In a year of unprecedented challenges, the students, faculty, and staff of Mines have risen to the occasion, reflecting the indomitable Oredigger spirit of resilience that is at the heart of the Mines experience. The Career Center has been nimble in adapting to new circumstances and changing needs.

- **73%** Students utilized Mines Career Services
- **1,200** Organizations recruited or hired at Mines
- **95%** Positive outcomes rate
- **$79k** Average starting salary
- **5th** Best Return on Investment

2. Employed in industry, government, military, continuing education, or international students returning to their home countries.
3. Combined BS, MS, and PhD grads.
“IT IS ABSOLUTELY AMAZING TO BE ABLE TO PUT ON GLOVES AND TOUCH A VEHICLE THAT IS GOING INTO SPACE, LET ALONE CONTRIBUTE TO A TEAM OF INCREDIBLY SMART INDIVIDUALS TO HELP BUILD THIS VEHICLE AND GET IT INTO SPACE.”

NADIA SMITH
Mechanical Engineering
BS, Class of 2021
The Class of 2020 graduated into a labor market unlike any in recent history with a pandemic impacting course delivery and an unexpected, sudden shift in the economy. Despite these challenges, Mines graduates saw positive outcomes, similar to prior years—a testament to their enduring value as professionals and graduates.

GRADUATED STUDENT OUTCOMES

A Record
1,548 Total Graduates

95% Positive Outcomes Rate

$79K Average Starting Salary

22% Graduates Continue with Advanced Education

The Class of 2020 graduated into a labor market unlike any in recent history with a pandemic impacting course delivery and an unexpected, sudden shift in the economy. Despite these challenges, Mines graduates saw positive outcomes, similar to prior years—a testament to their enduring value as professionals and graduates.

1 BS, MS, and PhD grads
2 Employed in industry, government, military, continuing education, or international students returning to their home countries.
3 BS and MS grads
The following data includes information for undergraduate students who graduated in August 2019, December 2019, and May 2020. Mines is proud to provide outreach and support to 100% of students prior to graduation and for two years after graduation.

**JOBS ACCEPTED BY LOCATION**

61% of BS Grads Accepted Jobs in Colorado

**UNDERGRADUATE OUTCOMES**

95% Positive BS Outcomes

1,050 BS Graduates

For internal consistency and accurate comparisons, first-destination outcomes are reported in accordance with National Association of Colleges and Employers (NACE) standards starting with the 2018-2019 graduating class.

**UNDERGRADUATE OUTCOMES BY MAJOR**

<table>
<thead>
<tr>
<th>Department</th>
<th>Low Salary</th>
<th>Median Salary</th>
<th>High Salary</th>
<th>Average Salary</th>
<th>Positive Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chemical &amp; Biochemical Engineering</td>
<td>$37,000</td>
<td>$68,500</td>
<td>$101,000</td>
<td>$67,000</td>
<td>97% 36</td>
</tr>
<tr>
<td>Chemical Engineering</td>
<td>$32,000</td>
<td>$74,500</td>
<td>$107,000</td>
<td>$77,136</td>
<td>93% 104</td>
</tr>
<tr>
<td>Chemistry</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>100% 10</td>
</tr>
<tr>
<td>Civil Engineering</td>
<td>$41,600</td>
<td>$62,000</td>
<td>$76,600</td>
<td>$62,691</td>
<td>95% 68</td>
</tr>
<tr>
<td>Applied Math &amp; Statistics</td>
<td>$30,000</td>
<td>$75,000</td>
<td>$100,000</td>
<td>$73,333</td>
<td>100% 25</td>
</tr>
<tr>
<td>Computer Science</td>
<td>$45,000</td>
<td>$80,000</td>
<td>$110,000</td>
<td>$79,613</td>
<td>95% 120</td>
</tr>
<tr>
<td>Economics</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>100% 3</td>
</tr>
<tr>
<td>Electrical Engineering</td>
<td>$60,000</td>
<td>$72,100</td>
<td>$100,400</td>
<td>$76,265</td>
<td>97% 76</td>
</tr>
<tr>
<td>Engineering</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>100% 1</td>
</tr>
<tr>
<td>Engineering Physics</td>
<td>$65,000</td>
<td>$75,000</td>
<td>$85,000</td>
<td>$75,814</td>
<td>94% 52</td>
</tr>
<tr>
<td>Environmental Engineering</td>
<td>$50,000</td>
<td>$63,000</td>
<td>$79,200</td>
<td>$64,330</td>
<td>98% 46</td>
</tr>
<tr>
<td>Geology &amp; Geological Engineering</td>
<td>$40,000</td>
<td>$63,000</td>
<td>$70,000</td>
<td>$58,078</td>
<td>96% 29</td>
</tr>
<tr>
<td>Geophysics &amp; Geophysical Engineering</td>
<td>$65,000</td>
<td>$90,210</td>
<td>$108,000</td>
<td>$87,377</td>
<td>92% 26</td>
</tr>
<tr>
<td>Mechanical Engineering</td>
<td>$30,000</td>
<td>$68,000</td>
<td>$140,000</td>
<td>$70,887</td>
<td>93% 313</td>
</tr>
<tr>
<td>Metallurgical &amp; Materials Engineering</td>
<td>$63,000</td>
<td>$74,000</td>
<td>$101,000</td>
<td>$75,379</td>
<td>92% 43</td>
</tr>
<tr>
<td>Mining Engineering</td>
<td>$62,000</td>
<td>$72,100</td>
<td>$80,000</td>
<td>$72,033</td>
<td>93% 15</td>
</tr>
<tr>
<td>Petroleum Engineering</td>
<td>$50,000</td>
<td>$89,500</td>
<td>$132,000</td>
<td>$87,083</td>
<td>97% 83</td>
</tr>
<tr>
<td><strong>BS Overall</strong></td>
<td>$30,000</td>
<td>$70,000</td>
<td>$140,000</td>
<td>$73,322</td>
<td>95% 1,050</td>
</tr>
</tbody>
</table>

