring variances, identifying trends, and recommending actions to management. Assists with annual and quarterly forecasting.

Human Resources Assistant: Assists with the administration of the day-to-day operations of human resources functions and duties. These responsibilities may apply to some/all of the following functional areas: departmental development, HRIS, employee relations, training and development, benefits, compensation, organization development, and employment.

Marketing Specialist: Responsible for designing, creating, and delivering marketing programs to support the growth and expansion of company products and services. Conveys brand messages, improves brand awareness, and provides reports based on information collected such as marketing trends, competition, new products, and pricing.

Research Analyst (Corporate): Collects and analyzes data to evaluate operations and processes and to facilitate complex decision-making. Follows established modeling and evaluation methodologies to determine the effectiveness of current activities, isolates problem areas, and develops solutions.

Software Engineer: Designs and develops software applications. Performs coding, debugging, testing, and troubleshooting throughout the application development process.

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