

# Outcomes Report

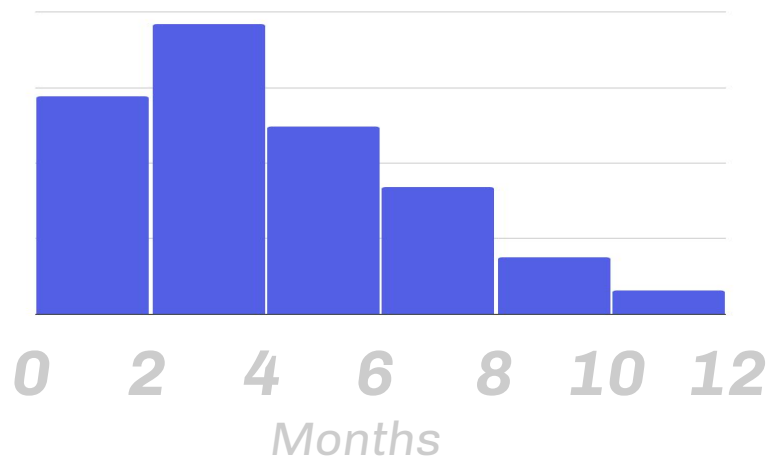
To continue our dedication towards transparency and data, we've publicly released an anonymized roster of our last 300 placed fellows, with their base salaries, which companies they went to work at, and how long they took to get placed. Here's a summary of what the data says:

## \$90,795

Average Junior Base Salary

## \$152,432

Average Senior Base Salary



## 4 Months

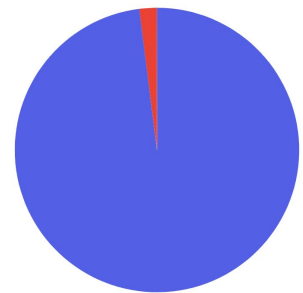
Average Placement Time

Most Common Companies

## 98%

Placed Within a Year



To see the placements for yourself, feel free to go onto the next page, where we've released key information for each placement.

# Raw Data

Below is a roster of our last 300 placed fellows for 2019, while there's a lot of information to parse, we believed that sharing the whole roster was the best way to show the program outcomes without filter and allow interested job seekers to explore:

Salary	Company	Start Date	End Date	Placement Time
\$115,000	Binti	1/20/2018	5/18/2018	4
\$59,999	Codeparticle	2/13/2018	10/24/2018	8
\$60,000	Infosys	2/13/2018	12/13/2018	10
\$82,000	Abridge.AI	2/13/2018	6/22/2018	4
\$95,000	Axon	2/13/2018	7/17/2018	5
\$100,000	Epic	2/13/2018	7/13/2018	5
\$115,000	TrueAccord	2/13/2018	5/31/2018	3
\$125,000	TrueAccord	2/13/2018	8/30/2018	6
\$68,000	DXC Technology	3/19/2018	8/28/2018	5
\$80,000	Kaiser Permanente	3/19/2018	12/21/2018	9
\$84,271	Walmart	3/19/2018	9/28/2018	6
\$90,000	Smarmets	3/19/2018	7/17/2018	4
\$107,000	{UNREPORTED_DATA}	3/19/2018	7/7/2018	3
\$110,000	Google	3/19/2018	5/31/2018	2
\$115,000	OpenGov	3/19/2018	2/14/2019	11
\$120,000	VMWare	3/19/2018	6/28/2018	3
\$120,000	Fortanix	3/19/2018	6/24/2018	3
\$120,556	Clover Networks	3/19/2018	6/11/2018	3
\$145,000	Facebook	3/19/2018	6/18/2018	3
\$152,500	Doordash	3/19/2018	6/12/2018	3
\$165,000	Amazon	3/19/2018	12/19/2018	9
\$183,000	Amazon	3/19/2018	6/18/2018	3
\$67,200	QualStaff Resources	4/6/2018	8/14/2018	4
\$65,650	ReadingPlus	4/10/2018	7/10/2018	3
\$85,000	Assurance	4/10/2018	11/6/2018	7
\$92,829	Cars.com	4/10/2018	6/14/2018	2
\$105,000	Cerner	4/10/2018	6/26/2018	2
\$110,000	Arc Block	4/10/2018	6/9/2018	2
\$110,000	{UNREPORTED_DATA}	4/10/2018	8/12/2018	4
\$115,000	Yelp	4/10/2018	12/10/2018	8
\$115,000	Microsoft	4/10/2018	6/3/2018	2

