

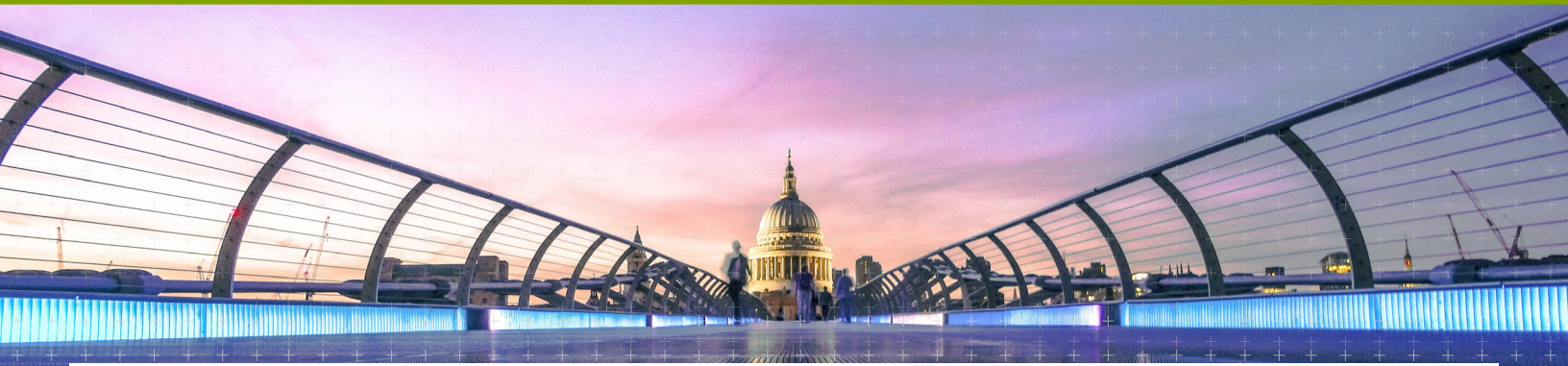


Pearl Meyer

2026

The College Graduate and Intern Compensation Survey





About the Survey

The **College Graduate and Intern Compensation Survey** provides you with information to assess and evaluate your competitive strategies for new college hires. The survey collects a broad range of information on compensation at various degree levels. The College Graduate and Intern Compensation Survey is the most complete source of compensation data for both new college graduates and interns.

Key Data Reported

- + Global Average Hiring Rates and Starting Salaries reports actual base salary, sign-on bonus, and short-term incentives for new college graduates
- + U.S. Hiring Guidelines reports base salary offer guidelines, minimum, maximum and target rates by major geographic location
- + U.S. MBA Schools Hiring Guidelines reports MBA hiring range minimum and maximum by school by undergraduate degree category
- + U.S. Intern Hiring Guidelines reports hourly rates by years completed by major geographic location
- + U.S. Policies and Practices summarizes policies and practices in regard to program design

Key Dates

Effective Date of Data: January 15, 2026

Submission Due Date: February 19, 2026

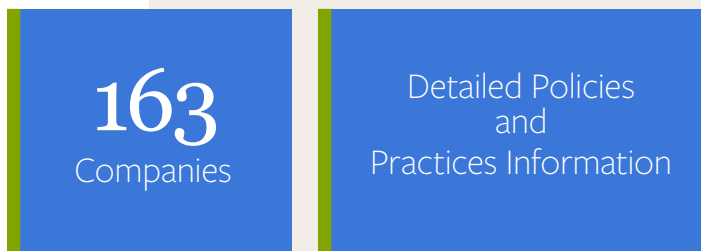
Report Publish Date: Week of April 12, 2026



The Results Report Contains:

- + **Participating Companies List**
- + **Compensation Summary**
(survey results, broken out by Field of Degree for both college graduates and interns)
- + **Policies and Practices**
(characteristics of participating organizations and salary administration processes)

