2017 Salary Survey of College Graduates and Interns

Survey Questionnaire

Due Date: March 14, 2017
February 16, 2017

Dear Participant:

Compensation Resources, Inc. (CRI) is pleased to open participation for the 2017 Salary Survey of College Graduates and Interns. We are inviting your organization to take part in this survey and welcome your participation. This survey is targeted to the general industry, and is designed to report the starting salaries companies are offering to this year’s graduates of college and post-graduate studies, along with rates for interns.

Individual information will be kept under the strictest of confidence. All the data will be pooled; hence, individual responses cannot be traced back to any company in particular. Your feedback matters, so please respond candidly. Return the completed questionnaire by March 14, 2017 to:

Diana D. Neelman, CCP
Principal, Executive Vice President
ddn@compensationresources.com
Fax: (201) 934-0737

CRI will share the results of this survey to all participating employers, free of charge. Non-participants may purchase the survey for $195.

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 completion, please feel free to call me at (877) 934-0505, x105.

Thank you in advance for your participation.

Sincerely,

Diana D. Neelman, CCP
Principal, Executive Vice President

Compensation Resources®
INSTRUCTIONS

Report all compensation data as of January 1, 2017, unless otherwise indicated.

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

Part I
Provide information of respondent and responding company.

Part II
Provide your company's information. Revenue figures should be reported as of the last fiscal year end date (2016).

Part III
College Graduate Compensation Reporting

Major: Report individuals to be hired by your organization by the major that is required to successfully perform their duties and responsibilities.

Starting Annual Base Salary $ (as of 01/01/2017): Report annual base salary only as of January 1, 2017 based on a 40-hour workweek. Do not include any other cash compensation, such as annual incentives/bonuses.

Annual Bonus/Incentive Target $: Indicate the average target annual incentive/bonus opportunity for 2017 in dollars for college graduates hired within the major indicated. Indicate "N/A" if incumbents in this position are not eligible for an annual bonus/incentive.

Sign-On Bonus $: Report any sign-on bonus provided to newly hired college graduates in dollars. Indicate "N/A" if no sign-on bonuses are provided to college graduates hired within the major indicated.

Long-Term Incentive Target $: Indicate the average target long-term incentive opportunity for 2017 in dollars for college graduates hired within the major indicated. Indicate "N/A" if incumbents in this position are not eligible for a long-term incentive award.

Key Position Compensation Reporting
Complete the table indicating the average starting salaries and compensation arrangements for the specified positions, as of January 1, 2017.

Part IV
Provide information relative to the compensation practices within your company as they pertain to college graduates, as of January 1, 2017.

Part V
Provide information relative to the compensation practices within your company as they pertain to interns, as of January 1, 2017.
I. PARTICIPANT INFORMATION

Participant Name: ____________________________  Job Title: ____________________________

Company Name: ____________________________  Business Unit: __________________________

Full Address: ________________________________________________________________

Phone: (___) ext. ___  Fax: (___)  E-mail: ____________________________

___ I do not want my company’s name listed as a participant

II. COMPANY INFORMATION

Revenue

__A. Less than $9.9 million
__B. $10.0 million - $49.9 million
__C. $50.0 million - $99.9 million
__D. $100.0 million - $499.9 million
__E. $500.0 million - $999.9 million
__F. More than $1 billion

Size

__A. Less than 50 employees
__B. 51 – 99 employees
__C. 100 – 499 employees
__D. 500 – 999 employees
__E. 1,000 – 1,999 employees
__F. 2,000 – 4,999 employees
__G. 5,000 – 9,999 employees
__H. More than 10,000 employees

Industry Group

__A. Agriculture, Forestry, Fishing and Mining
__B. Utilities
__C. Construction
__D. Manufacturing, Durable Goods
__E. Manufacturing, Nondurable Goods
__F. Wholesale Trade
__G. Retail Trade
__H. Transportation and Warehousing
__I. Publishing, Media, and Telecommunications
__J. Finance, Insurance, and Real Estate
__K. Services (including Business and Professional)
__L. Biotechnology & Pharmaceutical
__M. Educational
__N. Health Care and Social Assistance
__O. Accommodation and Food Services
__P. Public Administration
__Q. Other (please specify) ____________________________

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### III. COMPENSATION DATA

**College Graduate Compensation Reporting:** Complete the following tables for positions that you intend to hire in 2017 based on the degree earned. Provide information in each compensation category, where applicable.

