

2023/2024 Entry-level Salary Information for Recent Graduates in Agriculture and Related Disciplines

Each year, participating agricultural colleges across the nation provide data to summarize entry-level salaries of recent graduates of their programs. The information is useful to help illustrate industry trends and provide appropriate baselines for both students and employers. The summary, which is coordinated by Iowa State University, includes information collected by career services offices from December 2023 and May 2024 undergraduates. After the data are tabulated, the summary is finalized in August of each year and disseminated to contributing schools for appropriate use. This year, the participating universities were:

Auburn University – College of Agriculture
Clemson University – College of Agriculture, Forestry and Life Sciences
Iowa State University – College of Agriculture and Life Sciences
Kansas State University – College of Agriculture
Michigan State University – College of Agriculture and Natural Resources
Middle Tennessee State University – School of Agriculture
North Carolina State University – College of Agriculture and Life Sciences
Oklahoma State University – Ferguson College of Agriculture
Purdue University – College of Agriculture
South Dakota State University – College of Agriculture, Food and Environmental Sciences
Texas A&M University – College of Agriculture and Life Sciences
The Ohio State University – College of Food, Agricultural, and Environmental Sciences
University of Florida – College of Agricultural and Life Sciences
University of Illinois – College of Agricultural, Consumer and Environmental Sciences
University of Maryland – College of Agriculture and Natural Resources
University of Minnesota – College of Food, Agricultural, and Natural Resource Sciences
University of Missouri – College of Agriculture, Food and Natural Resources
University of Nebraska-Lincoln – College of Agricultural Sciences and Natural Resources
University of Wisconsin – College of Agricultural and Life Sciences

Agricultural Economics & Business

| Job Title | Average Salary | Low Salary | High Salary | # |
|---------------------------------|-----------------|---------------|----------------|------------|
| Accounting | \$63,750 | 50,000 | 74,000 | 8 |
| Business Analyst | 71,550 | 45,000 | 100,000 | 20 |
| Customer Service/Support | 50,280 | 39,000 | 67,500 | 16 |
| Elevator Management | 59,250 | 50,000 | 69,000 | 4 |
| Farm Management/Land Appraisal | 59,050 | 35,000 | 70,000 | 12 |
| Farming Operation | 46,950 | 31,200 | 65,000 | 13 |
| Financial Advisor | 63,230 | 50,000 | 70,000 | 13 |
| Grain Merchandising/Commodities | 62,670 | 47,000 | 75,000 | 35 |
| Human Resources | 53,990 | 43,000 | 67,000 | 4 |
| Insurance | 57,500 | 45,000 | 78,750 | 18 |
| Lending/Finance | 56,780 | 40,000 | 85,000 | 43 |
| Marketing/Digital Marketing | 61,360 | 39,000 | 75,830 | 14 |
| Policy/International Trade | 74,000 | 53,000 | 95,000 | 2 |
| Production/Management Trainee | 63,570 | 30,000 | 89,000 | 43 |
| Sales Representative | 64,030 | 40,000 | 90,000 | 63 |
| Other | 59,210 | 33,280 | 85,000 | 33 |
| Major Total | \$60,814 | 30,000 | 100,000 | 341 |
| Further Education | | | | 107 |

Organizations Hiring Students in Agricultural Economics & Business

| | | | |
|--------------------------------------|-------------------------------------|---|--|
| 3S Auctions | Boise Cascade | Farm Credit Mid-America | Insight Global |
| 3T Seeds | Bongards Creameries | Farm Credit Services of America | Invenergy |
| 49 Financial | Brock Associates | Farm Service Cooperative | Iowa State Bank |
| Academy Sports & Outdoors | Brown & Ridding | FCCI Insurance Company | ISN |
| ACES Power Marketing | Busey Bank | FCS Financial | Jack Farms |
| Actuarial Resources Corporation | Butler Heating and Air Conditioning | FDIC | JBS USA |
| Aflac | Butterball, LLC | Fera Diagnostics & Biologicals | John Deere |
| Ag Processing Inc. | Byline Bank | Fidelity Investments | JT Repair |
| AgReliant Genetics-AgriGold-LG Seeds | C.H. Robinson Worldwide Inc. | First State Bank Nebraska | KC Nielsen |
| AgriBank, FCB | Capital Land and Livestock | Fischer Farms | Keller Agriculture |
| AgriVision Farm Management | Cargill | Fisher Investments | Keyence Corporation of America |
| Agtegra Cooperative | Centerstone Logistics | Forvis Mazars | Kirby Wealth Management Group |
| Airdri Hand Dryers | Central Bancompany | Frito-Lay | Kokomo Grain Co |
| ALCIVIA | Central Wisconsin Ag Services | Frontier Cooperative | Kroger |
| Allen, Williford & Seale, Inc. | Chair1 | Gabriel Farms | Lake View Farms |
| American National Insurance Company | CHS | Gar-Mar Farms | Lammers Farms LLC. |
| Ameriprise Financial | CIBC | Gartner | Leprino Foods Company |
| Ameris Bank | CIM Enterprises | Gold Star FS | Liberty Mutual |
| Apex | Clune Construction Company | Goosehead Insurance Agency | Lockton |
| Archer Daneils Midland | Cognex Corporation | Grainger Industrial Supply | Longnecker Farms |
| Archpoint Group | Collette | Grant Street Funding | Luana Savings Bank |
| Ardent Mills | Community Bank | GreenLawn Specialists | Lucky Farmers |
| Argenta Global | Compeer Financial | Greiner Crop Services | Maatuka AI-Heeti Emkes Law Firm |
| Arthur J Gallagher | Consolidated Grain & Barge | Gurley Leep Auto Family | Madison Property Management |
| Ashling Partners | Constellation | HCSC | Marcus & Millichap |
| AT&T | Corteva Agriscience | HDR | Marquis Energy Global |
| Auto-Owners Insurance Company | Costco Wholesale | Heartland Bank | Marshall Farms |
| Availa Bank | Coyote Logistics | Heartland Co-op | Martin Brower |
| Avenue Logistics | Creek Farms, Inc. | HEB | McCain Food |
| Bailey Crop Service | D.R. Horton | Herbst-Buendorf Farms | Mercer Landmark |
| Bank Iowa | Dave Boehnke Pioneer Seed | Heritage Cooperative | Merck & Co., Inc. |
| Bartlett | Delaware Police Department | Hertz Farm Management | Mid Kansas Cooperative |
| BASF | Dell Technologies | HFS Wealth Management | Midtown Capital Partners |
| Bayer Crop Science | Deloitte | Hofer Trailer Sales | Midwest Heritage Bank |
| BDO USA | DeWitt Bank & Trust Co. | Hormel Foods Corporation | Midwestern Securities |
| Besse, Carmona, and Partin PC (BCP) | Doletienics | Hostess Brands | Morgan Stanley |
| Bittner Farms | dormakaba | IBC Bank | Morningstar |
| Bluestem Financial Advisors LLC | Ease Logistics | Illinois FBFM Association | National Rural Electric Cooperatives Association |
| BMH Equipment | Eight Eleven Group | Illinois Soybean Association | Nationwide |
| | Eldorado Gaming Scioto Downs | Indiana Packers Corporation | NEW Cooperative |
| | Emerson | Indiana State Department of Agriculture | |
| | Equitable Advisors | Innovative Ag Solutions | |
| | Farm Credit Illinois | | |

(continued)