2026 College Graduate & Intern Compensation Survey



2026 Participating Companies

- | | | |
|--|--|---------------------------------------|
| AAON, Inc. | Charter Communications, Inc. | eBay Inc. |
| AECOM | Cherokee Nation Businesses, LLC | Edward Jones |
| Ally Financial Inc. | Chicago Bridge & Iron | Edwards Lifesciences |
| American International Group (AIG) | CIGNA Corporation | Enercon Services |
| Applied Research Laboratories -The University of Texas at Austin | Civil & Environmental Consultants | Fannie Mae |
| Arch Capital Services LLC | CNA | Fermi National Accelerator Laboratory |
| ARCO Construction | Colas | Fidelity Investments |
| Argonne National Laboratory | Colliers Engineering & Design | Ford Motor Company |
| Bayer Corporation | Commonwealth Associates | Framatome |
| Bechtel Global Corporation | Corning Incorporated | Gannett Fleming, Inc. |
| Bechtel Plant Machinery, Inc. | Creare | GBA |
| BioMarin Pharmaceutical Inc. | Cummins, Inc. | GDIT |
| Black & Veatch Corporation | Department of Energy City National Security Campus | General Dynamics Mission Systems |
| BNSF Railway Company | Dewberry | Gensler |
| Burlington Stores, Inc. | Direct Supply, Inc. | Genuine McCarthy Enterprises, Inc |
| Burns & McDonnell Engineering | Dominion Energy, Inc. | Gilbane, Inc. |
| CACI International, Inc. | Dow | Granite Construction Inc. |
| Caterpillar | Draper Laboratory | Gresham Smith |
| CDM Smith Inc. | DTE Energy | Halliburton Company |
| CENIC | E. & J. Gallo Winery | H-E-B |
| Centene Corporation | Eagle Materials | HGA |
| Charter Communications, Inc. | Eaton Corporation | HNTB Corporation |
| | | Hormel Foods Corp. |



2026 Participating Companies (cont'd)

HP Enterprise Services	Northrop Grumman Corporation	Target Corporation
Humana Inc.	Olsson	Tenneco Inc
Idaho National Laboratory	Oriental Bank	Terracon Consultants, Inc.
Ingram Micro Inc.	PACCAR Inc	The Aerospace Corporation
Institute for Defense Analyses	Pacific Northwest National Laboratory	The Capital Group
International Paper Company	Packaging Corporation of America	The Hershey Company
Jacobs Engineering Group Inc.	Pantex	The Home Depot Inc.
JE Dunn Construction Group	Parsons Corporation	The MathWorks, Inc.
Jet Propulsion Laboratory	Prudential Financial Inc.	The MITRE Corporation
Johns Hopkins University Applied Physics Laboratory	pSemiCorporation	The Procter & Gamble Company
Johnson & Johnson	QK	The Progressive Corporation
Kiewit Corporation	Ricoh Americas Corporation	The TJX Companies, Inc.
Kimley-Horn	S & B Engineers & Constructors, Ltd.	Timmons Group
Kodiak Gas Services LLC	Salesforce.com, Inc.	Trane Technologies
Kohls Corporation	Sandia National Laboratories	Turner Construction
Lawrence Livermore National Laboratory	Sanofi Pasteur	Underwriters Laboratories, Inc
Liberty Mutual Group	Sargent & Lundy, LLC	United Launch Alliance
Lockheed Martin Corporation	Savannah River National Laboratory	University Corporation for Atmospheric Research (UCAR)
L'Oreal USA	Siemens Digital Industries Software	USAA
Los Alamos National Laboratory	Sierra Nevada Corporation	VHB
Lumen	Simpson Gumpertz & Heger Inc. (SGH)	Victoria's Secret Co.
LyondellBasell	Sonoco Products Company	Virgin Galactic
Mead & Hunt	Sony Electronics, Inc.	Visa Inc.
Messer North America, Inc.	Southwest Research Institute	Wade Trim Group Inc
MIT Lincoln Laboratory	Space Dynamics Lab	Weatherford International plc
MODEC America, Inc.	SRI International	Wiss, Janney, Elstner Associates, Inc
National Laboratory of the Rockies (NLR)	SSOE, Inc.	Wood
ND Paper	Stanley Consultants Inc.	Woolpert, Inc.
New York Life Insurance Company	State Farm Mutual Automobile Insurance Company	WSP
NextEra Energy, Inc.	Stellantis NV	Xcel Energy
Nightwing	Stryker Corporation	Zebra Technologies Corporation
Noblis, Inc.	STV Group, Incorporated	
	Subaru of America, Inc.	
	Sundt	

Sample of the College Graduate Reports

College Graduate Hiring Rates - U.S. Data

Data Effective 01/15/2024	Accounting - Bachelors (ACBS)						
	Silicon Valley	West Coast (w/o Silicon Valley)	Northeast	North Central	Southeast	South Central	All Locations Combined
Number of Companies	0	5	12	16	14	7	38
Number Hired	0	7	94	46	31	15	193
Offers Outstanding	0	0	0	0	0	0	0
Total Incumbents	0	7	94	46	31	15	193
Percent of Exempt Incumbents		73.0%	60.3%	63.0%	72.5%	75.3%	63.1%
Base Salary							
Starting Base Salary	\$74,257	\$82,401	\$65,649	\$69,979	\$68,420	\$73,088	\$73,088
Current Base Salary	\$74,257	\$82,478	\$66,011	\$70,293	\$68,420	\$73,283	\$73,283
10th Percentile		\$62,005	\$58,000	\$41,600	\$44,634	\$55,030	
25th Percentile							
50th Percentile							
65th Percentile							
75th Percentile							
90th Percentile							
Salary Range Minimum							
Salary Range Midpoint							
Salary Range Maximum							
Cash Incentives							
Pct Receiving STI	37.8						
Average STI (incl \$0)	\$1.7k						
Average STI (excl \$0)							
Pct Receiving Sign-On	37.8						
Average Sign-On (excl \$0)							
25th Percentile							
50th Percentile							
75th Percentile							
Long Term Incentives							
Pct Receiving LTI	0.0%						
Avg Face Value of Award (excl \$0)							
Average Shares Granted (excl 0)							
25th Percentile							
50th Percentile							
75th Percentile							
Percentiles Omitted if Less Than 15 Incumbents Reporting							

