

Outcomes Report

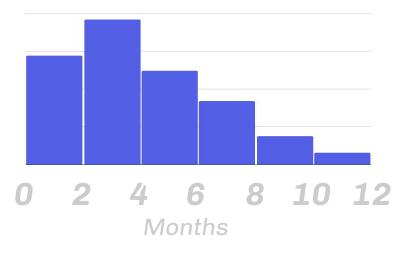
To continue our dedication towards transparency and data, we've publicly released an anonymized roster of our last 300 placed fellows, with their base salaries, which companies they went to work at, and how long they took to get placed. Here's a summary of what the data says:

\$90,795

Average Junior Base Salary

\$152,432

Average Senior Base Salary

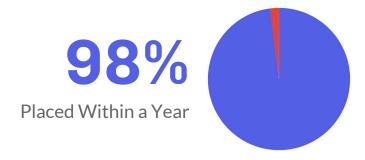


4 Months

Average Placement Time



Most Common Companies



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	Placement Time in Months
\$115,000	Binti	4
\$59,999	Codeparticle	8
\$60,000	Infosys	10
\$82,000	Abridge.Al	4
\$95,000	Axon	5
\$100,000	Epic	5
\$115,000	TrueAccord	3
\$125,000	TrueAccord	6
\$68,000	DXC Technology	5
\$80,000	Kaiser Permanente	9
\$84,271	Walmart	6
\$90,000	Smarkets	4
\$107,000	{UNREPORTED_DATA}	3
\$110,000	Google	2
\$115,000	OpenGov	11
\$120,000	VMWare	3
\$120,000	Fortanix	3
\$120,556	Clover Networks	3
\$145,000	Facebook	3
\$152,500	Doordash	3
\$165,000	Amazon	9
\$183,000	Amazon	3
\$67,200	QualStaff Resources	4
\$65,650	ReadingPlus	3
\$85,000	Assurance	7
\$92,829	Cars.com	2
\$105,000	Cerner	2
\$110,000	Arc Block	2
\$110,000	{UNREPORTED_DATA}	4
\$115,000	Yelp	8
\$115,000	Microsoft	2