#### BACHELOR’S DEGREE RECIPIENTS

<table>
<thead>
<tr>
<th>Major</th>
<th>Number of Incumbents</th>
<th>Starting Annual Base Salary $</th>
<th>Annual Bonus/Incentive Target $</th>
<th>Sign-On Bonus $</th>
<th>Long-Term Incentive Target $</th>
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<td>Computer Sciences</td>
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<td>Engineering</td>
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<td>Liberal Arts</td>
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<td>Marketing, Public Relations, and Communications</td>
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<td>Sciences, Medical, and Health Related</td>
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#### MASTER’S DEGREE RECIPIENTS

<table>
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<tr>
<th>Major</th>
<th>Number of Incumbents</th>
<th>Starting Annual Base Salary $</th>
<th>Annual Bonus/Incentive Target $</th>
<th>Sign-On Bonus $</th>
<th>Long-Term Incentive Target $</th>
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<td>Computer Sciences</td>
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<td>Other (please specify)</td>
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</table>
Key Position Compensation Reporting: Please indicate the average starting salaries and compensation arrangements within your organization for the following positions, as of January 1, 2017:

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Starting Annual Base Salary $</th>
<th>Annual Bonus/Incentive Target $</th>
<th>Sign-On Bonus $</th>
<th>Long-Term Incentive Target $</th>
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</thead>
<tbody>
<tr>
<td>Accountant</td>
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<td>Auditor</td>
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<td>Computer Systems Analyst</td>
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<td>Customer Service Representative</td>
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<tr>
<td>Engineer (Level 1)</td>
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<tr>
<td>Financial Analyst</td>
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<td>Human Resources Assistant</td>
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<td>Marketing Specialist</td>
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<td>Research Analyst (Corporate)</td>
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<tr>
<td>Research Analyst (Health)</td>
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<td>Software Engineer</td>
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IV. COLLEGE GRADUATE EMPLOYMENT PRACTICES

1. What methods does your company utilize to recruit college graduates?

   [ ] On-campus job fairs   [ ] Employment websites
   [ ] College career centers   [ ] Company website postings
   [ ] Newspaper/magazine advertisements   [ ] Recruitment firms
   [ ] Referrals (employee, business associates)   [ ] Social media
   [ ] Other ____________________________

2. Within which functional area(s) and/or job group(s) did you or do you expect to hire the most college graduates during 2017? (Please specify)

   Functional area(s): ____________________________
   Job group(s): ____________________________

3. With regard to college graduates hired in the past three (3) years, what is your company's average total turnover (voluntary and involuntary) among this group?

   [ ] 0 - 15%   [ ] 31 - 50%
   [ ] 16 - 30%   [ ] 51% or more

4. Does your company offer an internship program for college students?  
   [ ] Yes   [ ] No

   If you answered "Yes" to Question 4, please complete Section V.
V. COMPENSATION DATA - INTERNS

Report applicable data for pay and employment practices for intern positions within your company, as of January 1, 2017.

<table>
<thead>
<tr>
<th>Major</th>
<th>Avg. Hourly Intern Rate Completed Freshman Year</th>
<th>Avg. Hourly Intern Rate Completed Sophomore Year</th>
<th>Avg. Hourly Intern Rate Completed Junior Year</th>
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</thead>
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</tbody>
</table>

1. Within which functional area(s) and/or job group(s) do you provide internship opportunities for college students? (Please specify)

   Functional area(s): ____________________________________________________________

   Job group(s): _________________________________________________________________

2. What is the typical length of your internship program?

   [ ] One semester          [ ] Summer

   [ ] Full school year      [ ] Other ________________________________

3. Do previous interns typically go on to regular employment with your company post-graduation?  [ ] Yes  [ ] No

4. Do you hire high school students into intern positions?  [ ] Yes  [ ] No
If so, what is the average hourly rate you pay high school interns as of January 1, 2017?  $__________ per hour

Comments:_______________________________________________________________________________
_____________________________________________________________________________________
_____________________________________________________________________________________

Thank you for your participation