\$131,000	Google	4/10/2018	8/13/2018	4
\$190,000	Google	4/10/2018	8/9/2018	4
\$80,000	Attadale Partners	4/28/2018	8/15/2018	3
\$95,000	LogMeIn	4/28/2018	6/19/2018	2
\$95,200	Amazon	4/28/2018	7/12/2018	2
\$99,000	Smarmets	4/28/2018	7/22/2018	3
\$107,440	Esri	4/28/2018	6/25/2018	2
\$113,300	Uber	4/28/2018	6/28/2018	2
\$130,000	Postmates	4/28/2018	6/28/2018	2
\$141,000	Microsoft	4/28/2018	6/14/2018	1
\$45,076	Q-Games	5/16/2018	8/18/2018	3
\$52,000	American Labor Alliance	5/16/2018	7/7/2018	2
\$62,000	UPS	5/16/2018	7/10/2018	2
\$75,000	Connectify	5/16/2018	7/9/2018	2
\$92,000	{UNREPORTED_DATA}	5/16/2018	7/6/2018	2
\$102,000	Walmart	5/16/2018	8/23/2018	3
\$120,000	Ellie Mae	5/16/2018	10/2/2018	4
\$125,000	Splunk	5/16/2018	12/5/2018	6
\$135,000	Facebook	5/16/2018	9/21/2018	4
\$150,000	Meraki	5/16/2018	10/5/2018	5
\$171,000	Amazon	5/16/2018	2/26/2019	9
\$250,000	Facebook	5/16/2018	11/19/2018	6
\$41,600	Athena Technology	5/27/2018	8/26/2018	3
\$60,000	Brightfind	5/27/2018	7/30/2018	2
\$65,000	Wavemaker Partners	5/27/2018	7/27/2018	2
\$75,000	Rooms To Go	5/27/2018	11/26/2018	6
\$95,000	SignalFX	5/27/2018	1/24/2019	8
\$96,429	Uber	5/27/2018	5/24/2019	11
\$102,000	E&Y	5/27/2018	8/29/2018	3
\$105,000	Cohesity	5/27/2018	8/28/2018	3
\$106,000	Palo Alto Networks	5/27/2018	11/21/2018	6
\$108,000	Amazon	5/27/2018	3/6/2019	9
\$120,000	JP Morgan Chase	5/27/2018	9/28/2018	4
\$60,000	Infosys	8/11/2018	12/8/2018	4
\$60,000	Techedge	8/11/2018	1/17/2019	5
\$77,500	Raytheon	8/11/2018	3/16/2019	7
\$78,000	Northrop Grumman	8/11/2018	9/12/2018	1
\$80,000	Streamlabs	8/11/2018	6/20/2019	10
\$80,080	Lytix	8/11/2018	9/21/2018	1
\$90,000	Fannie Mae	8/11/2018	10/24/2018	2
\$92,000	Lawyaw	8/11/2018	5/9/2019	9
\$108,000	Amazon	8/11/2018	7/9/2019	11
\$110,000	Alarm.com	8/11/2018	10/10/2018	2

