

# 2023 Salary Survey Report of College Graduates and Interns

SAMPLE



COMPENSATION  
RESOURCES



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## About Compensation Resources

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EA Compensation Resources LLC, an EisnerAmper Company (“Compensation Resources”), provides compensation and human resources 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 base pay administration, executive compensation, sales compensation, bonus and incentive compensation, and performance management programs.

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## Study Background

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May 17, 2023

Compensation Resources is pleased to present the *2023 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 March and April 2023, and results were compiled from survey questions that were developed by Compensation Resources and distributed to companies in all industrial classifications. There were 52 organizations that participated in this study.

Compensation data is reported as of **January 1, 2023** 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.



**Sean Gimpel**

Senior Manager

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## Definitions and Reporting

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*Reported compensation data is as of **January 1, 2023**, unless otherwise indicated. Revenue data was reported by respondents as of the last fiscal year end date (2022).*

*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 2023 in dollars for college graduates hired within the major indicated.

**Sign-On Bonus \$:** Average 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.

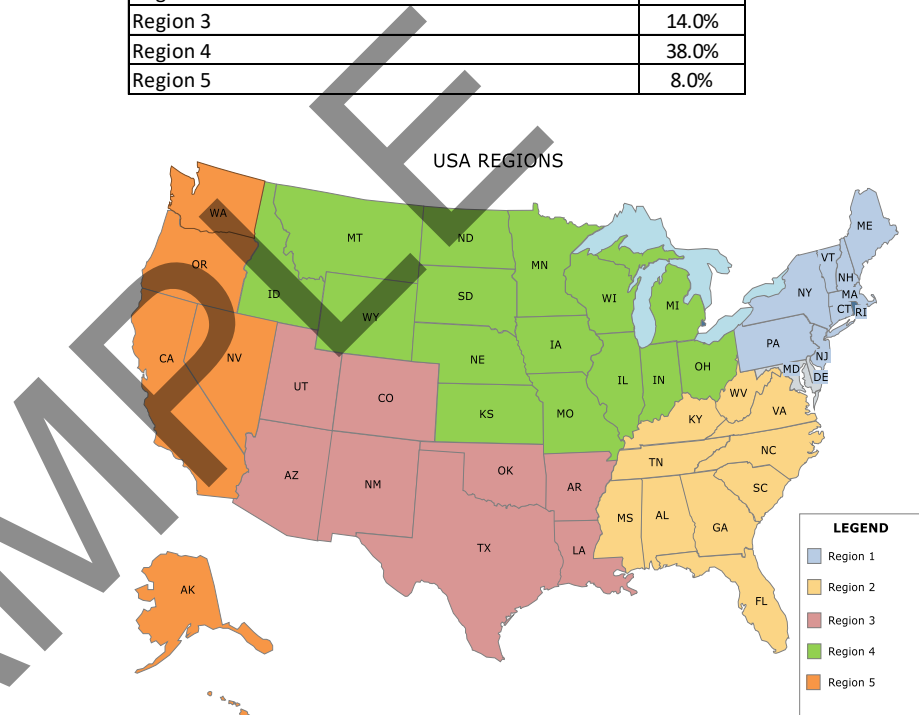
## Participant Demographics

| Company Type                        | Percent   |
|-------------------------------------|-----------|
| Publicly-Traded                     | 55.8%     |
| Privately-Held                      | 19.2%     |
| Not-for-Profit                      | 25.0%     |
| <b>Total Number of Participants</b> | <b>52</b> |

| Revenue Category                  | Percent |
|-----------------------------------|---------|
| Less than \$9.9 million           | 3.8%    |
| \$10.0 million - \$49.9 million   | 7.7%    |
| \$50.0 million - \$99.9 million   | 1.9%    |
| \$100.0 million - \$499.9 million | 9.6%    |
| \$500.0 million - \$999.9 million | 5.8%    |
| \$1 billion or more               | 71.2%   |

| Industry                                  | Percent |
|---|---------|
| Accommodation and Food Services           | 0.0%    |
| Agriculture, Forestry, Fishing and Mining | 1.9%    |
| Biotechnology & Pharmaceutical            | 1.9%    |
| Construction                              | 0.0%    |
| Educational                               | 1.9%    |
| Finance, Insurance, and Real Estate       | 23.1%   |
| Healthcare                                | 5.8%    |
| Manufacturing, Durable Goods              | 13.5%   |
| Manufacturing, Nondurable Goods           | 11.5%   |
| Professional Services                     | 0.0%    |
| Public Administration                     | 0.0%    |
| Publishing, Media, and Telecommunications | 1.9%    |
| Retail Trade                              | 3.8%    |
| Social Services                           | 0.0%    |
| Technology/Software                       | 5.8%    |
| Transportation and Warehousing            | 1.9%    |
| Utilities                                 | 13.5%   |
| Wholesale Trade                           | 0.0%    |
| Other                                     | 13.5%   |

| Region   | Percent |
|----------|---------|
| Region 1 | 28.0%   |
| Region 2 | 12.0%   |
| Region 3 | 14.0%   |
| Region 4 | 38.0%   |
| Region 5 | 8.0%    |



| Employee Size              | Percent |
|----------------------------|---------|
| Less than 50 employees     | 1.9%    |
| 51 - 99 employees          | 0.0%    |
| 100 - 499 employees        | 9.6%    |
| 500 - 999 employees        | 0.0%    |
| 1,000 - 1,999 employees    | 11.5%   |
| 2,000 - 4,999 employees    | 19.2%   |
| 5,000 - 9,999 employees    | 21.2%   |
| More than 10,000 employees | 36.6%   |