\$131,000		4
\$190,000		4
\$80,000	Attadale Partners	3
\$95,000	LogMeIn	2
\$95,200	Amazon	2
\$99,000	Smarkets	3
\$107,440	Esri	2
\$113,300	Uber	2
\$130,000	Postmates	2
\$141,000	Microsoft	1
\$45,076	Q-Games	3
\$52,000	American Labor Alliance	2
\$62,000	UPS	2
\$75,000	Connectify	2
\$92,000	{UNREPORTED_DATA}	2
\$102,000	Walmart	3
\$120,000	Ellie Mae	4
\$125,000	Splunk	6
\$135,000	Facebook	4
\$150,000	Meraki	5
\$171,000	Amazon	9
\$250,000	Facebook	6
\$41,600	Athena Technology	3
\$60,000	Brightfind	2
\$65,000	Wavemaker Partners	2
\$75,000	Rooms To Go	6
\$95,000	SignalFX	8
\$96,429	Uber	11
\$102,000	E&Y	3
\$105,000	Cohesity	3
\$106,000	Palo Alto Networks	6
\$108,000	Amazon	9
\$120,000	JP Morgan Chase	4
\$60,000	Infosys	4
\$60,000	Techedge	5
\$77,500	Raytheon	7
\$78,000	Northrop Grumman	1
\$80,000	Streamlabs	10
\$80,080	Lytx	1
\$90,000	Fannie Mae	2
\$92,000	Lawyaw	9
\$108,000		11
\$110,000	Alarm.com	2
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\$125,000 Mercari 8 1215,000 Mercari 8 1215,000 Mercari 8 1215,000 12			
\$130,000 Salesforce			3
\$130,000 \$142,361 Qualcomm \$8 \$142,561 Qualcomm \$8 \$84,500 GoDaddy \$80,460 Vorkday \$8 \$83,000 Hyland Software, Inc. \$85,000 Amazon \$95,500 Amazon \$95,500 Amazon \$95,500 Amazon \$110,000 Facebook \$132,000 Amazon \$110,000 Facebook \$132,000 Amazon \$110,000 Facebook \$132,000 Amazon \$100,000 Amazon			11
\$142,361 Qualcomm			8
\$145,000 GoDaddy \$64,000 Truebill \$580,460 Workday \$83,000 Verkday \$158,000 SAS \$190,000 OpenAl \$10,000 CopenAl \$10,000 Facebook \$1132,000 Amazon \$114,000 Amazon \$114,0			3
\$66,000 Truebill	\$142,361	Qualcomm	8
\$80,460 Workday \$83,000 Hyland Software, Inc. \$85,000 SAS \$90,000 OpenAI \$99,000 OpenAI \$99,000 Amazon \$59,500 Connexta \$25,500 Connexta \$108,800 SignalFX \$110,000 Facebook \$132,000 Amazon \$57,467 Semantic Arts Inc. \$68,000 Levvel \$100,000 Sumo Logic \$138,000 Shrodinger \$112,000 thoughtworks \$112,000 Of Simu Data \$155,000 Uffion \$150,000 Simu Data \$155,000 Cierkie.io \$150,000 Simu Data \$155,000 Cierkie.io \$148,000 Cierkie.io \$148,000 Walmart Labs \$157,800 Walmart Labs \$157,800 Walmart Labs \$150,000 UmrePORTED_DATA) \$1515,000 Adassian \$115,000 Aquent \$115,000 Bank of America \$115,000 Aquent \$115,000 Aquent \$115,000 FS Networks, Inc. \$115,000 Bank of America \$115,000 FS Networks, Inc. \$115,000 FS Networks, Inc. \$115,000 Coogle \$114,000 Aquent \$115,000 FS Networks, Inc. \$115,000 Coogle \$114,000 Coogle \$114,000 Coogle \$115,000 Adazon	\$145,000	GoDaddy	7
\$83,000 Hyland Software, Inc. \$85,000 SAS \$90,000 OpenAI	\$66,000	Truebill	8
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\$95,500 Connexta 2	\$85,000	SAS	7
\$95,500 Connexta	\$90,000	OpenAl	10
\$108,800 SignalFX 2 2 2 2 2 2 2 2 2	\$95,200	Amazon	1
\$110,000 Facebook 7 7 7 7 7 7 7 7 7	\$95,500	Connexta	2
\$132,000 Amazon \$57,467 Semantic Arts Inc. \$68,000 Levvel \$100,000 Sumo Logic \$118,000 Shrodinger \$118,000 Shrodinger \$120,000 thoughtworks \$142,000 Amazon \$150,000 Sisu Data \$155,000 Uffion \$60,000 Clerkie io \$74,880 Kelly Services OCG \$75,000 Perspecta \$16,000 Walmart Labs \$88,000 Walmart \$96,000 UNREPORTED_DATA \$100,000 Google \$111,000 Google \$111,000 Bank of America \$115,000 Bank of America \$115,000 Bank of America \$115,000 Bank of America \$112,000 Google \$114,000 Amazon \$110,000 Expedia \$112,000 Google \$112,000 Google \$112,000 Expedia \$115,000 Expedia \$115,000 Expedia \$115,000 Expedia \$115,000 Expedia \$115,000 Expedia \$114,000 Google \$114,000 Hustle	\$108,800	SignalFX	2
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\$68,000 Levvel	\$132,000	Amazon	7
\$100,000 Sumo Logic	\$57,467	Semantic Arts Inc.	1
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\$142,000 Amazon \$150,000 Sisu Data \$155,000 Lifion \$60,000 Clerkie.io \$74,880 Kelly Services OCG \$75,000 Walmart Labs \$85,000 Walmart \$96,000 (UNREPORTED_DATA) \$105,000 Atlassian \$112,000 Google \$114,400 Aquent \$115,000 F5 Networks, Inc. \$115,000 Expedia \$117,000 Google \$117,000 Google \$117,000 Google \$117,000 Expedia \$117,000 Google \$117,000 Google \$117,000 Google \$117,000 Expedia \$117,000 Expedia \$117,000 Google \$117,000 Google \$117,000 Google \$117,000 Expedia \$117,000 Google	\$118,000	Shrodinger	10
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\$75,000 Perspecta 10 \$78,500 Walmart Labs 2 \$85,000 Walmart	\$60,000	Clerkie.io	1
\$78,500 Walmart Labs \$85,000 Walmart \$96,000 {UNREPORTED_DATA}	\$74,880	Kelly Services OCG	8
\$85,000 Walmart \$96,000 {UNREPORTED_DATA} \$105,000 Atlassian \$112,000 Google \$114,400 Aquent \$115,000 Bank of America \$115,000 F5 Networks, Inc. \$117,000 Expedia \$132,000 Amazon \$140,000 Google \$42,000 MK Decision \$54,996 Hustle	\$75,000	Perspecta	10
\$96,000 {UNREPORTED_DATA}	\$78,500	Walmart Labs	2
\$105,000 Atlassian 22 \$112,000 Google 6 \$114,400 Aquent 22 \$115,000 Bank of America 22 \$115,000 F5 Networks, Inc. 33 \$117,000 Expedia 6 \$132,000 Amazon 24 \$140,000 Google 77 \$42,000 MK Decision 95 \$54,996 Hustle	\$85,000	Walmart	6
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\$115,000 F5 Networks, Inc. \$117,000 Expedia \$132,000 Amazon \$140,000 Google \$42,000 MK Decision \$54,996 Hustle	\$114,400	Aquent	2
\$117,000 Expedia 6 \$132,000 Amazon 2 \$140,000 Google 7 \$42,000 MK Decision 9 \$54,996 Hustle	\$115,000	Bank of America	2
\$132,000 Amazon 2 \$140,000 Google 7 \$42,000 MK Decision 9 \$54,996 Hustle 2	\$115,000	F5 Networks, Inc.	3
\$140,000 Google 77 \$42,000 MK Decision 99 \$54,996 Hustle	\$117,000	Expedia	6
\$42,000 MK Decision	\$132,000	Amazon	4
\$54,996 Hustle	\$140,000	Google	7
	\$42,000	MK Decision	9
\$65,000 Blueprint	\$54,996	Hustle	4
	\$65,000	Blueprint	6
\$72,000 Cerner	\$72,000	Cerner	3
\$74,500 Digi International Inc	\$74,500	Digi International Inc	11

