

The College Graduate and Intern Compensation Survey

2024 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, 2024

Submission Due Date: February 16, 2024

**Report Publish Date:** Week of April 17, 2024





## 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)

- 2024 College
   Graduate & Intern
   Compensation Survey
- 156 Companies
- Detailed Policies and Practices Information





## 2024 Participating Companies

Ally Financial Inc.

American International Group (AIG)

Applied Research Laboratories - The University

of Texas at Austin

**Argonne National Laboratory** 

Bath & Body Works Inc

**Bayer Corporation** 

**Bechtel Global Corporation** 

Bechtel Plant Machinery, Inc.

Black & Veatch Corporation

Black Knight Financial Services

**BNSF Railway Company** 

Boise Cascade Company

Booz Allen Hamilton Inc.

**Brady Corporation** 

Bunge Limited

Burlington Stores, Inc.

**Burns & McDonnell Engineering** 

CACI International, Inc.

Caterpillar

CDM Smith Inc.

Centene Corporation

Charter Communications, Inc.

Cheniere Energy, Inc

Cherokee Nation Businesses, LLC

**CIGNA Corporation** 

Cleveland-Cliffs Inc.

CNA

Colas

Colliers Engineering & Design

Commonwealth Associates

Corning Incorporated

Cox Communications, Inc.

Cummins, Inc.

**Danaher Corporation** 

Department of Energy's Kansas City National

**Security Campus** 

Dewberry

Direct Supply, Inc.

Dominion Energy, Inc.





## 2024 Participating Companies (continued)

Dow

Draper Laboratory
E. & J. Gallo Winery
Eagle Materials
Eaton Corporation

**Eaton Corporation** 

eBay Inc.
Edward Jones
Enercon Services

ENGIE North America Inc.

Fermi National Accelerator Laboratory

Fidelity Investments

FIS Global

Fluor Corporation
Ford Motor Company

Framatome

Gannett Fleming, Inc.

GBA GDIT

**General Dynamics Mission Systems** 

Gilbane. Inc.

Granite Construction Inc.

Gray, Inc.

Gresham Smith Guidehouse

H.W. Lochner, Inc. HBM Holdings Company

**Henderson Engineers** 

Herbert, Rowland, and Grubic

HGA

**HNTB Corporation** 

Holt Group

Hormel Foods Corp.

HP Enterprise Services

Humana Inc.

Idaho National Laboratory

Ingram Micro Inc.

Institute for Defense Analyses International Paper Company Jet Propulsion Laboratory

Johns Hopkins University Applied Physics

Laboratory

Kennedy/Jenks Consultants, Inc.

Kronos Incorporated

Lawrence Livermore National Laboratory

**Liberty Mutual Group** 

**Lockheed Martin Corporation** 

L'Oreal USA

Los Alamos National Laboratory

Lumen

LyondellBasell

M. A. Mortenson Company

McCarthy

Mentor Graphics Corporation Messer North America, Inc. MIT Lincoln Laboratory MODEC International, Inc.

Multistudio

National Renewable Energy Laboratory

NCCI Holdings, Inc NextEra Energy, Inc.





## 2024 Participating Companies (continued)

Nike, Inc.

Noblis, Inc.

Northrop Grumman Corporation

Novartis Corp.

NTT Research, Inc.

Oak Ridge National Laboratory UT-Battelle, LLC

Olsson

Oriental Bank PACCAR Inc

Pacific Northwest National Laboratory

Pactiv Evergreen
Parsons Corporation
Port Authority of NY/NJ
Prudential Financial Inc.

pSemi Corporation RAND Corporation

Renesas Electronics America Inc. Ricoh Americas Corporation

RS&H

Sandia National Laboratories

Sargent & Lundy, LLC

Savannah River National Laboratory

Sierra Nevada Corporation

Simpson Gumpertz & Heger Inc. (SGH)

Sonoco Products Company
Southwest Research Institute

**SRI** International

Stanley Consultants Inc.

Stantec Inc.

State Farm Mutual Automobile Insurance

Company

Stellantis NV

Stryker Corporation

STV Group, Incorporated Subaru of America, Inc.

