

College Graduate and Intern Compensation Survey

Survey Reports

Each participant receives the following survey reports as part of the basic membership fee:

Average Hiring Rates and Starting Salaries summarizes total compensation, element by element, for each degree type. Data is summarized by degree for the following geographic locations and all locations combined:

- Silicon Valley
- West Coast (excluding Silicon Valley)
- Northeast
- North Central
- Southeast
- South Central

Hiring Guidelines summarizes base salary offer guidelines, average range minimum, average range maximum and average target rates. Guidelines are reported by degree for the following geographic locations and all locations combined:

- Silicon Valley
- West Coast (excluding Silicon Valley)
- Northeast
- North Central
- Southeast
- South Central

Top MBA School Hiring Guidelines summarizes MBA hiring range minimum, maximum and average years' experience by:

- School
- Undergraduate Technical and Non-Technical Degree Type



Intern Hiring Guidelines summarizes by major degree intern hourly rates for each year completed. Guidelines are summarized by degree for the following geographic locations and all locations combined:

- Silicon Valley
- West Coast (excluding Silicon Valley)
- Northeast
- North Central
- Southeast
- South Central

Policies and Practices provides in-depth information on a wide range of compensation and human resource programs geared toward new college graduates and interns. Topic areas covered include:

- College Hire Practices
- Hiring Bonuses
- Tuition Repayment
- Relocation
- Stipend/Intern Perquisites
- Salary Compression
- MBA Hiring Practices
- MBA Leadership/Management Rotation Programs
- College Intern Hiring Practices