



Compensation Resources®

A photograph of two men in business suits shaking hands in a modern office environment. The man on the left is younger, with brown hair, wearing a tan suit. The man on the right is older, with grey hair, wearing a dark brown suit and holding a white folder. They are standing in front of large glass windows. A dark blue horizontal band is overlaid across the middle of the image, containing the title text in white.

*2010 Salary Survey of
College Graduates and Interns*

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This survey has been prepared based on the responses received by **Compensation Resources, Inc.** Although **CRI** 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. **CRI** recommends that this study be used in concert with additional sources of information in order to validate all results.

I. ABOUT *COMPENSATION RESOURCES, INC.*

Compensation Resources, Inc. specializes in providing comprehensive Compensation and Human Resource consulting services to emerging and mid-sized corporations, as well as Fortune 500 corporations. The primary areas in which we provide compensation consulting services are:

Executive Compensation	Sales Compensation
Wage and Salary Administration	Short and Long-Term Incentive Compensation
Litigation Support	Custom Surveys

For more information on our services, please contact:

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II. STUDY BACKGROUND

Compensation Resources, Inc. is pleased to present the results of the *2010 Salary Survey of College Graduates and Interns*. The purpose of this study was to obtain compensation data on recruiting and hiring trends for new and recent college graduates and college interns. Data was collected between March and April and results were compiled from survey questions that were developed by **Compensation Resources, Inc.** and distributed to companies in all industrial classifications, broken down among six categories. There were 81 organizations that participated in this study.

Compensation data is reported as of **April 1, 2010** in the following dimensions:

- Average
- Median
- 25th and 75th percentiles
- Reported minimum and maximum

CRI 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 Diana Neelman, Principal, at (201) 934-0505, x105 or Andy Sellers, Manager of Surveys, at (201) 934-0505 x115.

We thank you for your participation.