Subaru Research & Development

Swagelok Company Target Corporation

Tenneco Inc

Terracon Consultants, Inc.
The Aerospace Corporation

The Capital Group
The Hershey Company
The MathWorks, Inc.
The MITRE Corporation

The Procter & Gamble Company
The Progressive Corporation
The TJX Companies, Inc.
Trane Technologies
United Launch Alliance

UnitedHealth Group Incorporated

University Corporation for Atmospheric

Research (UCAR)

USAA

**Utah State University Space Dynamics** 

Laboratory

VHB

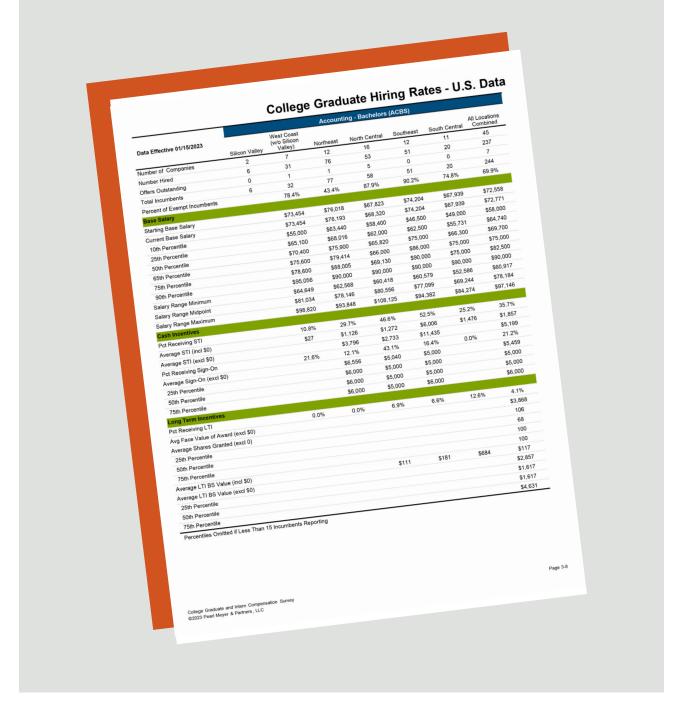
Victoria's Secret & Co. Wade Trim Group Inc

Wood Worley WSP





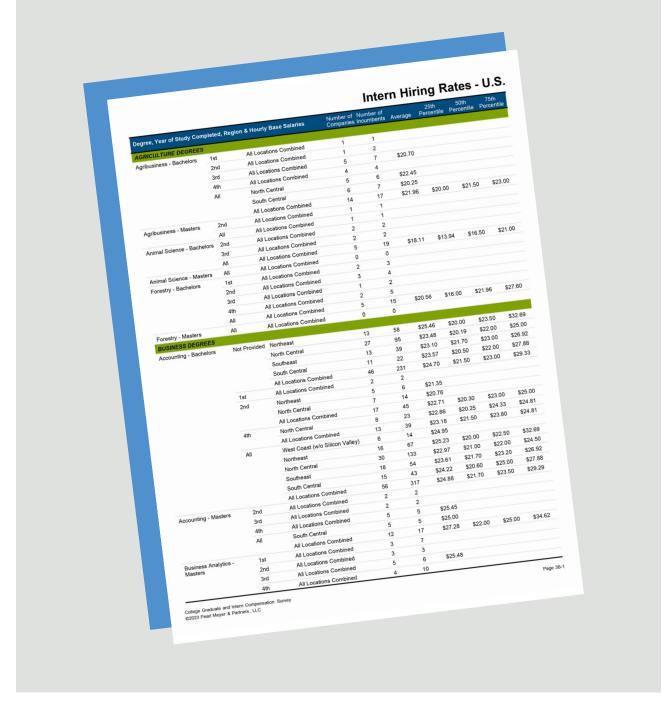
## Sample of the College Graduate Hiring Rates Report







## Sample of the Intern Hiring Rates Report







## Sample of the Policies and Practices Report





### **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 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.







## **Dedicated Team of Account Managers**



**Rebecca Toman** Vice President, Survey Business Unit



**Nana Adu** Associate Account Manager



**Dan Besser** Senior Survey Account Manager



Matt Donahue Survey Account Manager



**Jordan Gagnon** Survey Project Manager



**Andrew Guigno**Survey Operations
Manager



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**Benji Sheiffer** Survey Account Manager



Rhonda Snyder Senior Survey Account Manager



**Veronika Valcheva** Survey Account Manager



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