\$110,000	Nylas, Inc.	8/11/2018	10/29/2018	3
\$125,000	Splunk	8/11/2018	7/9/2019	11
\$125,000	Mercari	8/11/2018	5/4/2019	8
\$130,000	Salesforce	8/11/2018	11/29/2018	3
\$142,361	Qualcomm	8/11/2018	4/22/2019	8
\$145,000	GoDaddy	8/11/2018	4/4/2019	7
\$66,000	Truebill	9/1/2018	5/9/2019	8
\$80,460	Workday	9/1/2018	4/28/2019	8
\$83,000	Hyland Software, Inc.	9/1/2018	10/19/2018	2
\$85,000	SAS	9/1/2018	3/29/2019	7
\$90,000	OpenAI	9/1/2018	7/1/2019	10
\$95,200	Amazon	9/1/2018	10/18/2018	1
\$95,500	Connexa	9/1/2018	11/12/2018	2
\$108,800	SignalFX	9/1/2018	11/14/2018	2
\$110,000	Facebook	9/1/2018	4/23/2019	7
\$132,000	Amazon	9/1/2018	3/28/2019	7
\$57,467	Semantic Arts Inc.	9/15/2018	10/16/2018	1
\$68,000	Levvel	9/15/2018	10/24/2018	1
\$100,000	Sumo Logic	9/15/2018	7/2/2019	9
\$118,000	Shrodinger	9/15/2018	8/1/2019	10
\$120,000	thoughtworks	9/15/2018	5/5/2019	7
\$142,000	Amazon	9/15/2018	1/9/2019	4
\$150,000	Sisu Data	9/15/2018	12/21/2018	3
\$155,000	Lifion	9/15/2018	11/13/2018	2
\$60,000	Clerkie.io	9/29/2018	11/2/2018	1
\$74,880	Kelly Services OCG	9/29/2018	6/3/2019	8
\$75,000	Perspecta	9/29/2018	8/20/2019	10
\$78,500	Walmart Labs	9/29/2018	12/2/2018	2
\$85,000	Walmart	9/29/2018	4/9/2019	6
\$96,000	{UNREPORTED_DATA}	9/29/2018	6/5/2019	8
\$105,000	Atlassian	9/29/2018	11/27/2018	2
\$112,000	Google	9/29/2018	3/25/2019	6
\$114,400	Aquent	9/29/2018	11/30/2018	2
\$115,000	Bank of America	9/29/2018	12/3/2018	2
\$115,000	F5 Networks, Inc.	9/29/2018	1/10/2019	3
\$117,000	Expedia	9/29/2018	4/13/2019	6
\$132,000	Amazon	9/29/2018	2/12/2019	4
\$140,000	Google	9/29/2018	5/8/2019	7
\$42,000	MK Decision	10/13/2018	8/1/2019	9
\$54,996	Hustle	10/13/2018	2/4/2019	4
\$65,000	Blueprint	10/13/2018	4/8/2019	6
\$72,000	Cerner	10/13/2018	1/31/2019	3
\$74,500	Digi International Inc	10/13/2018	9/9/2019	11

\$75,000	LexisNexis	10/13/2018	5/3/2019	6
\$80,000	Consqeta	10/13/2018	7/31/2019	9
\$90,000	Indeed	10/13/2018	1/28/2019	3
\$100,000	Blackrock	10/13/2018	7/9/2019	9
\$105,000	TrueAccord	10/13/2018	4/23/2019	6
\$112,000	F5 Networks, Inc.	10/13/2018	2/25/2019	4
\$123,000	Amazon	10/13/2018	11/29/2018	1
\$130,000	Google	10/13/2018	5/24/2019	7
\$135,000	GLU	10/13/2018	10/23/2018	0
\$140,000	TextRecruit	10/13/2018	1/28/2019	3
\$140,000	Cricket Health	10/13/2018	4/8/2019	6
\$155,000	Salesforce	10/13/2018	12/4/2018	2
\$50,000	Hanzo	10/27/2018	12/20/2018	2
\$66,000	UpClear	10/27/2018	10/4/2019	11
\$70,720	Infosys	10/27/2018	6/10/2019	7
\$72,800	Abalta	10/27/2018	4/19/2019	6
\$75,000	Putnam Investments	10/27/2018	12/7/2018	1
\$75,000	System Management Associates LLC	10/27/2018	1/15/2019	3
\$75,000	Ezoic	10/27/2018	3/1/2019	4
\$80,000	IBM	10/27/2018	12/6/2018	1
\$84,000	Target	10/27/2018	3/6/2019	4
\$96,500	Amazon	10/27/2018	6/5/2019	7
\$98,000	Cornerstone OnDemand	10/27/2018	5/17/2019	6
\$110,000	Thumbtack	10/27/2018	2/12/2019	3
\$113,000	Capital One	10/27/2018	3/28/2019	5
\$125,000	NCC Group	10/27/2018	2/1/2019	3
\$145,000	Akuna Capital	10/27/2018	11/15/2018	1
\$205,000	Amazon	10/27/2018	12/19/2018	2
\$54,451	San Francisco Airport	11/10/2018	7/18/2019	8
\$75,000	Beyond Limits	11/10/2018	4/4/2019	5
\$76,800	Averro	11/10/2018	3/20/2019	4
\$110,000	Chartboost,Equinix	11/10/2018	5/19/2019	6
\$110,000	TrueAccord	11/10/2018	4/12/2019	5
\$115,000	Aurora	11/10/2018	7/31/2019	8
\$130,000	6sense	11/10/2018	4/19/2019	5
\$132,000	Amazon	11/10/2018	5/15/2019	6
\$49,607	Shoppe	12/1/2018	7/19/2019	7
\$57,216	Infosys	12/1/2018	5/30/2019	6
\$62,000	Housecall Pro	12/1/2018	1/6/2019	1
\$65,000	MST Solutions	12/1/2018	1/18/2019	2
\$69,231	Modular Mining Systems	12/1/2018	3/18/2019	3
\$75,000	Vantage Labs	12/1/2018	7/23/2019	7