¢7E 000	LexisNexis	,
	Consqeta	9
\$90,000		3
\$100,000		
		9
	TrueAccord	6
	F5 Networks, Inc.	4
\$123,000		1
\$130,000		7
\$135,000		0
	TextRecruit	3
	Cricket Health	6
\$155,000		2
\$50,000	Hanzo	2
\$66,000	UpClear	11
\$70,720	Infosys	7
\$72,800	Abalta	6
\$75,000	Putnam Investments	1
\$75,000	System Management Associates LLC	3
\$75,000	Ezoic	4
\$80,000	IBM	1
\$84,000	Target	4
\$96,500	Amazon	7
\$98,000	Cornerstone OnDemand	6
\$110,000	Thumbtack	3
\$113,000	Capital One	5
\$125,000	NCC Group	3
\$145,000	Akuna Capital	1
\$205,000	Amazon	2
\$54,451	San Francisco Airport	8
\$75,000	Beyond Limits	5
\$76,800	Averro	4
\$110,000	Chartboost, Equinix	6
\$110,000	TrueAccord	5
\$115,000	Aurora	8
\$130,000		5
\$132,000	Amazon	6
\$49,607	Shoppe	7
\$57,216		6
	Housecall Pro	1
	MST Solutions	2
	Modular Mining Systems	3
	Vantage Labs	7
\$75,000		5
\$75,000	1 mm 5 m]

\$75,000	Columbia University	6
\$77,644	Amazon	1
\$79,344	Accenture	5
\$80,000	Quantum Metric	5
\$82,000	General Electric	5
\$100,000	Fortanix	4
\$108,000	Amazon	3
\$112,000	Google	3
\$115,000	Cadence Design Systems	3
\$115,200	Quantiphi	2
\$120,000	еВау	5
\$120,000	EasyPost	9
\$125,000	Quantcast	3
\$129,000	CBS Interactive	6
\$132,000	Amazon	1
\$142,000	Amazon (audible)	6
\$155,000	Path Al	5
\$178,000	Вох	2
\$48,000	Chetan Pandya	7
\$49,920	Aleks - McGraw-Hill	4
\$54,000	{UNREPORTED_DATA}	7
\$60,000	IBM	3
\$62,000	QCI	5
\$65,000	Office Ally	2
\$65,000	WeWork	2
\$65,280	Red Hat	1
	Helitrack	2
\$70,000	Ambry	2
	Innovive	1
\$70,000	Charles Schwab	1
\$81,200	{UNREPORTED_DATA}	8
	Comcast (through TekSystems)	7
	OpenDoor	6
	{UNREPORTED_DATA}	3
	IDbyDNA	9
\$105,000		4
\$108,000		1
\$120,000		3
\$130,000		3
\$135,000		6
	Microsoft	5
	Ronin Capital	2
\$62,000	Envolve	7