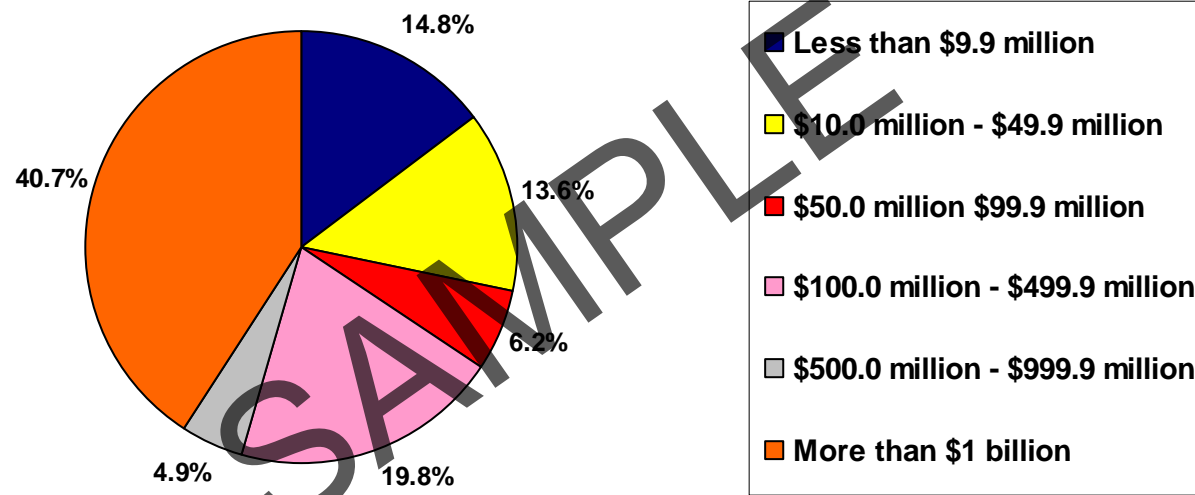
SAMPLE

III. PARTICIPANT DEMOGRAPHICS

SAMPLE

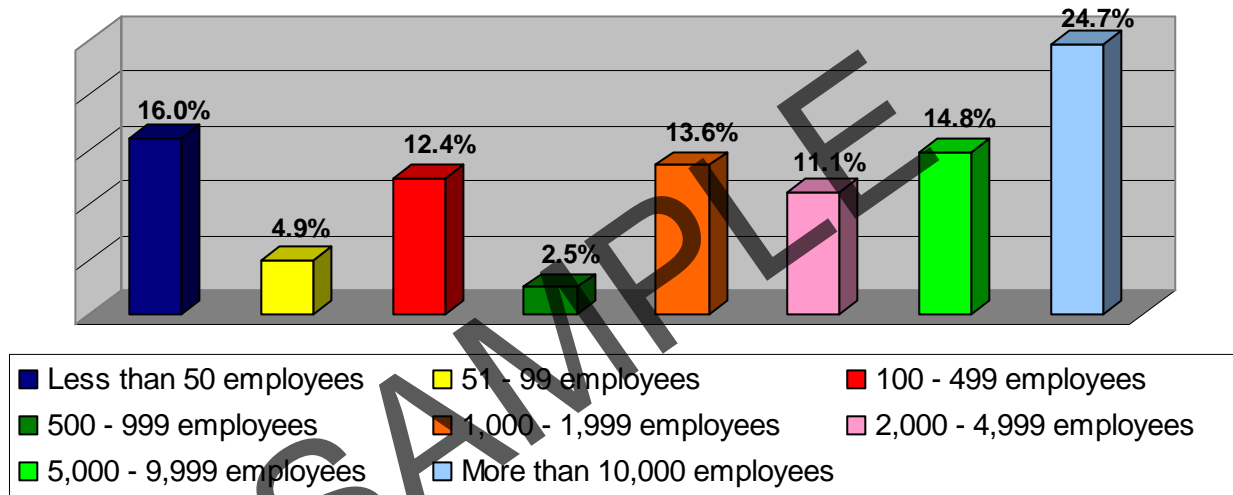
All Companies Reported

Revenue



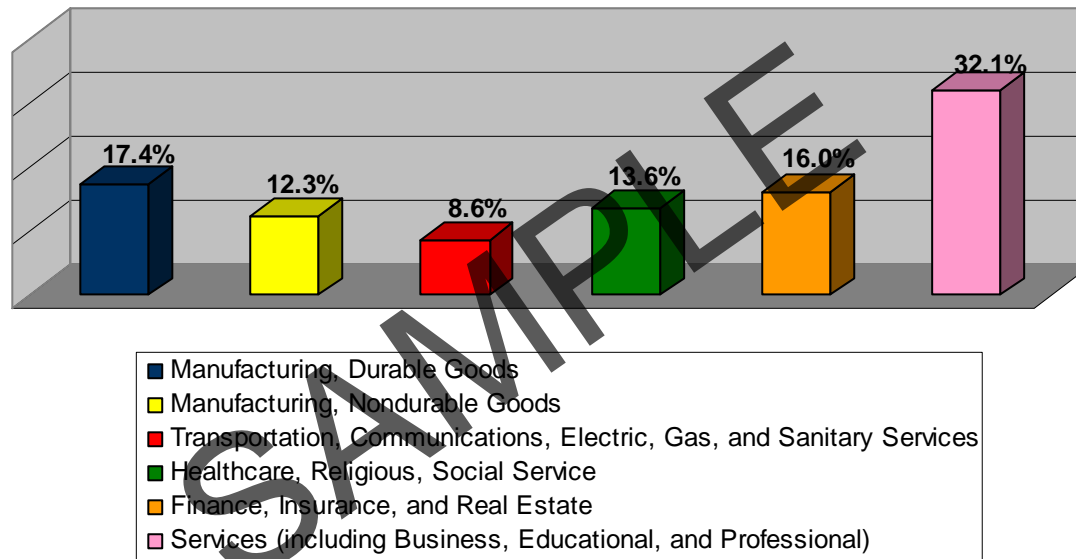
All Companies Reported

Employee Size



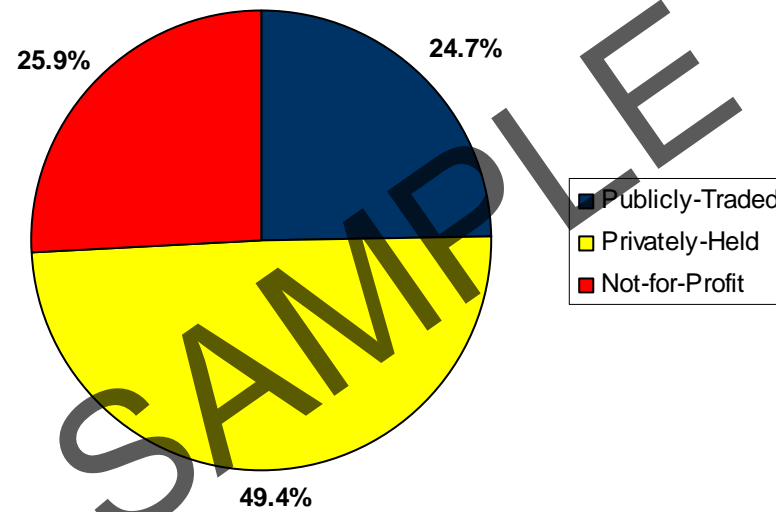
All Companies Reported

Industry



All Companies Reported

Company Type



2010 SALARY SURVEY OF COLLEGE GRADUATES AND INTERNS

Computers and Web Related - Associate's Degree Recipient

	Incumbents	Average	25th Percentile	Median (50th)	75th Percentile	Range Minimum	Range Maximum
Overall	14	\$40,933	\$31,550	\$37,300	\$45,375	\$28,300	\$65,000

Company Type							
Publicly-Traded	*	*	*	*	*	*	*
Privately-Held	9	\$41,975	\$31,525	\$37,300	\$47,750	\$28,300	\$65,000
Not-for-Profit	4	\$38,850	\$35,025	\$38,850	\$42,675	\$31,200	\$46,500