Organizations Hiring Students in Agricultural Economics & Business (continued)

| | |
|--|--|
| Next Level Lawn & Landscape LLC | TED Renewables |
| North Bay Produce | Ternio Group |
| Northern Trust | Texas A&M AgriLife |
| Northwest Bank | The Andersons, Inc. |
| NTT Data | The Barcode Group |
| Nutrien Ag Solutions | The Food Group |
| Oklahoma AgCredit | The Ohio State University - Fisher College of Business |
| Oklahoma Farm Bureau | The Scouler Company |
| Oneok | Thousand Hills Ranch |
| Openlane | Three Rivers Park District |
| Peoples Bank | Timeless Luxury Homes |
| PepsiCo, Inc. | Tonkawa Public Schools |
| Percheron, LLC | Total Quality Logistics |
| Perdue Farms | Totally Promotional |
| PIC | Trane Technologies |
| POET | TRULAND Equipment |
| Potranco Automotive | U.S. Air Force |
| PrairieLand Partners | U.S. Army |
| Praxent | U.S. Army National Guard |
| Primient | U.S. Bank |
| Producer Ag | Union Steward |
| Professional Ag Marketing | USDA FSA |
| ProPartners Financial | UT Health Houston |
| Purdue Research Park | Vermeer Corporation |
| PwC | Veterans United Home Loans |
| Quarry Hill Dairy | Viserion Grain |
| Rain and Hail Insurance | Viterra US |
| RedBrick Financial Partners | Volga Ag Center |
| Remington Seeds | W.W. Grainger |
| Resident Radius | Wells Enterprises, Inc. |
| RSM | Whirlpool |
| Rt Specialty | Wilbur-Ellis |
| Ruffino Meats & Food Service | Worldwide Protective Products |
| Rutherford County Facilities Management | WW Livestock Systems |
| Sandhills Global | Wyffels Hybrids, Inc. |
| Savant Wealth Management | Yellow Wood |
| Seaboard Foods | Zurich Insurance |
| Security Specialized Transportation | Zurich North America |
| Seidel Schroeder | <u>Further Education</u> |
| Select Sires Inc | Iowa State University |
| Sewell Automotive Companies | Oakland University |
| Shiawassee County Health Department | Purdue University |
| Sidebarr Technologies | Rice University |
| SLB (Schlumberger) | Texas A&M University |
| South Carolina Farm Bureau Marketing Association | Tufts University |
| Southeast Iowa Insurance | University of Illinois - Urbana-Champaign |
| Southern AgCredit | University of Wisconsin-Madison |
| Spring Valley Trout Farm | |
| SRS Distribution Inc. | |
| Standard Meat Company | |
| State Farm Insurance | |
| State of Nebraska | |
| Sterling Wealth Management | |
| Stewart Spreading, Inc. | |
| Sullivan Supply | |
| Superior Ag - Superior Ag Resources Co-Op, Inc. | |
| Syngenta | |
| Talc USA | |
| TDIndustries | |

Agricultural Education, Communication & Studies

| Job Title | Average Salary | Low Salary | High Salary | # |
|---------------------------------|-----------------|---------------|----------------|------------|
| Ag Education Teacher | \$47,120 | 30,000 | 69,480 | 66 |
| Communications/Public Relations | 48,320 | 30,720 | 70,000 | 20 |
| Community Planning | 48,460 | 35,360 | 60,100 | 3 |
| Cooperative Extension System | 41,730 | 35,000 | 50,000 | 7 |
| Customer Service/Support | 51,330 | 42,000 | 60,000 | 3 |
| Family/Social Services | N/A | N/A | N/A | N/A |
| Farming Operation | 55,310 | 30,000 | 80,000 | 15 |
| Marketing/Digital Marketing | 52,550 | 38,700 | 68,940 | 15 |
| Non-Profit Organizations | 45,730 | 19,200 | 65,000 | 3 |
| Policy/Legislative | 54,250 | 38,000 | 72,000 | 6 |
| Sales Representative | 65,080 | 39,000 | 112,500 | 32 |
| Other | 53,770 | 18,000 | 85,000 | 25 |
| Major Total | \$52,180 | 18,000 | 112,500 | 195 |
| Further Education | | | | 69 |

Organizations Hiring Students in Agricultural Education, Communication & Studies

| | | | |
|--|--|---------------------------------------|--|
| 412 Family Pharmacy | Eastern States Exposition | Leipsic High School | Ripley Public School |
| Agri-Pulse Communications | Easton USD 449 | Lettuce Entertain You | Rooted |
| AgriVision Equipment Group | Edgerton Reporter | Enterprises | Rush Truck Center |
| Alabama State Department of Archives and History | Fairbury Public Schools | Liberty Fund | RVO Health |
| Alcester-Hudson High School | Farm Service Cooperative | Lincoln Public Schools | Schenk Farms |
| Alvarado's Mexican Products | Farm Talk News | Linn-Mar School District | Schlumberger |
| Amber-Pocasset Public Schools | Florence ISD | Liqui-Grow | Sedgwick USD 439 |
| American Farm Bureau Federation | Fort Bend ISD | Lynch Ag Insurance Services | Select Sires |
| Association of Missouri Electric Cooperatives | Franklin Park Conservatory and Botanical Gardens | M&S Engineering, LLC | Shawnee Milling Company |
| Austin High School | Freeman Family Funeral Homes | Macks Creek R-V School District | Shenandoah Community School District |
| Barrel Horse News | Giddings ISD | Marion Florence USD 408 | SiteOne Landscaping Supply |
| BCLUW Community School District | Girard USD 248 | Marriott International | Small Town Socials |
| Biden for President | Golden Harvest | Mastermind Marketing | Somonauk High school |
| Birdville ISD | Good Steward Consulting | Meadville R-IV School District | Southern Botanical Inc. |
| Blue Zones | Goosehead Insurance | Mediapolis Community School District | SSI |
| Brookings School District | Groton School District | Mentoring Alliance Summer Camps | Stanton ISD |
| Brownfield Ag News | Hayes Center Public Schools | Michigan State University Extension | Superior LawnCare |
| CAM Community School District | Helena Agri-Enterprises, LLC | Minnesota Pork Board | Syngenta |
| Camp Ozark | Heritage Cooperative | Minnesota State Fair | Syracuse USD 494 |
| Central Valley Public Schools | Hobart Public Schools | Missouri Wines | Terraplex Ag |
| Champion Cowboy Church | Humboldt Table Rock Steinauer Public Schools | Mountaire Farms | Texas A&M AgriLife Extension |
| Chapman USD 473 | Idlenot Farms | Mustard Seed Farm | Texas A&M University |
| Chautauqua County USD 286 | Illinois High School | Nationwide Children's Hospital | The Blade |
| Coal Transit, LLC | Immanuel High School | Nebraska Association of School Boards | The DeLong Co., Inc. |
| Cognex Corporation | Indiana Beef Cattle Association | Nebraska Extension | The Farmhouse Events |
| Colfax-Mingo Community School District | Ingalls USD 477 | NEW Cooperative | The Nebraska Rural Radio Network - KBEAR |
| College Station ISD | IntelinAir, Inc | Newman Grove Public Schools | The Reynolds and Reynolds Company |
| Colorado Cattlemen's Association | Iowa Soybean Association | North Fork Local Schools | Tonganoxie USD 464 |
| Coolidge Unified School District | Iowa State Extension and Outreach | Oklahoma Farm Bureau | Tri County Public Schools |
| Corteva Agriscience | ISG | Oklahoma State University | Troy Public School |
| Cozad Public Schools | JAAS Supply, LLC. | Oskaloosa USD 341 | U.S. Grains Council |
| Cru | Jayhawk USD 346 | Pettisville High School | Union Public Schools |
| Curry Cattle Company | JBS Pilgrims | Philips | United Dairy Industry of Michigan: Milk Means More |
| Cyclone Seed & Chemical | JCB North America | Pike Valley USD 426 | University of Minnesota |
| Dakotaland Feeds | John Deere | Ponder ISD | University of Missouri-Extension |
| Dan Welsh Farms | Johnson County Central Public Schools | Precision Planting | Unverferth Manufacturing |
| Darke County Farm Service Agency | Jones Farms | Purdue University | Utopia ISD |
| Davis Farms | Juergens Farms | R. G. Drage Career Technical Center | Van Nice Farms |
| Dunlap Hatchery | Kansas State University | Redline Equipment | Vandagriff Paint and Remodeling |
| | Katy ISD | Regents School of Austin | Victoria ISD |
| | Kenton City Schools | Remington Seeds, LLC. | Viroqua Area School District |
| | Knobelsdorff Electric Inc | Resource Innovations | Vita Plus |
| | Lakeview Community Schools | RevLocal | Wake Country Public School System |
| | Lawson R-XIV School District | | Walt Disney World |
| | Legend Seed | | |

(continued)

December 2023 / May 2024

Organizations Hiring Students in Agricultural Education, Communication & Studies (continued)

Wayne Sanderson Farms
Western Christian High School
Wheel & Sprocket
Winfield United
Wisconsin Department of
Agriculture, Trade and
Consumer Protection
Wisconsin Institute for Public
Policy & Service
Wynot Public Schools
Zeedyk Farms