\$96,000	ConnectIQ	3
\$108,000	Amazon	3
\$112,000	GE Healthcare	3
\$115,000	TrueAccord	3
\$120,000	Hubspot	1
\$125,000	Rigetti	7
\$132,000	Amazon	6
\$135,000	Synopsys	5
\$160,062	Cisco	1
\$65,000	Capgemini	2
\$66,000	AnitaB.org	4
\$70,000	Dal-Tile	1
\$76,800	Nike, Inc.	2
\$77,500	Performics	3
\$80,000	BlockFi	5
\$90,000	Step Mobile	8
\$90,000	Spruce	1
\$95,000	Honeywell	7
\$98,000	Landed	6
\$100,000	Redroute Inc.	8
\$100,000	Accel Robotics	3
\$107,000	Altierre	3
\$108,000	Amazon	2
\$109,000	Amazon	6
\$110,000	Samba TV	3
\$134,000	Microsoft	7
\$175,000	Amazon	3
\$48,000	TracFlo	7
\$65,000	MThree Consulting Limited	5
\$65,000	BallerTV	3
\$75,000	Solstice	6
\$83,196	3m	2
\$115,000		5
\$130,000	LeanTaas	6
\$58,500	{UNREPORTED_DATA}	5
	Microsoft	5
\$60,000	Crossix	5
\$75,000		3
	CoStar Group	6
	Blackrock	0
\$108,000		1
\$132,000		3
\$150,000	Facebook	2

¢05,000	V C	1
	KeyCorp	1
\$90,000		1
	Octane Landing	5
	{UNREPORTED_DATA}	3
	VectorWorks	2
	Vantage Labs LLC	3
	Fifth Third Bank	3
	Feed Communications	2
\$89,250		6
\$92,000		5
\$108,000		4
\$112,000		0
\$115,000		5
\$132,000		5
\$135,000		6
\$137,800		3
	{UNREPORTED_DATA}	4
\$115,000	Behold.ai	2
\$120,000	Engagio	5
\$60,000	e-PlanSoft	5
\$115,000	Hubspot	3
\$65,000	TensorIOT	3
\$76,000	Dominos	5
\$114,500	Ebay	3
\$157,000	Bolt	3
\$65,000	{UNREPORTED_DATA}	2
\$75,000	{UNREPORTED_DATA}	1
\$75,000	Alteire	3
\$85,000	Nextleaf Analytics	1
\$95,000	Zepl	4
\$102,000	C3.ai	2
\$110,000	EMX	4
\$80,000	{UNREPORTED_DATA}	3
\$90,000	Paytronix Systems	2
\$93,500	Thoughtworks	2
\$96,000	Target	2
\$122,500	Kensho	2
\$145,000	Qualia Labs	2
\$150,000	Osaro	2
\$51,328	Shopeee	3
\$62,000	Lucid	2
\$130,000	Optimus Ride	3
\$70,000	Computer Analyst 3	2
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\$80,000	Synopsys	3
\$115,000	Yearly	2
\$153,000	Google	2
\$52,000	RedStream Technology LLC	2
\$74,000	Perspecta, Inc	1
\$100,000	Reef	1
\$65,000	HCL America Solutions, Inc.	1
\$80,000	DeShong Companies LLC	1
\$83,200	lotium	1
\$110,000	Microsoft	1
\$125,000	Groupon	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 seem outcomes like below:

2-4x

Increase in Application Response Rate

Increase in Interview Scores

1.5-3x 10-20%

Lift in Salary From **Negotiation Alone**



Rated 4.6 out of 5 based on 67 reviews on Trustpilot

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