College Graduate and Intern Compensation Survey
©2024 Pearl Meyer & Partners, LLC

Intern Hiring Rates - U.S.

Degree, Year of Study Completed, Region & Hourly Base Salaries	Number of Companies	Number of Incumbents	Average	25th Percentile	50th Percentile	75th Percentile
AGRICULTURE DEGREES						
Agribusiness - Bachelors	2nd	All Locations Combined	3	28		
	3rd	All Locations Combined	2	38		
	4th	All Locations Combined	3	7		
	All	All Locations Combined	7	74	\$24.96	\$20.50 \$24.00 \$27.76
Agribusiness - Masters	All	All Locations Combined	0	0		
Animal Science - Bachelors	2nd	All Locations Combined	1	2		
	3rd	All Locations Combined	1	1		
	4th	All Locations Combined	1	1		
	All	All Locations Combined	4	5		
Animal Science - Masters	All	All Locations Combined	0	0		
Forestry - Bachelors	4th	All Locations Co				
	All	All Locations Co				
Forestry - Masters	All	All Locations Co				
Agricultural Engineering - Bachelors	3rd	All Locations Co				
	4th	All Locations Co				
	All	All Locations Co				
BUSINESS DEGREES						
Accounting - Bachelors	Not Provided	Northeast				
		North Central				
		Southeast				
		All Locations Co				
	1st	All Locations Co				
	2nd	North Central				
		All Locations Co				
	3rd	Northeast				
		North Central				
		Southeast				
		South Central				
		All Locations Co				
	4th	North Central				
		Southeast				
		South Central				
		All Locations Co				
	All	Northeast				
		North Central				
		Southeast				
		South Central				
		All Locations Co				
Accounting - Masters	1st	All Locations Co				
	3rd	All Locations Co				
	4th	All Locations Co				
	All	Northeast				
		All Locations Co				
Business - PhD	4th	All Locations Co				
	All	All Locations Co				
Business Analytics - Bachelors	Not Provided	All Locations Co				
	1st	All Locations Co				

College Graduate and Intern Compensation Survey
©2024 Pearl Meyer & Partners, LLC

Policies and Practices - U.S. Data

Intern Hiring Practices	All Firms
Does your organization hire college interns?	
Yes	96.0%
No	4.0%
Approximate number of interns hired during the current survey reporting period	164
Does your organization have any of the following?	
Paid internships	100.0%
Unpaid internships	2.8%
Stipend only internships	0.7%
Does the organization have structured hiring guidelines for college interns?	
Yes	79.6%
No	20.4%
Hiring rates are based on:	
A percent of full-time rates	20.2%
Target percentile within salary structure	25.7%
Survey information	72.5%
Some other basis	13.8%
Do pay rates vary by school?	
Yes	1.4%
No	98.6%

College Graduate and Intern Compensation Survey
©2024 Pearl Meyer & Partners, LLC

Page 4-19

Contact Us

To learn more about our College Graduate and Intern Compensation Survey or to participate, contact the survey group at survey@pearlmeyer.com.

You will be assigned a dedicated account manager who will be available to walk you through the survey submission process, making it easy to integrate and match your information with our database. Our account managers have several years of survey experience, ensuring you the highest level of data quality and integrity.

Your account manager will email you a link to the submission materials, your log-in credentials, and instructions on how to complete and return your survey data.