### 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        |        |     |      |        |      |

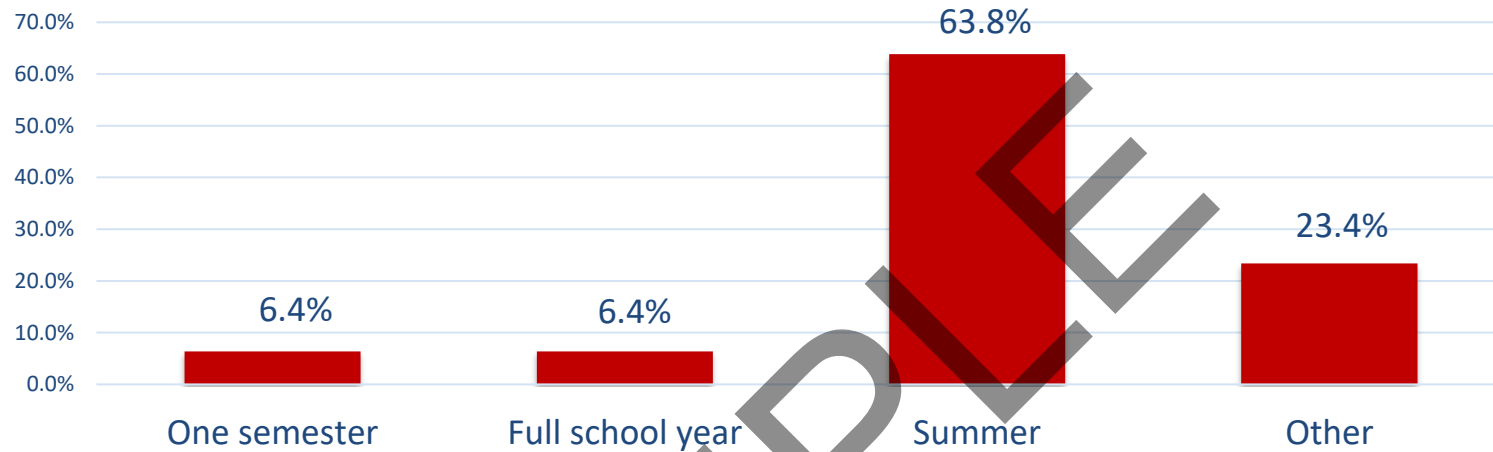
|                               | All Org Avg |
|-------------------------------|-------------|
| Annual Bonus/Incentive Target |             |
| Sign-on Bonus                 |             |

### Bachelor's Computer Science Base Salary

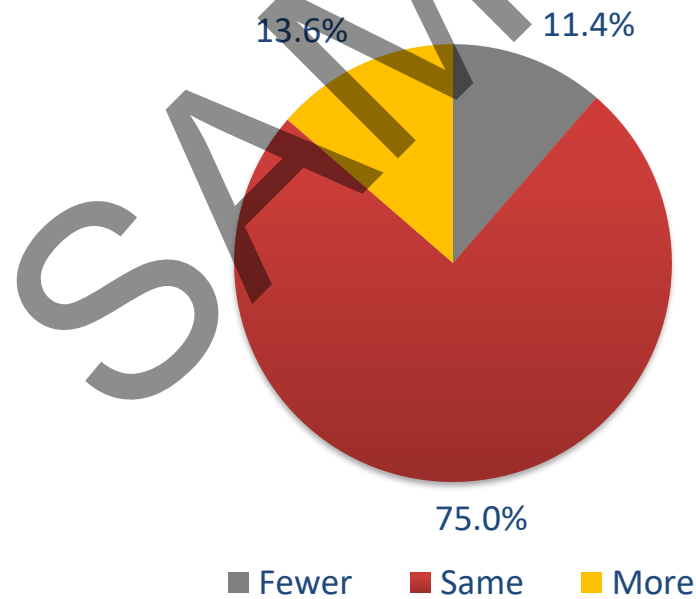
|                 | # Orgs | Avg | 25th | Median | 75th |
|-----------------|--------|-----|------|--------|------|
| All             |        |     |      |        |      |
| Publicly-Traded |        |     |      |        |      |
| Privately-Held  |        |     |      |        |      |
| Not-for-Profit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

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

**What is the typical length of your internship program?**



**How have your intern hiring practices changed as a result of the current economic conditions?**





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

|                                    |  |
|------------------------------------|--|
| Ameren Corporation                 | IEEE                                   |
| AAM                                | Independence Blue Cross                |
| Arizona Public Service             | Jet Propulsion Laboratory              |
| Armstrong World Industries         | Johnson Controls                       |
| Ashland                            | Kajabi                                 |
| Aultman Health Foundation          | KeyBank                                |
| Avis Budget Group                  | Lee County Electric Cooperative        |
| Blue Cross Blue Shield of Michigan | MillerKnoll                            |
| Brady Corporation                  | Mutual of Omaha                        |
| Carefirst                          | Noble Research Institute, LLC          |
| Colgate-Palmolive                  | NorthWestern Energy                    |
| Conagra Brands Inc.                | NuStar Energy                          |
| Country Financial                  | Rockwell                               |
| Crum & Forster                     | Selective Insurance Company of America |
| Dominion Energy, Inc.              | Southwest Research Institute           |
| Eastman                            | Symetra                                |
| Endo International, PLC            | Terumo Blood and Cell Technologies     |
| Fanatics Commerce                  | The Lubrizol Corporation               |
| Federal Reserve Bank of Cleveland  | The Progressive Corporation            |
| Florida Blue                       | The Rockefeller Foundation             |
| Freeport McMoRan                   | United Launch Alliance                 |
| Grande Cheese Company              | Verizon                                |
| Harford Mutual Insurance Group     | Veolia Water Technologies & Solutions  |
| Huhtamaki                          | Victoria's Secret & Co.                |