\$75,000	Hillrom	12/1/2018	5/23/2019	5
\$75,000	Columbia University	12/1/2018	6/7/2019	6
\$77,644	Amazon	12/1/2018	12/28/2018	1
\$79,344	Accenture	12/1/2018	5/17/2019	5
\$80,000	Quantum Metric	12/1/2018	4/30/2019	5
\$82,000	General Electric	12/1/2018	4/25/2019	5
\$100,000	Fortanix	12/1/2018	4/10/2019	4
\$108,000	Amazon	12/1/2018	3/12/2019	3
\$112,000	Google	12/1/2018	3/19/2019	3
\$115,000	Cadence Design Systems	12/1/2018	2/20/2019	3
\$115,200	Quantiphi	12/1/2018	1/31/2019	2
\$120,000	eBay	12/1/2018	5/17/2019	5
\$120,000	EasyPost	12/1/2018	8/28/2019	9
\$125,000	Quantcast	12/1/2018	2/21/2019	3
\$129,000	CBS Interactive	12/1/2018	5/24/2019	6
\$132,000	Amazon	12/1/2018	12/21/2018	1
\$142,000	Amazon (audible)	12/1/2018	6/11/2019	6
\$155,000	Path AI	12/1/2018	5/3/2019	5
\$178,000	Box	12/1/2018	1/29/2019	2
\$48,000	Chetan Pandya	1/5/2019	8/20/2019	7
\$49,920	Aleks - McGraw-Hill	1/5/2019	5/23/2019	4
\$54,000	{UNREPORTED_DATA}	1/5/2019	8/27/2019	7
\$60,000	IBM	1/5/2019	4/2/2019	3
\$62,000	QCI	1/5/2019	6/17/2019	5
\$65,000	Office Ally	1/5/2019	3/20/2019	2
\$65,000	WeWork	1/5/2019	3/14/2019	2
\$65,280	Red Hat	1/5/2019	1/24/2019	1
\$67,200	Helitrack	1/5/2019	2/26/2019	2
\$70,000	Ambry	1/5/2019	3/5/2019	2
\$70,000	Innovive	1/5/2019	2/11/2019	1
\$70,000	Charles Schwab	1/5/2019	2/8/2019	1
\$81,200	{UNREPORTED_DATA}	1/5/2019	9/5/2019	8
\$83,200	Comcast (through TekSystems)	1/5/2019	8/7/2019	7
\$85,000	OpenDoor	1/5/2019	7/11/2019	6
\$85,000	{UNREPORTED_DATA}	1/5/2019	3/29/2019	3
\$88,000	IDbyDNA	1/5/2019	10/4/2019	9
\$105,000	Expedia	1/5/2019	5/14/2019	4
\$108,000	Amazon	1/5/2019	2/19/2019	1
\$120,000	Oracle	1/5/2019	4/25/2019	3
\$130,000	Pilot.com	1/5/2019	4/1/2019	3
\$135,000	Yelp	1/5/2019	7/19/2019	6
\$135,000	Microsoft	1/5/2019	6/14/2019	5

