



Pearl Meyer

The College Graduate and Intern Compensation Survey

2023 Prospectus



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 long-term incentive values 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 the Data: January 15, 2023

Submission Due Date: February 17, 2023

Report Publish Date: Week of April 17, 2023





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)

2022 College Graduate & Intern Compensation Survey

- 132 Companies
- Detailed Policies and Practices Information



2022 Participating Companies

Ally Financial Inc.	Centene Corporation
American Family Insurance Group	CF Evans Construction
American International Group (AIG)	Charter Communications, Inc.
Applied Research Laboratories - The University of Texas at Austin	Cherokee Nation Businesses, LLC
Argonne National Laboratory	Ciena Corp
ASM Research	CIGNA Corporation
AT&T Inc.	Cisco Systems, Inc.
AutoZone, Inc.	Corning Incorporated
BAE Systems North America, Inc.	Cummins, Inc.
Bechtel Global Corporation	Deloitte LLP
Bechtel Plant Machinery, Inc.	Dewberry
Black & Veatch Corporation	Direct Supply, Inc.
Black Knight Financial Services	Dominion Energy, Inc.
BNSF Railway Company	Dow
Booz Allen Hamilton Inc.	Draper Laboratory
Brookhaven National Laboratory	DTE Energy
Burlington Stores, Inc.	Duke Energy
Burns & McDonnell Engineering	E. & J. Gallo Winery
Caterpillar	EAB Global
	Eaton Corporation



2022 Participating Companies (continued)

eBay Inc.	Jacobs Engineering Group Inc.
Edwards Lifesciences	Jet Propulsion Laboratory
Federal Reserve Bank of Philadelphia	Johns Hopkins University Applied Physics Laboratory
Fermi National Accelerator Laboratory	Johnson & Johnson
Fidelity Investments	Kiewit Energy Group
FIS Global	Klein Tools, Inc.
Ford Motor Company	L Brands Inc.
Gannett Fleming, Inc.	Lanxess Corporation
GDIT	Lawrence Livermore National Laboratory
GE Global Research	Lockheed Martin Corporation
General Dynamics Mission Systems	L'Oreal USA
General Motors Company	Los Alamos National Laboratory
Gilbane, Inc.	M. A. Mortenson Company
Great American Insurance Group	Magellan Health Inc
H.W. Lochner, Inc.	Markforged
Hewlett-Packard Company	MasterCard Incorporated
HGA	Mentor Graphics Corporation
HNTB Corporation	Messer North America, Inc.
Hormel Foods Corp.	MIT Lincoln Laboratory
HP Enterprise Services	Mondelez International, Inc.
HRL Laboratories, LLC	Mott MacDonald
Humana Inc.	ND Paper
Idaho National Laboratory	Noblis, Inc.
International Paper Company	Northrop Grumman Corporation



2022 Participating Companies (continued)

NTT Research, Inc.	Terracon Consultants, Inc.
Olsson	The Aerospace Corporation
PACCAR Inc	The Capital Group
Pacific Northwest National Laboratory	The EMMES Corporation
Parsons Corporation	The MathWorks, Inc.
Prudential Financial Inc.	The MITRE Corporation
pSemi Corporation	The Procter & Gamble Company
QUALCOMM Incorporated	The Progressive Corporation
RAND Corporation	The TJX Companies, Inc.
Renesas Electronics America Inc.	Trane Technologies
Ricoh Americas Corporation	Trinity Health
Roseburg Forest Products Co.	Triumph Thermal Systems
Sandia National Laboratories	United Launch Alliance
Sargent & Lundy, LLC	UnitedHealth Group Incorporated
Savannah River National Laboratory	University Corporation for Atmospheric Research (UCAR)
Savannah River Nuclear Solutions, LLC	USAA
Southwest Research Institute	Utah State University Space Dynamics Laboratory
SRI International	Verso Paper
Stantec Inc.	VHB
State Farm Mutual Automobile Insurance Company	Visa Inc.
Stellantis NV	Wade Trim Group Inc
Subaru of America, Inc.	Wood
Suffolk	WSP
Target Corporation	Zoetis