Further Education

Kansas State University
North Carolina State University
Northwestern Oklahoma State
University
Nova Southeastern University
Oklahoma State University
Purdue University
Rush University
South Dakota State University
Texas A&M University
Texas Woman's University
The Appraisal Institute
The Ohio State University
University of Florida
University of Illinois - Urbana-
Champaign
University of Minnesota
University of Missouri - Columbia
University of Nebraska - Lincoln
University of North Carolina -
Charlotte
University of Wisconsin -
Madison
Washburn University

Agronomy and Crop Sciences

| Job Title | Average Salary | Low Salary | High Salary | # |
|---------------------------------------|-----------------------|-------------------|--------------------|-----------|
| Agronomist | \$54,300 | 40,000 | 75,000 | 25 |
| Conservation/Environmental Technician | 37,220 | 34,400 | 40,040 | 2 |
| Crop Scout/Consultant | 56,660 | 50,000 | 65,000 | 3 |
| Custom Applicator | 51,250 | 40,000 | 70,000 | 4 |
| Farming Operation | 48,480 | 35,360 | 65,000 | 7 |
| Precision Ag Specialist | 47,260 | 41,600 | 53,000 | 4 |
| Regenerative Agriculture | 70,000 | 70,000 | 70,000 | 1 |
| Research Technician | 54,270 | 47,000 | 67,000 | 7 |
| Sales Representative | 57,880 | 30,000 | 80,000 | 24 |
| Seed Production | 59,190 | 36,000 | 73,750 | 5 |
| Other | 51,290 | 30,000 | 80,000 | 10 |
| Major Total | \$54,166 | 30,000 | 80,000 | 92 |
| Further Education | | | | 32 |

Organizations Hiring Students in Agronomy and Crop Sciences

| | | |
|------------------------------------|--|--|
| Adams Environmental | Lowe's Companies | North Carolina State University |
| Advanced Agrilytics | Magulac Tire Services | North Dakota State University |
| AerialPlot | Maplehurst Farms | Oklahoma State University |
| Ag Plus Inc. | MBG Marketing | Oklahoma State University |
| AgReliant Genetics | Moore Farms | College of Veterinary Medicine |
| AgriLand FS, Inc. | Mountain Farms | Pennsylvania State University |
| Agtegra | NEW Cooperative | Purdue University |
| AgWrx Cooperative | New Fashion Pork | Texas A&M University |
| AmeriCorps NCCC | Norder Supply Inc. | Texas Tech University School of Veterinary Medicine |
| Aspire Software | Northeast Ag Consulting | The Ohio State University |
| Auburn University | Nutrien Ag Solutions | University of Connecticut |
| Aurora Cooperative | Ozark Nursery | University of Illinois - Urbana- Champaign |
| B&M Crop Consulting | Pearl City Elevator, Inc. | University of Maryland, College Park |
| Baltimore County Public Schools | Phytech | University of Missouri - Columbia |
| Bayer Crop Science | Plastic Ingenuity | University of Nebraska - Lincoln |
| Caledonia Farmers Elevator | Platinum Agronomy Solutions | University of Wisconsin - Madison |
| Centerra Co-op | Prairie Valley Seed | |
| CODES | Pure Green Farms | |
| Colorado Fourteeners Initiative | River Valley Cooperative | |
| Corteva Agriscience | Ruskamp Seed | |
| Crist Family Farm | ServiTech | |
| Crop Quest | Solintec | |
| Drago Indiana | Star of the West | |
| E&J Gallo Winery | Storby Seed | |
| Ecolibrium Farm | Sunrise Cooperative | |
| Ellsworth Farmers Exchange | Taranis Ag | |
| Erickson Custom Operations | Texas A&M University | |
| Essman Crop Services | Total Seed Production | |
| Farmer First Agronomy | Tri County Ag Services | |
| Frontier Cooperative | University of Illinois - Urbana- Champaign | |
| Gold Coast Sales LLC | Wendell Farms | |
| Grow Technician | Whiskey Cattle Co. LLC DBA Fulton Family Farm | |
| Hal Owen and Associates | Wilbur-Ellis | |
| Heartland Co-op | Willard Agricultural Services | |
| Howard Farmers Coop Association | WinField United | |
| Huron Conservation District | Wyffels Hybrids | |
| Integrated Ag Services | | |
| Iowa DOT | | |
| Iowa Family Farms | | |
| Iowa State University | Further Education | |
| John Deere | Iowa State University | |
| Kayser's Soil Service | Kansas State University | |
| King Ag Solutions | Michigan State University | |
| LanDesign, LLC | MIT | |
| Lange Research & Consulting | | |

Animal and Dairy Sciences

| Job Title | Average Salary | Low Salary | High Salary | # |
|--------------------------|-----------------|---------------|---------------|------------|
| AI Technician/Breeding | \$49,440 | 33,280 | 70,000 | 13 |
| Animal Health Industry | 55,010 | 38,260 | 65,000 | 9 |
| Companion Animal | 36,050 | 28,750 | 55,000 | 12 |
| Education/Extension | 46,980 | 37,000 | 72,000 | 15 |
| Equine Industry | 34,230 | 13,000 | 50,000 | 6 |
| Farming Operation | 45,360 | 33,280 | 60,000 | 12 |
| Feed/Nutrition | 57,120 | 45,000 | 75,000 | 11 |
| Food Industry | 56,460 | 30,000 | 70,000 | 25 |
| Herdsmen | 52,150 | 39,520 | 71,000 | 14 |
| Petfood Industry | 68,000 | 68,000 | 68,000 | 1 |
| Poultry Industry | 59,100 | 46,250 | 72,000 | 18 |
| Research Technician | 45,290 | 35,360 | 60,560 | 40 |
| Sales Representative | 61,590 | 38,750 | 82,500 | 18 |
| Swine Industry | 50,800 | 27,040 | 65,000 | 6 |
| Vet Technician | 35,180 | 16,250 | 58,240 | 51 |
| Zookeeper/Wildlife Rehab | 33,000 | 33,000 | 33,000 | 1 |
| Other | 50,490 | 24,000 | 81,000 | 23 |
| Major Total | \$47,781 | 13,000 | 82,500 | 275 |
| Further Education | | | | 310 |