\$60,000	Ronin Capital	1/19/2019	3/21/2019	2
\$62,000	Envolve	1/19/2019	9/11/2019	7
\$96,000	ConnectIQ	1/19/2019	4/15/2019	3
\$108,000	Amazon	1/19/2019	4/10/2019	3
\$112,000	GE Healthcare	1/19/2019	4/8/2019	3
\$115,000	TrueAccord	1/19/2019	4/23/2019	3
\$120,000	Hubspot	1/19/2019	2/12/2019	1
\$125,000	Rigetti	1/19/2019	8/28/2019	7
\$132,000	Amazon	1/19/2019	8/1/2019	6
\$135,000	Synopsys	1/19/2019	6/11/2019	5
\$160,062	Cisco	1/19/2019	2/25/2019	1
\$65,000	Capgemini	2/2/2019	4/18/2019	2
\$66,000	AnitaB.org	2/2/2019	6/4/2019	4
\$70,000	Dal-Tile	2/2/2019	3/19/2019	1
\$76,800	Nike, Inc.	2/2/2019	4/19/2019	2
\$77,500	Performics	2/2/2019	5/1/2019	3
\$80,000	BlockFi	2/2/2019	7/2/2019	5
\$90,000	Step Mobile	2/2/2019	10/23/2019	8
\$90,000	Spruce	2/2/2019	3/11/2019	1
\$95,000	Honeywell	2/2/2019	8/28/2019	7
\$98,000	Landed	2/2/2019	8/2/2019	6
\$100,000	Redroute Inc.	2/2/2019	10/5/2019	8
\$100,000	Accel Robotics	2/2/2019	5/14/2019	3
\$107,000	Altierre	2/2/2019	5/21/2019	3
\$108,000	Amazon	2/2/2019	4/5/2019	2
\$109,000	Amazon	2/2/2019	7/31/2019	6
\$110,000	Samba TV	2/2/2019	5/20/2019	3
\$134,000	Microsoft	2/2/2019	9/17/2019	7
\$175,000	Amazon	2/2/2019	4/22/2019	3
\$48,000	TracFlo	2/16/2019	9/28/2019	7
\$65,000	MThree Consulting Limited	2/16/2019	7/11/2019	5
\$65,000	BallerTV	2/16/2019	5/17/2019	3
\$75,000	Solstice	2/16/2019	8/12/2019	6
\$83,196	3m	2/16/2019	4/17/2019	2
\$115,000	Hertz	2/16/2019	7/9/2019	5
\$130,000	LeanTaas	2/16/2019	8/9/2019	6
\$58,500	{UNREPORTED_DATA}	3/2/2019	8/12/2019	5
\$60,000	Microsoft	3/2/2019	7/22/2019	5
\$60,000	Crossix	3/2/2019	7/22/2019	5
\$75,000	openfin	3/2/2019	6/17/2019	3
\$88,000	CoStar Group	3/2/2019	8/26/2019	6
\$100,000	Blackrock	3/2/2019	3/11/2019	0
\$108,000	Amazon	3/2/2019	4/9/2019	1

