



Pearl Meyer

2025

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 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 Data: January 15, 2025

Submission Due Date: February 14, 2025

Report Publish Date: Week of April 14, 2025



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)

2025 College Graduate & Intern Compensation Survey

145
Companies

Detailed Policies
and
Practices Information

2025 Participating Companies

AAON, Inc.	Ciena Corp	Fidelity Investments
Advance Auto Parts Inc	CIGNA Corporation	Fluor Corporation
AECOM	CITGO Petroleum Corporation	Ford Motor Company
AgWest Farm Credit	Cleveland-Cliffs Inc.	Gannett Fleming, Inc.
Ally Financial Inc.	CNA	GBA
American International Group (AIG)	Colas	GDIT
AmeriHealth Caritas	Colliers Engineering & Design	General Dynamics Mission Systems
Applied Research Laboratories - The University of Texas at Austin	Commonwealth Associates	Gilbane, Inc.
Argonne National Laboratory	Corning Incorporated	Granite Construction Inc.
Aristocrat	Cummins, Inc.	Gray, Inc.
Bath & Body Works Inc	Department of Energy's Kansas City National Security Campus	H.W. Lochner, Inc.
Bechtel Global Corporation	Direct Supply, Inc.	Haskell
Bechtel Plant Machinery, Inc.	Dominion Energy, Inc.	Henderson Engineers
Black & Veatch Corporation	Dow	HGA
BNSF Railway Company	Draper Laboratory	HNTB Corporation
Brady Corporation	Eagle Materials	Hormel Foods Corp.
Burlington Stores, Inc.	Eaton Corporation	HP Enterprise Services
Burns & McDonnell Engineering	eBay Inc.	Humana Inc.
Caterpillar	Edwards Lifesciences	Idaho National Laboratory
CDM Smith Inc.	Electronic Arts Inc.	Institute for Defense Analyses
Centene Corporation	Enercon Services	International Paper Company
Cherokee Nation Businesses, LLC	Fermi National Accelerator Laboratory	JE Dunn Construction Group
		Jet Propulsion Laboratory



2025 Participating Companies (cont'd)

Johns Hopkins University Applied Physics Laboratory	SAIC, Inc.	United Launch Alliance
Johnson & Johnson	Salesforce.com, Inc.	University Corporation for Atmospheric Research (UCAR)
Lawrence Livermore National Laboratory	Sandia National Laboratories	USAA
Liberty Mutual Group	Sanofi Pasteur	VHB
Lockheed Martin Corporation	Sargent & Lundy, LLC	Victoria's Secret & Co.
L'Oreal USA	Savannah River National Laboratory	Visa Inc.
Los Alamos National Laboratory	Simpson Gumpertz & Heger Inc. (SGH)	Wade Trim Group Inc
LyondellBasell	Skanska	Worley
McCarthy	Sonoco Products Company	WSP
Mead & Hunt	Sony Electronics, Inc.	Xcel Energy
Mentor Graphics Corporation	Southwest Research Institute	Zebra Technologies Corporation
Messer North America, Inc.	Space Dynamics Lab	
MIT Lincoln Laboratory	Stanley Consultants Inc.	
MODEC International, Inc.	Stantec, Inc.	
National Renewable Energy Laboratory	Stellantis NV	
NCCI Holdings, Inc	Stryker Corporation	
ND Paper	Subaru of America, Inc.	
Noblis, Inc.	Suffolk	
Northrop Grumman Corporation	Sundt	
Novartis Corp.	Target Corporation	
NTT Research, Inc.	Tenneco Inc	
Olsson	Terracon Consultants, Inc.	
Oriental Bank	The Aerospace Corporation	
Pacific Northwest National Laboratory	The Austin Company	
Pantex	The Capital Group	
Parsons Corporation	The Hershey Company	
Prudential Financial Inc.	The MathWorks, Inc.	
RAND Corporation	The MITRE Corporation	
Ricoh Americas Corporation	The Procter & Gamble Company	
RMH Group Inc	The Progressive Corporation	
Roseburg Forest Products Co.	The TJX Companies, Inc.	
RS&H	Timmons Group	
S & B Engineers & Constructors, Ltd	Trane Technologies	
	Underwriters Laboratories, Inc	

Sample of the College Graduate Reports

College Graduate Hiring Rates - U.S. Data							
Data Effective 01/15/2024	Accounting - Bachelors (ACBS)						All Locations Combined
	Silicon Valley	West Coast (w/o Silicon Valley)	Northeast	North Central	Southeast	South Central	
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	\$70,203	\$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)	\$1,7						
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							

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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				

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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%

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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



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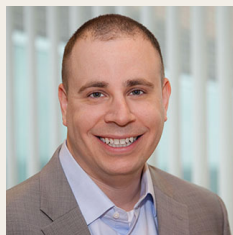
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About Pearl Meyer

[pearlmeyer.com](https://www.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,
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