Organizations Hiring Students in Animal and Dairy Sciences

| | | | |
|---|------------------------------------|--|---|
| 605 Sires & Donors | Celerion | Hazel Dell Animal Hospital | Michigan State University |
| ABS Global | Cencora | Heavenward Farm and | Mid Rivers Equine Center |
| Access Veterinary Care | Central Ohio Farmers Co-Op | Horsemanship | Mighty Swell Seltzer |
| AcuFast | Champaign County Humane Society | Heroes Veterinary Hospital | Miller Poultry |
| Adam Angus, Inc. | Charles River Laboratories | Home Depot | Miller Ranch |
| All Animals Veterinary Clinic, Inc. | Colony Park Animal Hospital | Hormel Foods Corporation | Missouri Cattlemen's Association |
| Alltech | Concord Road Animal Hospital | Houston Humane Society | MKC |
| Altasciences | Corteva Agriscience | Howkinson Dairy | Modern Animal |
| Amana Society | Crawford County Community Schools | Indiana Beef Cattle Association | Moffat Enterprises |
| American Kennel Club | Crawfordsville Family Vet | Indiana Packers Corporation | Mogck & Sons Angus |
| Animal Care Center of Polaris Animal Hospital | Creekside Pet Center | Indiana State Board of Animal Health | Moonen Cattle Co |
| Animal Humane Society | Cross Country Genetics | Inotiv | Muegge Feeders |
| Animal Rescue League of Iowa | CSA Animal Nutrition | Iowa Pork Producers Association | Murfreesboro Animal Clinic |
| Antech Diagnostics | D&H Marketing | Iowa State University | Nelson Dairy Consultants |
| Anton Avetion Service | D'Amico Holding Company | Iowa State University Extension & Outreach | New Day Farms |
| Apache Trail Animal Hospital | Daybreak Foods, Inc. | Irsik and Doll | New Fashion Pork |
| Arbor View Animal Hospital | Dearwester Grain Services | JBS USA | North Carolina State University |
| Argos Holstein | Dell Technologies | John Deere | Northridge Veterinary Clinic and Rehabilitation |
| ASAP Equipment, LLC | Dells Veterinary Services | Jolly Road Veterinary Hospital | NYU Langone Health |
| Ashford Manor Labradoodles | Destination Pet | Jorgensen Land & Cattle | Ohio Department of Agriculture |
| ASSA ABLOY Group | Dogtopia | Kansas Center for Equine Production | Oklahoma State University |
| Associated Veterinary Clinic | Dresel Ranch | Kennedy Krieger Institute | Oklahoma University Health Science Center |
| Auburn University | EarthClaims LLC | Kiefer High School | Ord Locker |
| Aussie Pet Mobile | eGenesis | K-Na-Mn Holsteins | Ovation Fertility |
| Aviagen Inc | Elanco Animal Health | Kristen Distributing Company | Palatka Cattle Company |
| Banfield Pet Hospital | Elliott Electric Supply | Krussell Stables | Perdue Farms |
| Battelle Memorial Institute | Epic Systems Corporation | LabCorp Drug Development | Petco |
| Berry Farms Animal Hospital | Equine Athlete Veterinary Services | Land O' Lakes Purina Animal Nutrition | PetersonSmith |
| Birchwood Foods | FACE Animal Clinic | Lewiston Feed & Produce | PIC |
| Blair Animal Clinic | FarBest Foods | Livingston ISD | Pilgrim's |
| Boehringer Ingelheim | Farm Data Services | Maple Leaf Farms | Pipestone |
| Boonville Public Schools | Fletcher International Exports | Maries R2 School District | Premier Vet Care |
| Braswell Family Farms | FV Park District | Matador Resources | Purdue College of Veterinary Medicine |
| Broderick Animal Clinic | GenoSource | Medgene Labs | Randall Prather, Ph.D. |
| Bryant Livestock | Gernaat Dairy | MedVet | Reproduction Specialty Group, Inc |
| Buckley Brothers | Gibraltar Veterinary Hospital | Merck Animal Health | Revival Animal Health |
| Bullnanza Stud Services | GlobalVetLINK, L.C. | Michigan Department of Agriculture & Rural Development | Ross Land and Cattle |
| Buresh Meats | Good Life Veterinary Care | Michigan Medicine | Rossville Consolidated Schools |
| Butterball, LLC | Greater Omaha Packing Co. | | Royal Vista Ranches |
| Caledonia Farmers Elevator | Green Prairie Veterinary Clinic | | |
| Cal-Maine Foods Inc | Greenbrier Animal Hospital | | |
| Cargill | Greenwood Veterinary Clinic | | |
| Carroll Cattle Company | | | |

(continued)

Organizations Hiring Students in Animal and Dairy Sciences (continued)

Sandhills Global
Schnellville Mill
Seaboard Foods
Select Sires
Sharp Performance Horses
Simmons Foods
Smith Family Farms
South Dakota State University
 Davis Dairy Plant
Southwest Dairy Farmers
STgenetics
StockVets
Sugar Creek Animal Hospital
Sugar Creek Food Solutions
Summit Equine Hospital
T/R Cattle Company
Teach for America
Tennessee Farmers Co-op
Texas A&M University
The Ohio State University
The Scotts Miracle-Gro
 Company
The Soapy Dog
Tom McCutcheon Reining
 Horses
Trans Ova Genetics
Trillium Farms
Tri-W
Tyson
United States Customs and
 Border Protection
University of Illinois
University of Minnesota
 Veterinary Medical Center
University of Missouri -
 Columbia
University of Wisconsin -
 Madison
Upper Iowa Beef
USDA ARS
USDA FSA
Vanderbilt University
Vanderbilt University Medical
 Center
Veterinary Emergency Group
Warrick Veterinary Clinic
Wayne Sanderson Farms
Westwood Embryo Services
Wesvet Animal Hospital
Wilbur-Ellis
Wildcat Valley Farms
Wildlife Rescue and
 Rehabilitation, Inc.
Woodland Animal Hospital

Further Education
Arizona State University
Auburn University
Auburn University College of
 Veterinary Medicine
Blinn College
Clemson University
Colorado State University
Columbus State Community
 College
Cornell University

Des Moines Area Community
 College
Elmhurst University
Florida State University
Fox College
Indiana University-Purdue
 University
Iowa State University
Iowa State University College
 of Veterinary Medicine
Iowa State University-University
 of Nebraska-Lincoln
 Program in Veterinary
 Medicine
Kansas State University
Kansas State University
 College of Veterinary
 Medicine
Leibniz University Hannover
 (Germany)
Lincoln Memorial University
Long Island University
Mayo Clinic
Michigan State University
Michigan State University
 College of Veterinary
 Medicine
Midwestern University
Mississippi State University
New England Law School
North Carolina State University
North Dakota State University
Northern Illinois University
 College of Law
Nova Southeastern University
Ohio University
Oklahoma State University
Parker University
Penn Foster College
Pennsylvania State University
Purdue University
Purdue University College of
 Veterinary Medicine
Ross University School of
 Veterinary Medicine
Royal Veterinary College of
 London
South Dakota State University
 Professional Program of
 Veterinary Medicine
St. George's University School
 of Veterinary Medicine
Tarleton State University
Texas A&M University
Texas A&M University School of
 Veterinary Medicine
Texas Christian University
 Ranch Management School
Texas Tech University
Texas Tech University Jerry H.
 Hodge School of Pharmacy
Texas Tech University School of
 Veterinary Medicine
The Ohio State University
The Royal Veterinary College
 (London)
Tufts University

Tufts University Cummings
 School of Veterinary
 Medicine
Tuskegee University
Unity Environmental University
University of Arkansas
University of California-Davis
University of Findlay
University of Florida
University of Florida College of
 Veterinary Medicine
University of Georgia
University of Glasgow
University of Greifswald
University of Guelph
University of Illinois - Urbana-
 Champaign
University of Illinois College of
 Law
University of Illinois College of
 Nursing
University of Illinois College of
 Veterinary Medicine
University of Life Sciences in
 Lublin
University of London
University of Maryland -
 Baltimore
University of Maryland - College
 Park
University of Minnesota
University of Minnesota College
 of Veterinary Medicine
University of Missouri
University of Missouri College
 of Veterinary Medicine
University of Nebraska - Lincoln
University of Pennsylvania
University of Pennsylvania
 School of Veterinary
 Medicine
University of South Dakota
University of Tennessee
University of Texas Health
 Science Center San Antonio
University of Wisconsin School
 of Veterinary Medicine
University of Wisconsin-
 Madison
Virginia Polytechnic Institute
 and State University
Virginia Tech University

Biological Sciences

| Job Title | Average Salary | Low Salary | High Salary | # |
|---------------------------|-----------------|---------------|---------------|------------|
| Biochemist | \$53,000 | 53,000 | 53,000 | 1 |
| Biologist | 52,010 | 37,700 | 70,000 | 5 |
| Biology Teacher | 44,170 | 35,000 | 50,000 | 3 |
| Entomologist | N/A | N/A | N/A | N/A |
| Genetic Counseling | 44,720 | 35,360 | 54,080 | 2 |
| Lab/Research Technician | 44,070 | 30,000 | 85,000 | 60 |
| Medical Scribe | 26,980 | 24,960 | 29,000 | 2 |
| Microbiologist | 50,000 | 50,000 | 50,000 | 1 |
| Public Health Specialist | 41,220 | 22,110 | 75,000 | 46 |
| Quality Assurance/Control | 40,360 | 31,200 | 49,000 | 4 |
| Other | 50,360 | 12,000 | 90,000 | 21 |
| Major Total | \$44,126 | 12,000 | 90,000 | 145 |
| Further Education | | | | 183 |