By email:

survey@pearlmeyer.com

By phone:

ask for the survey group from our general number
508-460-9600

Dedicated Team of Account Managers



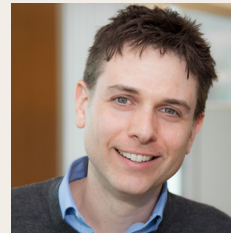
Rebecca Toman
Vice President,
Survey Business Unit



Nana Adu
Survey Account Manager



Dan Besser
Survey Account Manager



Jason Dionne
Associate Account
Manager



Matt Donahue
Senior Survey Account
Manager



Jordan Gagnon
Survey Project Manager



Andrew Guigno
Survey Operations
Manager



Benji Sheiffer
Senior Survey Account
Manager



Rhonda Snyder
Survey Project Manager

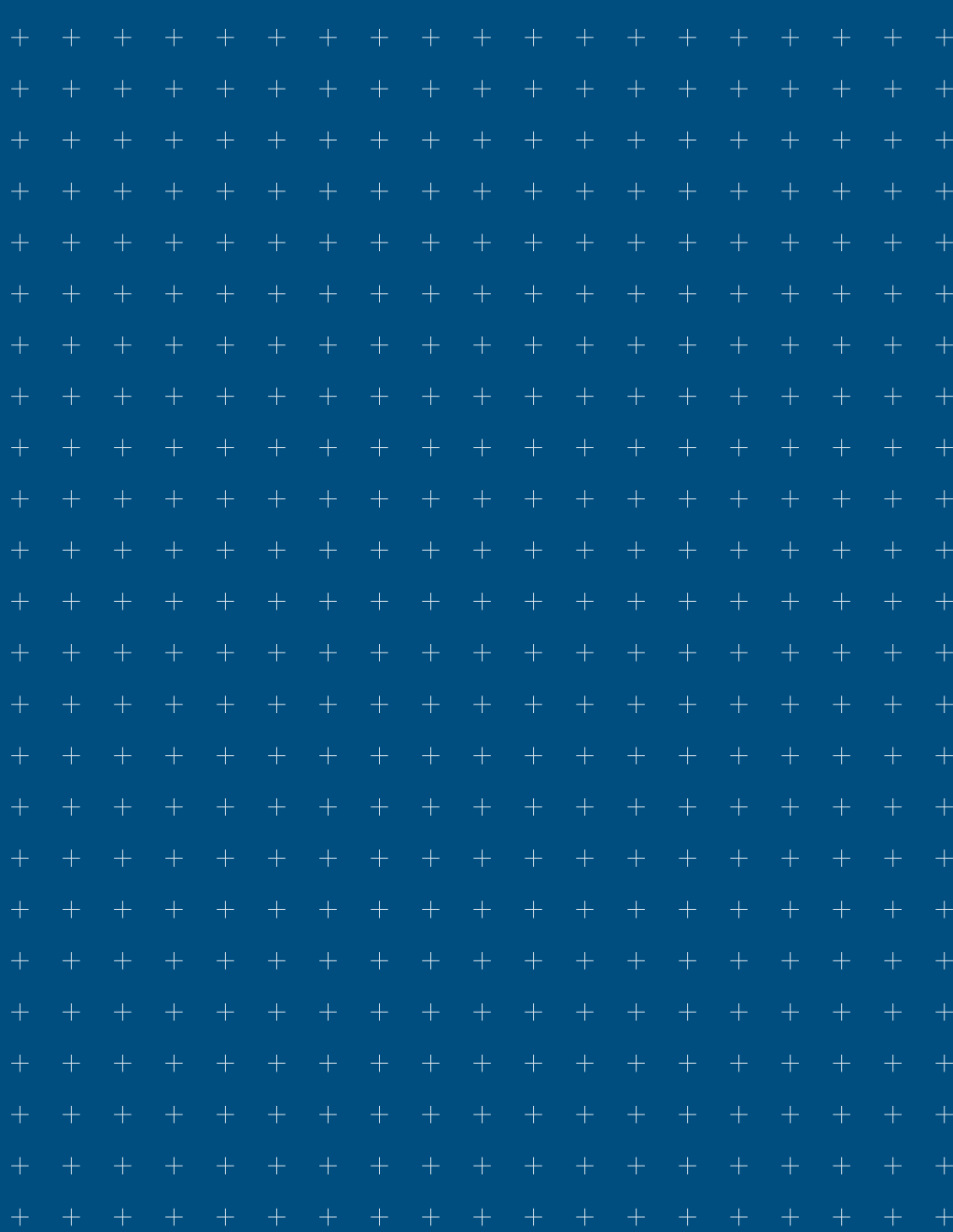


Veronika Valcheva
Senior Survey Account
Manager

About Pearl Meyer

pearlmeyer.com

Pearl Meyer is the leading advisor to boards and senior management helping organizations build, develop, and reward great leadership teams that drive long-term success. Our strategy-driven compensation and leadership consulting services act as powerful catalysts for value creation and competitive advantage by addressing the critical links between people and outcomes. Our clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private organizations to the Fortune 500.



For more information on Pearl Meyer,
visit us at www.pearlmeyer.com or
contact us at (212) 644-2300.

Pearl Meyer

pearlmeyer.com