Included in “positive outcomes” numbers are graduates committed to their first destination, including jobs in industry, government, military and those who are going to graduate school as well as international students returning to their home countries. Non-responsive or self-reported “not looking” graduates are removed from reported data and presented separately. Students are coded as non-responsive after five outreach attempts, no known activity with the Career Center, and/or by request of the student. Data is collected for 6 months following graduation.

*The Career Center is now coordinating with Institutional Research (IR) at Mines. Detailed outcome and salary data is available through Tableau/IR for tailored, accessible reports to Mines community.

*Salary statistics are coded as N/A when 3 or less students report salary data for the full-time employed category of a respective major to maintain confidentiality for graduates. Data collected from these graduates is incorporated in overall calculations.

*90% data collection rate
UNDERGRADUATE OUTCOMES

JOBS ACCEPTED BY INDUSTRY

Energy—Oil & Gas - 17%
Aerospace • Defense • Aviation - 15%
Technology - 12%
Biotech • BioEng • Pharmaceuticals - 3%
Mining - 1%
Government • Public Sector - 5%
Consulting - 6%
Manufacturing • Machinery • Equipment - 8%
Medical • Instruction - 2%
Utilities • Power - 2%
Healthcare
Environmental Resources • Water - 2%
Electronics • Electrical Components - 3%
Metals - <1%
Automation - <1%
Architecture • Urban Planning - <1%
Telecommunications - <1%
Metals - <1%
Legal • Law - <1%
Retail • Wholesale - <1%
Military - <1%
Energy—Alternative • Renewable - <1%
Finance • Financial Services • Insurance - <1%
Internet • Ecommerce - <1%
Transportation & Logistics - <1%
Chemicals - <1%

18-MONTH UPDATE FOR BS CLASS OF 2018-2019

THE PROGRESS OF GRADUATES IN JOB SEARCH IS FOLLOWED FOR 18 MONTHS AFTER GRADUATION. THE OVERALL DEFINITION OF “POSITIVE OUTCOMES” INCLUDES:

- Graduates who have accepted positions in areas of industry, government, or military
- Those who have chosen continued education as their next step
- International students who have returned to their home countries

Graduation Year | Positive Outcomes 6 months after graduation | Positive Outcomes 18 months after graduation
--- | --- | ---
2018-2019 | 94% | 98%
2017-2018 | 88% | 94%

OREDIGGERS WERE ACCEPTED AT THESE GRAD SCHOOLS:

Albany Medical College
Arizona State University
California State University
Carnegie Mellon University
Colorado School of Mines
Cornell University
Georgia Institute of Technology
Holberton School
Louisiana State University
Regis University
Rice University
Rutgers University
Simon Fraser University
Stanford University
Texas A&M
University of California, Berkeley
University of California, Davis
University of California, L.A.
University of California, San Diego
University of California, Santa Barbara
University of Cambridge
University of Colorado Boulder
University of Colorado Denver
University of Illinois
University of Michigan
University of New England
University of Northern Colorado
University of Oregon
University of Texas
University of Washington
University of Tennessee, Knoxville
University of Wyoming
UPJV Amiens

98% 18 Month Positive BS Outcomes
94% at time of graduation

83% BS Graduates that Pursue Graduate School do so at Mines
Mines is dedicated to the idea that hands-on learning and real-world experience prepares students far better than learning by lecture alone. We encourage and support our students to explore opportunities in a variety of experiential learning settings through research, cooperative education and internships.

811 students graduated with documented, relevant technical work or research experience across 42 states and 12 countries.

BS TECHNICAL EXPERIENCE BY LOCATION

811 students graduated with documented, relevant technical work or research experience across 42 states and 12 countries.

811 students graduated with documented, relevant technical work or research experience across 42 states and 12 countries.

SUMMER 2020 INTERNSHIPS

Summer 2020 resulted in many internships being delayed, cancelled, or transitioned to remote due to COVID-19. The Career Center staff worked with employers and students proactively to adjust. Students made the most of their unexpected circumstances by participating in additional classes, skill-development through professional learning opportunities, and volunteer projects.

BS SUMMER 2020 INTERNSHIP SALARY BY MAJOR

Department | Average Hourly Salary | Number Reporting |
--- | --- | ---
Applied Mathematics & Statistics | $19.60 | 14
Chemical/Biochemical Engineering | $23.00 | 36
Chemistry/Biochemistry | $15.60 | 3
Civil Engineering | $18.25 | 50
Computer Science | $23.50 | 87

Department | Average Hourly Salary | Number Reporting |
--- | --- | ---
Economics & Business | N/A* | 2
Electrical Engineering | $21.70 | 45
Engineering Physics | $19.20 | 11
Environmental Engineering | $16.45 | 12
Geology & Geological Engineering | $17.70 | 13
Geophysics & Geophysical Engineering | $16.35 | 4
Mechanical Engineering | $20.80 | 115
Metallurgical & Materials Engineering | $19.70 | 28
Mining Engineering | $20.50 | 8
Petroleum Engineering | $36.00 | 16

SUMMER 2020 INTERNSHIPS

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811 students graduated with documented, relevant technical work or research experience across 42 states and 12 countries.
The following data includes information for Masters students who graduated in August 2019, December 2019, and May 2020. Mines is proud to provide outreach and support to 100% of students prior to graduation and for two years after graduation.

**96%** Positive MS Outcomes

For internal consistency and accurate comparisons, first-destination outcomes are reported in accordance with National Association of Colleges and Employers (NACE) standards starting with the 2018-2019 graduating class.

**372** MS Graduates

For more information on data collection and outcome calculations, see bottom of page 9.
### Jobs Accepted by Industry

- **Energy—Oil & Gas**: 18%
- **Aerospace • Defense • Aviation**: 15%
- **Tech • Information Technology**: 13%
- **Military**: 2%
- **Government • Public Sector**: 7%
- **Consulting**: 5%
- **Manufacturing • Machinery • Equipment**: 6%
- **Mining**: 3%
- **Finance • Financial Services • Insurance**: 3%
- **Environmental Resources • Water**: 4%
- **Education • Instruction • Administration**: 4%
- **Architecture • Urban Planning**: 1%
- **Biotech • BioEng • Pharmaceuticals**: 1%
- **Legal • Law**: 1%
- **Healthcare • Medical Equipment**: 1%
- **Retail • Wholesale**: <1%
- **Utilities • Power**: 1%
- **Internet • Ecommerce**: 1%
- **Humanitarian • Nonprofits**: <1%
- **Chemicals**: <1%
- **Electronics • Electrical Components**: <1%
- **Energy—Oil & Gas**: 18%

### 18-Month Update for MS Class of 2018-2019

- **100% Positive MS Outcomes**

  - Graduates who have accepted positions in areas of industry, government, or military
  - Those who have chosen continued education as their next step
  - International students who have returned to their home countries

<table>
<thead>
<tr>
<th>Graduation Year</th>
<th>Positive Outcomes 6 months after graduation</th>
<th>Positive Outcomes 18 months after graduation</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018-2019</td>
<td>97%</td>
<td>100%</td>
</tr>
<tr>
<td>2017-2018</td>
<td>92%</td>
<td>97%</td>
</tr>
</tbody>
</table>