Organizations Hiring Students in Biological Sciences

| | | | |
|--|---|---|---|
| 81 Feed and Seed | Greater Baden Medical Services | Sino Biological Inc. | Baylor University |
| AECOM | Harvard Medical School | Smarter Learning Group | Blackhawk Technical College |
| Anne Arundel Medical Center | International Community Health Services | Southwest Housing Compliance Corporation | Boston University |
| Antioch Eyecare Center | J.P. Morgan Chase & Co. | SSM Health | Campbell University |
| Arsenault Dermatology | Johns Hopkins Medicine | St. Paul's Catholic Student Center | Case Western Reserve University |
| Ascension St. Thomas Rutherford | Johns Hopkins University | Stones River Manor | Cleveland University |
| Associated Allergists & Asthma Specialists | KaliVir Immunotherapeutics | Suburban Hospital | Colorado State University |
| AstraZeneca | Kennedy Krieger Institute | Sumner-Fredericksburg Community School District | Columbia University |
| Baltimore County Public Schools | Labcorp Drug Development | Syneos Health | Cornell University |
| Bay Crossing Family Medicine | Lerner David LICORbio | Teach For America | Creighton University |
| Baylor University College of Medicine | Lifecore Biomedical | Tennessee Bureau of Investigation (TBI) | Des Moines University |
| Be The Match | Mayo Clinic | Texas A&M University | Drake University College of Pharmacy and Health Sciences |
| BrainXell, Inc. | Medical College of Wisconsin | The University of Alabama | Drexel University |
| Bryan Health | Medline Industries, LP | Thermo Fisher Scientific | Duke University |
| Capital Endodontics, LLP | MedStar Health | Thomas Jefferson University | East Carolina University |
| Cargill | Michael Fields Agricultural Institute | Travis County | Edgewood College |
| Carle Health | Midwest Center of Excellence for Vector-borne Disease | Tristare Stonecrest Emergency Department | Auburn University Edward Via College of Osteopathic Medicine (VCOM) |
| Celnovte Biotechnology | Midwest Ear, Nose & Throat Specialist | U.S. Army | George Mason University |
| Children's Minnesota | Midwest Medical Transport | U.S. Army Corps of Engineers | George Washington University |
| Cigna | Millipore Sigma | U.S. Food and Drug Administration (FDA) | Georgetown University |
| City of Lafayette | National Institute of Health Clinical Center | U.S. Forest Service | Harvard University |
| Clarke | National Institutes of Health (NIH) | University of Maryland | Icahn School of Medicine |
| Concentra Urgent Care | Nebraska Department of Environment and Energy | University of Wisconsin Health | Illinois Institute of Technology |
| DC Department of Veterans Affairs | Nicolet Union High School District | University of Wisconsin Health Care Direct | Indiana University School of Medicine |
| Dermatology Inc. | Northwell Health | University of Wisconsin - Madison | Indiana University School of Optometry |
| Donald Danforth Plant Science Center | Oklahoma State University | Urological Surgeons of Washington | Indiana University - Bloomington |
| Elanco Animal Health | Orlo Management, LLC | USDA ARS | Iowa State University |
| Elephas | PathGroup | Vanderbilt Medical Center | Iowa State University College of Veterinary Medicine |
| Endeavor Health | Paws and Claws Pet Service | Vanderbilt University | Johns Hopkins Bloomberg School of Public Health |
| Epic | Personal Care Worker | Walmart Pharmacy | Johns Hopkins University |
| Evonik Industries | Planned Parenthood of Wisconsin | Wisconsin Department of Health Services | Karolinska Institute |
| Exact Sciences | PPD | Wormans Mill Dental Group | Lincoln Memorial University |
| Exacto Spring Corp. | Premier Allergy, Asthma and Sinus Care | | Loyola University Chicago |
| Expert Institute | Procter & Gamble | Further Education | Madison Area Technical College |
| Five Star Concrete | Qiagen | Albany Medical College | Marquette University |
| Forefront Dermatology | Rose Pest Solutions | Allen College | Mayo Clinic College of Medicine School of Health Sciences |
| Frederick Memorial Health | Ryan Brothers Ambulance Inc. | Arizona College of Optometry | |
| FujiFilm Medical Systems U.S.A., Inc. | | Barry University | |
| Gateway Urgent Care | | Bastyr University | |
| Geisinger | | | |
| Georgetown University | | | |
| Gio's Garden | | | |

(continued)

December 2023 / May 2024

Organizations Hiring Students in Biological Sciences (continued)

Medical College of Wisconsin
Medical University of South Carolina
Mercer University
Mercy College of Health Sciences
Michigan State University
Midwestern University
Midwestern University College of Dental Medicine
North Carolina State University
Northwestern University
Nova Southeastern University
Oklahoma State University
Pace University
Palmer College of Chiropractic
Pennsylvania State University
Purdue University
Royal Veterinary College of London
Rutgers University
Salus University
Sarah Lawrence College
St. Elizabeth University
St. Luke's Hospital of Kansas City
Texas A&M University
The Ohio State University
Thomas Jefferson University
Tufts University
Tuskegee University
Universidad Central del Caribe
University of Alabama - Birmingham
University of California - Santa Cruz
University of Cambridge
University of Central Florida
University of Chicago
University of Colorado - Boulder
University of Colorado - Colorado Springs
University of Florida
University of Georgia
University of Iowa
University of Iowa College of Dentistry and Dental Clinics
University of Kentucky
University of Louisville
University of Maryland School of Dentistry
University of Maryland School of Medicine
University of Maryland School of Pharmacy
University of Maryland - Baltimore
University of Michigan
University of Minnesota
University of Minnesota College of Veterinary Medicine
University of Minnesota Medical School
University of Mississippi
University of Nebraska Medical Center
University of New England
University of Oklahoma Health Science Center
University of Pennsylvania
University of Pittsburgh
University of Tennessee
University of Texas
University of Texas College of Pharmacy
University of Texas Health San Antonio
University of Toronto
University of Wisconsin System
University of Wisconsin - Green Bay
University of Wisconsin - Madison
University of Wisconsin - Madison School of Veterinary Medicine
University of Wisconsin - Whitewater
UT Southwestern Medical Center
Vanderbilt University
Virginia Commonwealth University
Washington University in St. Louis
West Virginia University
Western Michigan University
William Carey University
Yale University

Environmental Sciences, Fisheries, Forestry & Wildlife Biology

| Job Title | Average Salary | Low Salary | High Salary | # |
|--|-----------------|---------------|---------------|------------|
| Companion Animal Industry | \$27,500 | 25,000 | 30,000 | 2 |
| Conservation Officer/Park Ranger | 41,330 | 26,000 | 79,000 | 14 |
| Education/Extension | 38,000 | 13,000 | 60,000 | 14 |
| Energy Consultant | 58,000 | 45,000 | 80,000 | 9 |
| Environmental Consultant | 56,570 | 32,860 | 82,000 | 30 |
| Environmental Technician | 49,160 | 27,040 | 72,800 | 30 |
| Firefighter | N/A | N/A | N/A | N/A |
| Fisheries Biologist/Technician | 49,440 | 34,280 | 76,800 | 5 |
| Forest Products Inspector | N/A | N/A | N/A | N/A |
| Forest Ranger | 30,440 | 12,000 | 43,300 | 3 |
| Government/Private Forestry Technician | 44,060 | 23,500 | 80,000 | 19 |
| Hydrologist | 52,660 | 33,280 | 80,000 | 7 |
| Manure Management | N/A | N/A | N/A | N/A |
| Meteorologist | N/A | N/A | N/A | N/A |
| Outdoor Recreation Industry | 38,050 | 31,200 | 46,000 | 10 |
| Police/Law Enforcement | N/A | N/A | N/A | N/A |
| Rangeland Management | 39,000 | 39,000 | 39,000 | 1 |
| Soil Conservationist | 48,780 | 44,000 | 54,000 | 6 |
| Sustainability Analyst | 55,370 | 50,960 | 72,000 | 17 |
| Timber Procurement | N/A | N/A | N/A | N/A |
| Urban Forester | 47,190 | 40,140 | 65,000 | 6 |
| Wetland/Prairie Preservation | 38,750 | 23,400 | 53,220 | 4 |
| Wildlife Biologist/Technician/Research | 36,480 | 16,800 | 50,000 | 26 |
| Wood Products | 41,600 | 41,600 | 41,600 | 1 |
| Zookeeper/Wildlife Rehab | 34,760 | 31,200 | 40,220 | 3 |
| Other | 47,527 | 13,000 | 76,650 | 52 |
| Major Total | \$46,569 | 12,000 | 82,000 | 259 |
| Further Education | | | | 94 |

