

# 2023 Salary Survey Report of College Graduates and Interns

SAMPLE



## Table of Contents

---

Section	Page
About Compensation Resources.....	1
Study Background .....	2
Definitions and Reporting.....	3
Participant Demographics.....	4
Part 1: College Graduate Compensation Reporting.....	5
Part 2: Key Position Compensation Reporting.....	11
Part 3: Intern Compensation Reporting.....	18
Part 4: Compensation Practices .....	23
Survey Participants .....	29
Job Summaries – Key Positions.....	31

SAMPLE

## About Compensation Resources

---

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

For more information on our services, please contact:

**Mary A. Rizzuti, CCP, PHR, SHRM-CP**  
Partner, Eisner Advisory Group LLC  
[mrizzuti@compensationresources.com](mailto:mrizzuti@compensationresources.com)

123 Tice Blvd, Suite 303  
Woodcliff Lake, NJ 07677  
(201) 934-0505

[www.compensationresources.com](http://www.compensationresources.com)

Copyright © 2023 Compensation Resources

All Rights Reserved. No part of the report may be reproduced, stored in a retrieval system, or transmitted, in any form or by any means, electronic, mechanical, photocopying, recording, or otherwise, without prior written permission of Compensation Resources.

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. This report and its contents are confidential and for the sole use of the purchasing organization, and you agree that it will not be reproduced or disclosed to anyone or any entity outside of your organization.

## Study Background

---

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

[sgimpel@compensationresources.com](mailto:sgimpel@compensationresources.com)

## Definitions and Reporting

---

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.

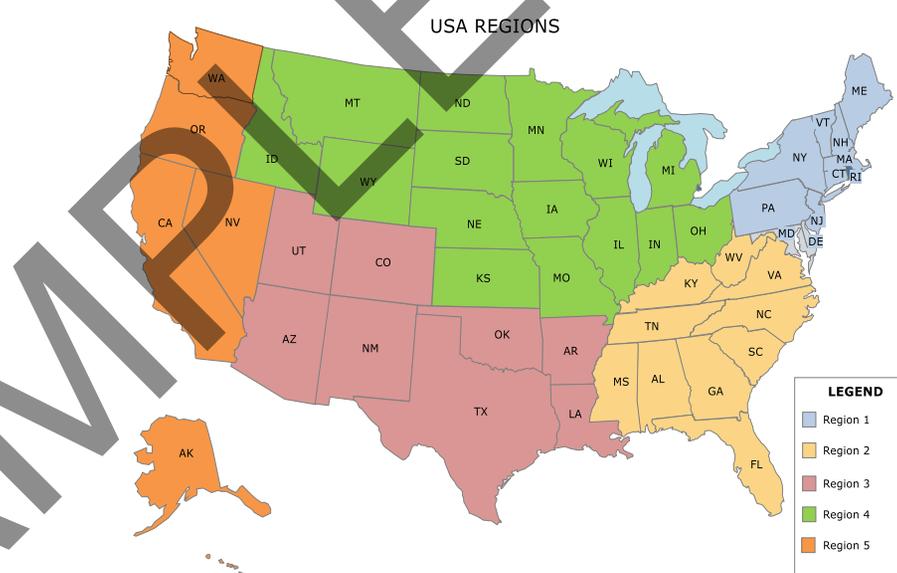
## Participant Demographics

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>

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

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%



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					

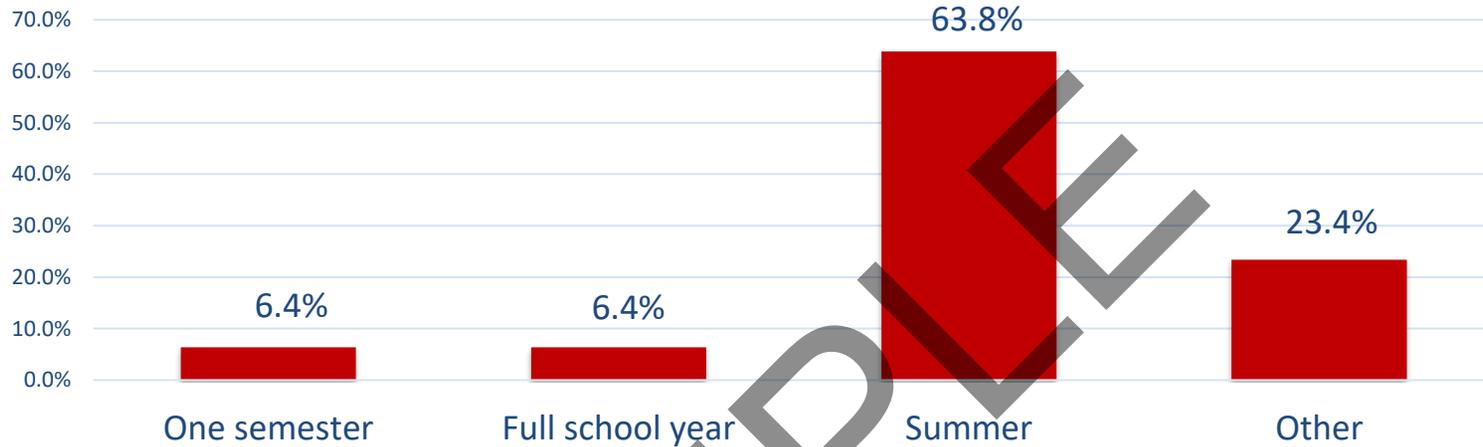
	All Org Avg
Annual Bonus/Incentive Target	
Sign-on Bonus	

**Bachelor's  
Computer Science  
Base Salary**

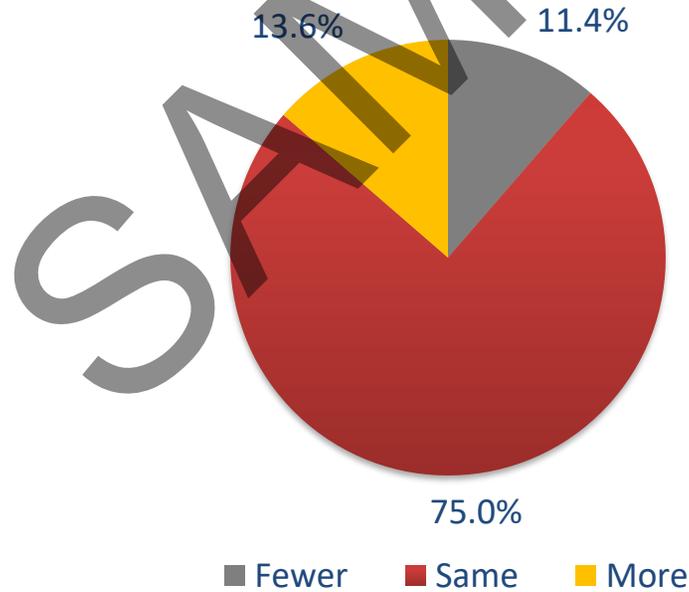
	# Orgs	Avg	25th	Median	75th
All					
Publicly-Traded					
Privately-Held					
Not-for-Profit					
Region 1					
Region 2					
Region 3					
Region 4					
Region 5					

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