\$132,000	Amazon	3/2/2019	6/16/2019	3
\$150,000	Facebook	3/2/2019	4/24/2019	2
\$85,000	KeyCorp	3/16/2019	5/2/2019	1
\$90,000	Fyber	3/16/2019	4/25/2019	1
\$95,000	Octane Landing	3/16/2019	8/6/2019	5
\$117,000	{UNREPORTED_DATA}	3/16/2019	6/25/2019	3
\$73,846	VectorWorks	4/6/2019	6/4/2019	2
\$75,000	Vantage Labs LLC	4/6/2019	7/12/2019	3
\$80,018	Fifth Third Bank	4/6/2019	7/25/2019	3
\$87,500	Feed Communications	4/6/2019	6/13/2019	2
\$89,250	Fractal	4/6/2019	10/1/2019	6
\$92,000	Fedex	4/6/2019	8/26/2019	5
\$108,000	Amazon	4/6/2019	7/30/2019	4
\$112,000	Google	4/6/2019	4/15/2019	0
\$115,000	Udemy	4/6/2019	8/29/2019	5
\$132,000	Amazon	4/6/2019	9/9/2019	5
\$135,000	Quizlet	4/6/2019	9/30/2019	6
\$137,800	Chewy	4/6/2019	7/1/2019	3
\$55,000	{UNREPORTED_DATA}	4/27/2019	9/13/2019	4
\$115,000	Behold.ai	4/27/2019	7/9/2019	2
\$120,000	Engagio	4/27/2019	9/27/2019	5
\$60,000	e-PlanSoft	5/11/2019	10/17/2019	5
\$115,000	Hubspot	5/11/2019	8/11/2019	3
\$65,000	TensorIOT	5/25/2019	9/12/2019	3
\$76,000	Dominos	5/25/2019	10/14/2019	5
\$114,500	Ebay	5/25/2019	8/26/2019	3
\$157,000	Bolt	5/25/2019	8/29/2019	3
\$65,000	{UNREPORTED_DATA}	6/8/2019	8/20/2019	2
\$75,000	{UNREPORTED_DATA}	6/8/2019	7/23/2019	1
\$75,000	Alteire	6/8/2019	9/25/2019	3
\$85,000	Nextleaf Analytics	6/8/2019	7/16/2019	1
\$95,000	Zepl	6/8/2019	10/11/2019	4
\$102,000	C3.ai	6/8/2019	8/22/2019	2
\$110,000	EMX	6/8/2019	10/8/2019	4
\$80,000	{UNREPORTED_DATA}	6/22/2019	9/30/2019	3
\$90,000	Paytronix Systems	6/22/2019	8/12/2019	2
\$93,500	Thoughtworks	6/22/2019	9/3/2019	2
\$96,000	Target	6/22/2019	8/14/2019	2
\$122,500	Kensho	6/22/2019	8/26/2019	2
\$145,000	Qualia Labs	6/22/2019	8/28/2019	2
\$150,000	Osaro	6/22/2019	8/23/2019	2
\$51,328	Shopeee	7/6/2019	9/27/2019	3
\$62,000	Lucid	7/6/2019	9/6/2019	2



\$130,000	Optimus Ride	7/6/2019	10/23/2019	3
\$70,000	Computer Analyst 3	7/20/2019	9/22/2019	2
\$80,000	Synopsys	7/20/2019	10/10/2019	3
\$115,000	Yearly	7/20/2019	9/27/2019	2
\$153,000	Google	8/3/2019	9/23/2019	2
\$52,000	RedStream Technology LLC	8/17/2019	10/9/2019	2
\$74,000	Perspecta, Inc	8/17/2019	9/24/2019	1
\$100,000	Reef	8/17/2019	9/26/2019	1
\$65,000	HCL America Solutions, Inc.	8/31/2019	9/24/2019	1
\$80,000	DeShong Companies LLC	8/31/2019	10/8/2019	1
\$83,200	lotium	8/31/2019	10/3/2019	1
\$110,000	Microsoft	9/28/2019	10/30/2019	1
\$125,000	Groupon	9/28/2019	10/14/2019	1

## Conclusion

Overall, we're still improving on other ways we collect data and determine outcomes. For example, we're still working on the best way to track and evaluate equity. Beyond that, we also closely look at out impact on each individual fellow's job search step-by-step in their job search funnel, and have seen outcomes like below:

**2-4x**

Increase in Application  
Response Rate

**1.5-3x**

Increase in  
Interview Scores

**5-20%**

Lift in Salary From  
Negotiation Alone

Excellent 

Rated **4.8** out of 5 based on 50 reviews on  Trustpilot

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