Organizations Hiring Students in Environmental Sciences, Fisheries, Forestry & Wildlife Biology

| | | | |
|----------------------------------|---------------------------------|--------------------------------|--------------------------------|
| 3R Consulting | Chose Not to Say | Greenline Construction, inc. | Lower Platte North Natural |
| AECOM | City of Columbus | Hazen and Sawyer | Resources District |
| ALDI USA | City of Fort Wayne | Hickey Bros. Research | Lynker |
| Allen Marine Tours | City of Madison, Wisconsin | Honda | Mackin Educational Resources |
| Amazon | Clean Water Action | Houston Zoo, Inc. | Maryland Department of Natural |
| American Conservation Experience | Cleveland Metro Parks | Hubbel Realty Company | Resources |
| American Transmission Co. | CMC Solutions | Idaho Department of Fish and | Maryland Department of the |
| Anita Purves Nature Center | Columbus and Franklin County | Game | Environment |
| AQUA DOC Lake & Pond Management | Metro Parks | IGS Energy | Massachusetts Clean Energy |
| Arch Environmental Group | Columbus Public Health | Indiana Department of | Center |
| Arizona Game and Fish Department | Department | Environmental Management | Metro Engineering Solutions |
| Armstrong World Industries | Cuyahoga County Board of | Indiana Department of Natural | Miami Seaquarium |
| ASRC Federal | Health | Resources | Michigan Department of Natural |
| Aster Canyon Consulting | East West Technical Services | Indianapolis Zoo | Resources |
| Audubon Society | Echo Global Logistics | IngenAE LLC | Michigan Department of |
| August Mack Environmental, Inc. | EdgeConneX | Intermountain Bird Observatory | Transportation (MDOT) |
| Avangrid Renewables | EHS Support | International Crane Foundation | Michigan State University |
| Bacon Farmer Workman | EnviroForensics | Iowa Department of Agriculture | Michigan State University |
| Bartlett Tree Experts | Environmental Design & | and Land Stewardship | Extensions Office |
| BCA Consulting | Research (EDR) | Iowa DNR | Minnesota Valley National |
| Better Meadows and Woodland | Environmental Solutions & | Isle Royale National Park | Wildlife Refuge Trust |
| Big Darby Forestry Consulting | Innovations, Inc. | Keramida, Inc. | Missouri Department of |
| Bipartisan Policy Center | Enviroscience | KimHEC | Conservation |
| BK Layer | ERM | Koch Industries Inc. | Missouri Department of Natural |
| Black & Veatch | Fluor Federal Petroleum | Kodiak Gas Services | Resources |
| Bureau of Land Management | Operations Company | KWS Seeds | MN8 Energy |
| Cal-Maine Foods Inc. | Fossil Rim Wildlife Center | Labcorp Drug Development | Monroe Conservation District |
| Cape Romain National Wildlife | General Mills | Labyrinth Coffee | Morningstar Sustainability |
| Refuge- Coastal Expeditions | GHD Partners | Lawrence Livermore National | Mt. Adams Resource Stewards |
| Carp Solutions | Girl Scouts of Eastern Iowa and | Laboratory | Nassau County Department of |
| Chartwells Higher Education | Western Illinois | Leidos | Health |
| Chesapeake Bay Trust | Grand Traverse Land | Lincoln Park Zoo | National Fish and Wildlife |
| Chesapeake's Bounty | Conservancy | Logan County Soil and Water | Foundation |
| | Green and Healthy Homes | Conservation District | Natural Shore Technologies |
| | Initiative | Lone Star Erosion Control | Nebraska Game and Parks |
| | Green Living Science | | |

(continued)

December 2023 / May 2024

Organizations Hiring Students in Environmental Sciences, Fisheries, Forestry & Wildlife Biology (continued)

| | | |
|---------------------------------|-----------------------------------|-----------------------------------|
| New Century FS | U.S. National Park Service | Ross University School of |
| New Chapter | United Consulting Engineers | Veterinary Medicine |
| Noah's Animal Hospital | United States Environmental | Southern Illinois University - |
| North Carolina State | Protection Agency | Edwardsville |
| North Dakota State University | United States Fish and Wildlife | Texas A&M University |
| Occidental Petroleum | Services | Texas A&M University College |
| Ohio Department of Agriculture | University of Florida Research | of Veterinary Medicine and |
| Ohio Department of | Lab | Biomedical Sciences |
| Development | University of Illinois | The Catholic University of |
| Ohio Department of Natural | University of Maryland | America |
| Resources | University of Minnesota | The Ohio State University |
| Ohio EPA | University of Missouri - Columbia | University of Arkansas |
| Okanogan Conservation District | University of Montana | University of California |
| Oklahoma Department of | University of Wyoming | University of California - |
| Wildlife Conservation | USDA | Berkeley |
| Oregon DEQ | USDA AARS | University of California - Davis |
| Oregon State University College | USDA FWS | University of California - Santa |
| of Science | USDA NRCS | Barbara |
| Ovintiv | USGS Central Midwest Water | University of Colorado Boulder |
| Parker Hannifin | Science Center | University of Connecticut |
| Partner Engineering and | Veterinary Medical Center of | University of Idaho |
| Science | Athens | University of Illinois |
| PEG LLC | VHB | University of Illinois - Urbana- |
| Pheasants Forever, Inc. | Virginia Tech University | Champaign |
| Plexus Corp. | Weihe Engineers, Inc. | University of Maryland Francis |
| Potomac Hudson Engineering | Westwood Professional Services | King Carey School of Law |
| Preservation Tree Care Inc. | Wild Rivers Conservancy of The | University of Maryland - College |
| RAMA Consulting | St. Croix | Park |
| Rare Earth Genomics | Wildlands Stream Restoration | University of Michigan |
| Reagan Smith | Wilson T. Ballard Company, The | University of North Carolina |
| Recycle Track Systems | Wisconsin Department of | University of North Carolina |
| Republic Services | Agriculture | School of Law |
| Residential Capital Corporation | Wise Moves | University of North Carolina - |
| Sam Companies, LLC | Woodard and Curran | Chapel Hill |
| Sisu Solar | | University of North Carolina - |
| Soil and Water Conservation | Further Education | Wilmington |
| District | Arizona State University | University of North Dakota |
| SoyFACE | Auburn University | University of North Texas |
| Sperry Lab (ERDC-CERL) | Boston University | University of Pittsburgh |
| St. Clair County Parks | Capital University | University of Southern California |
| State of Oklahoma | Clemson University | University of the Virgin Islands |
| Stellantis - FCA Fiat Chrysler | Columbia University | University of Washington |
| Automobiles | Columbus State Community | University of Wisconsin - |
| Student Conservation | College | Madison |
| Association | Georgetown University | Virginia Tech University |
| Summit Parkway Middle School | Harvard Extension School | Wageningen University |
| Targus Environmental | Iowa State University | Wake Forest University |
| Taylor Hopkinson | Iowa State University College of | Wayne County Career Center |
| TEGNA Media | Veterinary Medicine | Wichita State University |
| The Andersons, Inc. | Iowa State University-University | Yale University |
| The Davey Tree Expert | of Nebraska-Lincoln Program | |
| Company | in Veterinary Medicine | |
| The Ohio State University | Lewis & Clark College | |
| The Wilson T. Ballard Company | Louisiana State University | |
| Three Rivers Park District | Michigan Technological | |
| Timberland Consulting LLC | University | |
| Tippecanoe County Government | Missouri State University | |
| Trimble, Inc. | Montana State University | |
| True North Consultants, Inc | North Dakota State University | |
| TSI Laboratories | Northwestern University | |
| Two Dot Consulting | Ohio University | |
| U.S. Army | Oklahoma City School of Law | |
| U.S. Army Corps of Engineers | Pace University | |
| U.S. Department of the Interior | Pace University Elisabeth Haub | |
| U.S. Food and Drug | School of Law | |
| Administration (FDA) | Purdue University | |
| U.S. Forest Service | Rice University | |