Sample of the College Graduate Hiring Rates Report

College Graduate Hiring Rates - U.S. Data							
Accounting - Bachelors (ACBS)							
Data Effective 01/15/2022	Silicon Valley	West Coast (w/o Silicon Valley)	Northeast	North Central	Southeast	South Central	All Locations Combined
Number of Companies	1	7	18	15	18	17	42
Number Hired	2	16	46	52	47	30	194
Offers Outstanding	0	0	0	6	3	0	9
Total Incumbents	2	16	46	58	50	30	203
Percent of Exempt Incumbents		63.5%	76.1%	98.3%	81.7%	83.3%	84.7%
Base Salary							
Starting Base Salary		\$63,476	\$65,054	\$64,428	\$64,501	\$62,156	\$64,564
Current Base Salary		\$64,152	\$66,032	\$65,898	\$65,918	\$63,067	\$65,848
10th Percentile		\$44,491	\$56,805	\$55,000	\$51,000	\$50,000	\$55,000
25th Percentile		\$60,008	\$60,000	\$58,000	\$59,000	\$56,000	\$59,072
50th Percentile		\$65,000	\$64,500	\$64,524	\$63,767	\$62,002	\$64,524
65th Percentile		\$66,050	\$65,000	\$65,820	\$68,598	\$64,000	\$66,000
75th Percentile		\$66,000	\$68,500	\$69,992	\$72,010	\$70,000	\$70,995
90th Percentile		\$77,000	\$77,002	\$76,248	\$82,500	\$78,500	\$82,500
Salary Range Minimum			\$53,904	\$53,843	\$54,254	\$53,432	\$54,317
Salary Range Midpoint			\$70,703	\$68,901	\$69,280	\$69,902	\$70,013
Salary Range Maximum			\$88,387	\$82,527	\$84,519	\$87,944	\$86,034
Cash Incentives							
Pct Receiving STI		24.9%	23.9%	44.8%	4.6%	43.3%	27.1%
Average STI (incl \$0)		\$221	\$1,092	\$1,600	\$260	\$1,639	\$1,016
Average STI (excl \$0)			\$4,565	\$3,569		\$3,782	\$3,749
Pct Receiving Sign-On		0.0%	8.7%	58.6%	15.2%	0.0%	22.2%
Average Sign-On (excl \$0)				\$4,603	\$6,403		\$5,100
25th Percentile				\$5,000	\$5,000		\$5,000
50th Percentile				\$5,000	\$6,000		\$5,000
75th Percentile				\$5,000	\$6,000		\$5,000
Long Term Incentives							
Pct Receiving LTI		0.0%	2.2%	1.7%	2.3%	0.0%	1.5%
Avg Face Value of Award (excl \$0)							
Average Shares Granted (excl 0)							
25th Percentile							\$69
50th Percentile				\$102	\$81	\$107	
75th Percentile							
Average LTI BS Value (incl \$0)							
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25th Percentile							
50th Percentile							
75th Percentile							
Percentiles Omitted if Less Than 15 Incumbents Reporting							

Page 3-7

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Sample of the Intern Hiring Rates Report

College Graduate Hiring Rates - U.S. Data							
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Page 3-7

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Sample of the Policies and Practices Report

Policies and Practices - U.S. Data

	All Firms
Intern Hiring Practices	
Does your organization hire college interns?	97.4%
Yes	2.6%
No	198
Approximate number of interns hired during the current survey reporting period	99.1%
Does your organization have any of the following?	3.6%
Paid internships	0.0%
Unpaid internships	76.6%
Stipend only internships	23.4%
Does the organization have structured hiring guidelines for college interns?	
Yes	17.6%
No	18.8%
Interning rates are based on:	71.8%
A percent of full-time rates	16.5%
Target percentile within salary structure	
Survey information	4.5%
Some other basis	95.5%
Do pay rates vary by school?	
Yes	
No	

Page 4-19

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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.

- **To contact us by email:** survey@pearlmeyer.com
- **To contact us by phone:** ask for the survey group from our general number 508-460-9600

About Pearl Meyer (www.pearlmeyer.com | www.pearlmeyer.com/surveys)

Pearl Meyer is the leading advisor to boards and senior management on the alignment of compensation with organizational and leadership strategies, making pay programs a powerful catalyst for value creation and competitive advantage. Our survey team provides organizations with accurate, on-point information supporting effective business decisions. Pearl Meyer stands at the forefront of their industries and range from emerging high-growth, not-for-profit, and private companies to the Fortune 500 and FTSE 350. The firm has offices in Atlanta, Boston, Charlotte, Chicago, Houston, Los Angeles, New York, and San Jose.





Dedicated Team of Account Managers



Rebecca Toman
Vice President, Survey
Business Unit



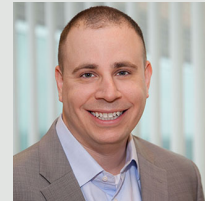
Dan Besser
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Manager



Matt Donahue
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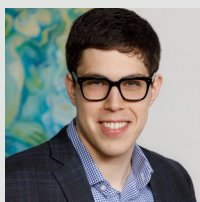
Jordan Gagnon
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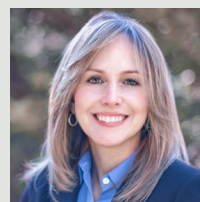
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