Industry							
Manufacturing, Durable Goods	*	*	*	*	*	*	*
Manufacturing, Nondurable Goods	*	*	*	*	*	*	*
Transportation, Communications, Electric, Gas, and Sanitary Services	*	*	*	*	*	*	*
Healthcare, Religious, Social Service	*	*	*	*	*	*	*
Finance, Insurance, and Real Estate	5	\$36,600	\$33,900	\$36,600	\$39,300	\$31,200	\$42,000
Services (including Business, Educational, and Professional)	7	\$46,650	\$37,475	\$46,650	\$55,825	\$28,300	\$65,000

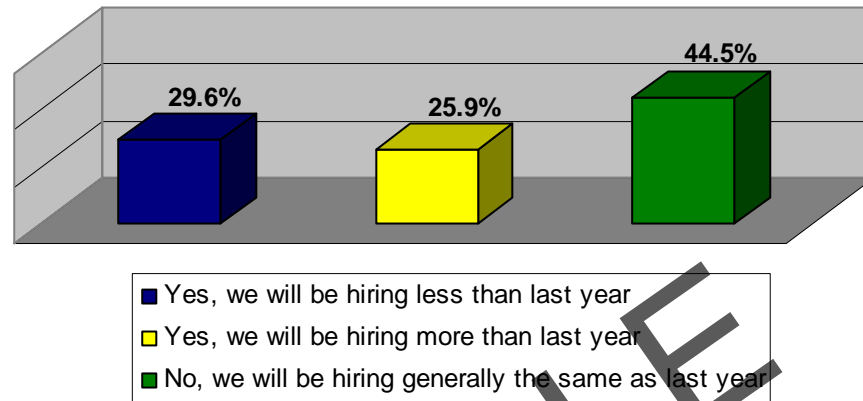
Region							
Region 1	13	\$42,600	\$31,200	\$42,000	\$46,500	\$28,300	\$65,000
Region 2	*	*	*	*	*	*	*
Region 3	*	*	*	*	*	*	*
Region 4	*	*	*	*	*	*	*
Region 5	*	*	*	*	*	*	*

Annual Bonus/Incentive Target	\$ Value
Average	*
Sign-On Bonus \$	\$ Value
Average	\$8,000

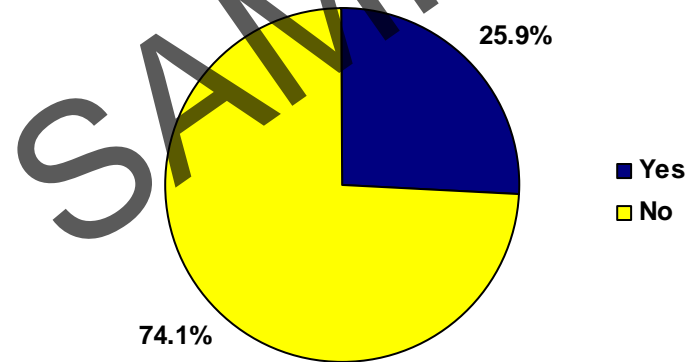
* Insufficient data

2010 SALARY SURVEY OF COLLEGE GRADUATES AND INTERNS

Have the recent economic conditions impacted the number of college graduates you will hire this year?



In the past year, has your company hired more seasoned individuals in positions historically filled by college graduates?



2010 SALARY SURVEY OF COLLEGE GRADUATES AND INTERNS

Accounting Department - Internship - Completed Freshman Year

Hourly Rates

	Incumbents	Average	25th Percentile	Median (50th)	75th Percentile	Range Minimum	Range Maximum
Overall	22	\$12.61	\$11.56	\$12.88	\$14.08	\$8.50	\$17.00

Company Type							
Publicly-Traded	10	\$12.86	\$12.05	\$12.75	\$13.76	\$10.00	\$17.00
Privately-Held	8	\$12.38	\$11.31	\$12.88	\$13.28	\$9.50	\$14.90
Not-for-Profit	4	\$12.48	\$10.75	\$13.20	\$14.93	\$8.50	\$15.00

Industry							
Manufacturing, Durable Goods	7	\$12.39	\$11.05	\$12.76	\$13.75	\$9.50	\$14.90
Manufacturing, Nondurable Goods	*	*	*	*	*	*	*
Transportation, Communications, Electric, Gas, and Sanitary Services	4	\$13.06	\$12.80	\$13.01	\$13.27	\$12.20	\$14.00
Healthcare, Religious, Social Service	*	*	*	*	*	*	*
Finance, Insurance, and Real Estate	5	\$11.12	\$10.00	\$10.00	\$13.00	\$8.50	\$14.10
Services (including Business, Educational, and Professional)	3	\$12.97	*	\$12.50	*	*	*

Region							
Region 1	11	\$12.99	\$11.42	\$13.00	\$14.70	\$8.50	\$17.00
Region 2	*	*	*	*	*	*	*
Region 3	*	*	*	*	*	*	*
Region 4	7	\$11.91	\$10.88	\$12.00	\$12.60	\$9.50	\$14.90
Region 5	*	*	*	*	*	*	*

* Insufficient data