Food Science, Human Nutrition & Dietetics

| Job Title | Average Salary | Low Salary | High Salary | # |
|---------------------------|-----------------|---------------|---------------|-----------|
| Culinary Arts | \$ 35,000 | 35,000 | 35,000 | 1 |
| Enology/Brewmaker | 42,000 | 42,000 | 42,000 | 1 |
| Food Service Industry | 43,100 | 29,120 | 70,000 | 5 |
| Nutritionist | 53,000 | 39,000 | 65,000 | 3 |
| Production Technologist | 63,070 | 49,920 | 80,000 | 18 |
| Public Health Services | 36,160 | 28,750 | 42,120 | 4 |
| Quality Assurance/Control | 62,160 | 43,680 | 83,000 | 17 |
| Registered Dietitian | N/A | N/A | N/A | N/A |
| Research & Development | 61,470 | 36,250 | 89,500 | 24 |
| Sales Representative | N/A | N/A | N/A | N/A |
| Sensory | N/A | N/A | N/A | N/A |
| Other | 49,910 | 18,750 | 74,500 | 15 |
| Major Total | \$56,951 | 18,750 | 89,500 | 88 |
| Further Education | | | | 99 |

Organizations Hiring Students in Food Science, Human Nutrition & Dietetics

| | | |
|--|---|--|
| Abbott Nutrition | OSI Group | Rush University |
| Advocate Lutheran General | PepsiCo, Inc. | Southern Methodist University |
| Agropur | Prisma Health | Texas A&M University |
| Alamance Foods | Pure's Food Specialties | Texas Tech University |
| Alamo Coffee Company | Repco | Texas Woman's University |
| Americorps | Saputo USA | The Ohio State University |
| Ardent Mills | Seaside Grown | University College Cork |
| Atlanta Center for Dermatologic Diseases | Sensient Food Colors | University of Arkansas |
| B&G Foods | SK Food Group | University of California - Davis |
| Breckenridge Retirement Center | StretchLab | University of Georgia School of Law |
| Bunge | Student Mobilization | University of Houston |
| Campbell Soup Company | Sushi PAYCE | University of Illinois - Urbana-Champaign |
| Capstone Hospitality | T. Marzetti Company | University of Maryland |
| Cargill | The J.M. Smucker Company | University of Melbourne |
| Conagra Brands | Topco Associates LLC | University of Michigan |
| Corewell Health | Tree Top | University of Minnesota |
| Costco Wholesale | U.S. Air Force | University of Missouri - Columbia |
| Duke University | University of Maryland | University of Nebraska - Lincoln |
| Eato | University of Minnesota Medical Center | University of North Carolina - Chapel Hill |
| empirical Foods, Inc. | WakeMed Health and Hospital | University of Rhode Island |
| EW Grobbel | Women, Infants & Children Program | University of Roehampton |
| Fairlife LLC | | London |
| Fairview Health Services | Further Education | University of Tennessee - Martin |
| Flowers Foods | Abilene Christian University | University of Texas |
| Fresh Mark | Bastyr University | University of Texas Health Science Center |
| Givaudan | Baylor University | University of Texas Medical Branch |
| Glanbia Nutritionals, Inc. | City University of Hong Kong | University of the Incarnate Word |
| Heartland Foods | Clemson University | University of Utah |
| Hilton Hotels & Resorts | Colorado State University | University of Wisconsin - Green Bay |
| HOA | Columbia University | University of Wisconsin - Madison |
| Hormel Foods Corporation | Cornell University | Vanderbilt University |
| Imbibe | Dominican University | Virginia Commonwealth University |
| JBT Corporation | Duke University | Viterbo University |
| Jefferson R-VII School District | East Carolina University | Wageningen University |
| Jersey Mikes | Eidgenössische Technische Hochschule Zürich | West Texas A&M University |
| Johnsonville, LLC | Florida State University | Wichita State University |
| JonnyPops | Hong Kong University | |
| LeSaffre Corporation | Iowa State University | |
| Lockwood Packaging Company | Johns Hopkins University | |
| Marriott | Loyola University Chicago | |
| Mars Wrigley | Medical University of South Carolina | |
| McCormick and Company | Michigan State University | |
| Meijer Pharmacy | Midwestern University | |
| Mennel Milling | North Carolina State University | |
| MiDAS Foods International | Northwestern University | |
| Midwest Center for Women's Health | Oklahoma State University | |
| Nestlé | Parker University | |
| Nestle Purina | Penn State University | |
| Nutrabort | Purdue University | |
| Ocean Spray | | |

Horticulture

| Job Title | Average Salary | Low Salary | High Salary | # |
|------------------------------------|-----------------------|-------------------|--------------------|-----------|
| Education | \$61,000 | 61,000 | 61,000 | 1 |
| Golf Course Industry | 47,310 | 24,000 | 65,000 | 20 |
| Greenhouse Production | 41,240 | 31,200 | 52,000 | 12 |
| Landscape Design | 53,490 | 37,740 | 62,000 | 11 |
| Landscape Installation/Maintenance | 49,310 | 33,280 | 60,000 | 7 |
| Nursery Management | 43,790 | 33,200 | 50,000 | 5 |
| Public Garden Management | 40,990 | 38,750 | 44,000 | 5 |
| Research Technician | 41,640 | 31,250 | 50,000 | 3 |
| Sales | 70,000 | 70,000 | 70,000 | 1 |
| Sports Turf Management | 46,370 | 41,250 | 52,000 | 5 |
| Vegetable and Fruit Production | 49,920 | 49,920 | 49,920 | 1 |
| Viticulture/Hops Production | N/A | N/A | N/A | N/A |
| Other | 43,990 | 30,000 | 67,000 | 6 |
| Major Total | \$46,758 | 24,000 | 70,000 | 77 |
| Further Education | | | | 21 |

Organizations Hiring Students in Horticulture

| | |
|--|---------------------------------------|
| Acorn Farms | Potted UP |
| Alotian Golf Club | Progressive AE |
| Altman Plants | Ray Wiegand's Nursery |
| Beck's Hybrids | Rundell Ernstberger Associates |
| Brantley Snipes Landscape Design | Ryan Lawn and Tree |
| CapRock Ranch | Sarah P. Duke Gardens |
| Catamount Ranch & Club | Shelter Harbor Golf Club |
| Catawba Island Club | Spring Lake Country Club |
| Chicago Botanic Garden | Spring Meadow Nursery |
| CHS | Stonewood Farm |
| Clark Condon Associates | Swift Greenhouses |
| CleanScapes | Teach for America |
| Corso's Landscape | The Golf Club |
| Decker's Nursery | The Maryland Zoo |
| Deersfield LLC | The Ohio State University |
| Design Workshop | Thorsen's Greenhouse |
| Dig Right In Landscaping, Inc. | Todd's Services |
| Drummers Garden Center and Floral | University of Nebraska - Lincoln |
| Epic | University of Wisconsin Health |
| Epic Landscape Productions | Valhalla Golf Club |
| Evermore Cannabis Company | Vero Beach Country Club |
| Firethorn Golf Club | Westfield Country Club |
| Gerten Greenhouses & Garden Center | Wilderness Ridge Country Club |
| Green Leaf Nursery Company | Wisconsin State Laboratory of Hygiene |
| Happy Hollow Club | |
| Hazeltine National Golf Club | Further Education |
| Henry Mast Greenhouse | Arizona State University |
| Jenny's Floral | Cornell University |
| John Fairey Garden | Drake University |
| Kansas City Current | Illinois Institute of Technology |
| Kathryn Talty Landscape Architecture, Inc. | Indiana University |
| Kennicott Brothers | Iowa State University |
| Kimley-Horn and Associates | Kansas State University |
| KW Landscape Architects | Michigan State University |
| Lawn Ketchers | Oklahoma State University |
| Loma Vista Nursery | Purdue University |
| Longwood Gardens | Texas A&M University |
| Miami Dolphins | The Ohio State University |
| Midwest Groundcovers | University of Kentucky |
| Missouri Botanical Garden | University of Maryland - Baltimore |
| Monrovia Nursery | University of Tennessee |
| Mountain Air Country Club | University of Wisconsin - Madison |
| Mountaintop Golf & Lake Club | |
| Nature's Green Nursery | |
| North Carolina State University | |
| Northland Country Club | |
| Omaha Country Club | |
| Outdoor Environments Group | |

Technical & Biosystems Engineering, Industrial Technology, and Packaging Services

| Job Title | Average Salary | Low Salary | High Salary | # |
|---------------------------------|-----------------|---------------|----------------|------------|
| Elevator Management | \$69,750 | 67,000 | 72,000 | 4 |
| Engineer, General | 72,750 | 37,000 | 95,000 | 40 |
| Equipment Test Technician | 68,250 | 60,000 | 80,000 | 4 |
| Estimator | 63,333 | 50,000 | 75,000 | 3 |
| Ethanol | N/A | N/A | N/A | N/A |
| Farming Operation | 47,040 | 18,000 | 60,000 | 10 |
| Industrial Engineer | 71,580 | 64,000 | 83,000 | 6 |
| Logistics | N/A | N/A | N/A | N/A |
| Manufacturing Engineer | 71,970 | 62,000 | 89,180 | 11 |
| Packaging Engineer | 72,200 | 36,000 | 100,000 | 72 |
| Precision Ag Specialist | 55,590 | 45,000 | 65,000 | 8 |
| Production Management | 67,950 | 47,840 | 83,000 | 13 |
| Project Manager | 70,640 | 52,000 | 100,000 | 69 |
| Quality Assurance/Control | 70,540 | 60,000 | 85,000 | 13 |
| Research & Development | 57,820 | 41,000 | 85,000 | 6 |
| Safety | 64,480 | 56,160 | 72,800 | 2 |
| Sales Representative | 56,375 | 48,000 | 70,000 | 8 |
| Technical Support Specialist | 55,730 | 45,000 | 70,000 | 7 |
| Water Quality/Soil Conservation | 43,110 | 37,000 | 50,730 | 3 |
| Other | 67,492 | 41,600 | 93,000 | 33 |
| Major Total | \$68,382 | 18,000 | 100,000 | 312 |
| Further Education | | | | 23 |

Organizations Hiring Students in Technical & Biosystems Engineering, Industrial Technology, and Packaging Services

| | | | |
|-------------------------------------|-----------------------------------|--|---|
| 3M | CNH | Harkins Company | M.A. Mortenson Construction |
| AAM - American Axle & Manufacturing | Coastal Container | Haworth | Maine Organic Farmers and Gardeners Association |
| Abbott Laboratories | Collins Aerospace | Heartland Co-op | Marathon Petroleum Company |
| AbbVie | Conagra Brands | Hensel-Phelps Construction | Maria Stein Grain |
| Ag Info Tech | Corinthian Fine Homes | HGC Construction | Mascaro Construction Company |
| Agri Spray Drones | CTL Engineering | HMI Groundwater | Materne North America |
| Agtegra | Daikin Comfort | Holder Construction | Matt Cooper |
| Allyn Farming Company | Danis | Hormel Foods Corporation | McCarthy Building Companies |
| Alro Steel | DENSO | HTS Ag | Merck & Co., Inc. |
| Amazon | Diekevers Roofing | Huhtamaki | Michelin |
| Amgen | Distynct | Husco | Michigan State University |
| Anderson Farms | Doug and Wayne Koehler Farms | HUSCO International | Microsoft |
| Archer Daniels Midland | E. & J. Gallo Winery | Icon Mechanical | Mid Continent Irrigation |
| Ardent Mills | E. & J. Gallo Winery | Iowa Department of Natural Resources | Midland Paper and Packaging |
| AUCH Construction | EIM LLC | Iowa State Digital Agriculture Innovations | Midway Products Group |
| B&A Genetics | Elanco | Iowa State University | Midwest Livestock Systems |
| Bane Welker Equipment | Elford | Iowa Valley Community College | Miles-McClellan Construction |
| Barton Malow | Eli Lilly & Company | J.M. Smucker Company | Milwaukee Tool |
| BASF | Emerson | JCB | Mitsubishi Chemical Advanced Materials |
| Bayer Crop Science | EMH&T | John Deere | Mortenson |
| Blattner Energy | Equity Construction Solutions | KanEquip inc | Neapco Drivelines |
| Blount Fine Foods | Eradivir | Kaser Blasting & Coatings | Nebraska Department of Environment and Energy |
| Boston Scientific | ESCO Group | KCI Technologies | Nestle |
| Bowen Engineering | ESP Associates | KDR Contractors | Nestle Purina PetCare |
| BraunAbility | F.H. Paschen | Kemin Industries | Network Partners Group |
| Bryce Corporation | Fehr Graham | Kendo Brands | New Holland Rochester |
| Bulley & Andrews | Findorff | Kibble Equipment | Newell Brands |
| Bunge | Fischer Homes | Kiewit Corporation | Nosco |
| Burns & McDonnell | Freese and Nichols, Inc. | Koch Ag & Energy Solutions | Olen Corporation |
| Cabinetworks Group | Frito Lay | Koenig Equipment | Onyx Packaging Corporation |
| Cargill | General Mills, Inc. | Kokosing Construction Company | The Ohio State University |
| CartonCraft Inc | George J. Igel & Company | Labatt Food Service | Partners Commercial Roofing |
| CDM Smith | Gilbane Building Company | Lac Qui Parle Co-op Oil Company | Patterson Farms |
| Cedar Park Plumbing | Good Foods Group | Land O'Lakes | PDM Precast, Inc. |
| Centre Construction Group | GPI | Lineage Logistics | Peachtree Packaging |
| CFS Brands | Grain Processing Corporation | Lockheed Martin | Pepper Construction |
| Chick-fil-A | Granite Construction | Lockwood, Andrews, and Newnam, Inc. | PepsiCo, Inc. |
| Chobani | Green Acres Farm and Construction | | Performance Contracting |
| CivilSurv Design Group Inc. | Greif CorrChoice Mason | | |
| CLAAS of America | Grunloh Building | | |
| Clark Construction Group LLC | Grunloh Construction, Inc | | |

(continued)

December 2023 / May 2024

Organizations Hiring Students in Technical & Biosystems Engineering, Industrial Technology, and Packaging Services (continued)

| | |
|---|---|
| Performance Truck | Turner Construction Company |
| Permian Pump & Valve | U.S. Air Force |
| PharmaLogic | U.S. Army |
| Plante Moran | U.S. Marine Corps |
| Plastipak Packaging, Inc. | U.S. Navy |
| Platte Valley Equipment | Unilever |
| Pratt Industries | Union Pacific Railroad |
| Primoris Renewable Energy | University of Minnesota |
| Prinz Grain & Feed Inc. | USDA FSA |
| ProAmpac | Vermeer Corporation |
| Procter & Gamble | Vermeulens |
| Progressive Mechanical, Inc. | Vital Partners |
| Promega Corporation | Welch Packaging Group |
| Quad Packaging | Wells Enterprises, Inc. |
| Quality Control Services | Westrock |
| Quick Performance Inc. | Whiting Turner |
| Quiddity Engineering | Wieland-Davco |
| Renewable Energy Systems Group | Wight & Company |
| Roberts Family Farm | Wilson's Turf |
| Rhythm Express | Yates Construction |
| S.A. Comunale Company | Zimmer Biomet |
| Sage Ag | |
| SAI Power Solutions | <u>Further Education</u> |
| SC Johnson | Auburn University |
| Shiseido Americas | Clemson University |
| Siemens Healthineers USA | Iowa State University |
| Simmons Corporation | Michigan State University |
| Simplot Grower Solutions | Oakland University |
| Skender | Purdue University |
| Smith and Wesson | Rice University |
| Sollmann Electric Company | Texas A&M University |
| Spoetzl Brewery | Tufts University |
| State Industrial Products | University of Illinois - Urbana- Champaign |
| Steuben Foods, Inc. | University of Wisconsin - Madison |
| Steve Miller Construction Company | |
| StillWater Farms | |
| Structural Preservation Systems | |
| Suffolk Construction | |
| Sukup Manufacturing | |
| Swagelok Southeast Texas | |
| TCI Manufacturing | |
| Tegus | |
| TemperPack | |
| Templin Farms | |
| Terra Drive | |
| Tesla | |
| The Andersons, Inc. | |
| The Christman Company | |
| The Cleary Company | |
| The Clorox Company | |
| The Kraft Heinz Company | |
| The Raymond Corporation | |
| The Royal Group | |
| The Ruhlin Company | |
| The Scouler Company | |
| The Whiting-Turner Contracting Company | |
| Thermo Fisher Scientific | |
| Thomas Livestock Company LLC | |
| TIC Power | |
| Trimble | |
| Tru Fragrance & Beauty | |