### Some Places Mines MS Grads Continue Their Advanced Education

- Carnegie Mellon University
- Cornell University
- Stanford University
- Colorado School of Mines
- Simon Fraser University
- University of California, Santa Barbara

86% MS Graduates that Pursue their PhD do so at Mines
“I PLAN TO CONTINUE TO WORK AT LOCKHEED MARTIN AFTER GRADUATING WITH THE ULTIMATE END GOAL OF BECOMING AN ASTRONAUT! MY DREAM JOB IS TO DESIGN AND WORK ON A SPACECRAFT THAT I EVENTUALLY TAKE TO ANOTHER CELESTIAL BODY!”

CHARLES O’BRIEN
Mechanical Engineering
BS/MA, Class of 2021
The following data includes information for PhD students who graduated in August 2019, December 2019, and May 2020. Mines is proud to provide outreach and support to 100% of students prior to graduation and for two years after graduation.

### PhD OUTCOMES

#### Positive PhD Outcomes

- 99%\% of students have positive outcomes.

#### PhD OUTCOMES BY MAJOR

<table>
<thead>
<tr>
<th>Department</th>
<th>Low Salary</th>
<th>Mid Salary</th>
<th>High Salary</th>
<th>Average Salary</th>
<th>Positive Outcome</th>
<th>Graduates*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applied Math &amp; Statistics</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>100%</td>
<td>2</td>
</tr>
<tr>
<td>Chemistry</td>
<td>$60,000</td>
<td>$75,000</td>
<td>$100,000</td>
<td>$78,750</td>
<td>100%</td>
<td>4</td>
</tr>
<tr>
<td>Chemical Engineering</td>
<td>$50,000</td>
<td>$100,000</td>
<td>$140,000</td>
<td>$94,889</td>
<td>100%</td>
<td>14</td>
</tr>
<tr>
<td>Civil &amp; Environmental Engineering</td>
<td>$30,000</td>
<td>$90,000</td>
<td>$94,000</td>
<td>$71,667</td>
<td>100%</td>
<td>5</td>
</tr>
<tr>
<td>Civil Engineering</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>100%</td>
<td>1</td>
</tr>
<tr>
<td>Computer Science</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>100%</td>
<td>2</td>
</tr>
<tr>
<td>Electrical Engineering</td>
<td>$60,000</td>
<td>$85,000</td>
<td>$165,000</td>
<td>$94,343</td>
<td>100%</td>
<td>10</td>
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<tr>
<td>Geochemistry</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>100%</td>
<td>1</td>
</tr>
<tr>
<td>Geology &amp; Geological Engineering</td>
<td>$90,500</td>
<td>$112,500</td>
<td>$136,000</td>
<td>$112,875</td>
<td>100%</td>
<td>15</td>
</tr>
<tr>
<td>Geophysics &amp; Geophysical Engineering</td>
<td>$52,900</td>
<td>$127,250</td>
<td>$160,000</td>
<td>$116,850</td>
<td>100%</td>
<td>8</td>
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<tr>
<td>Hydrology</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>67%</td>
<td>3</td>
</tr>
<tr>
<td>Materials Science</td>
<td>$51,000</td>
<td>$73,000</td>
<td>$115,000</td>
<td>$76,667</td>
<td>100%</td>
<td>8</td>
</tr>
<tr>
<td>Mechanical Engineering</td>
<td>$65,000</td>
<td>$79,000</td>
<td>$80,000</td>
<td>$75,429</td>
<td>100%</td>
<td>13</td>
</tr>
<tr>
<td>Metallurgical &amp; Materials Engineering</td>
<td>$48,000</td>
<td>$90,500</td>
<td>$110,000</td>
<td>$85,125</td>
<td>100%</td>
<td>10</td>
</tr>
<tr>
<td>Mineral &amp; Energy Economics</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>100%</td>
<td>3</td>
</tr>
<tr>
<td>Mining &amp; Earth Systems Engineering</td>
<td>$50,000</td>
<td>$80,000</td>
<td>$99,600</td>
<td>$76,533</td>
<td>100%</td>
<td>5</td>
</tr>
<tr>
<td>Nuclear Engineering</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>100%</td>
<td>2</td>
</tr>
<tr>
<td>Operations Research</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>100%</td>
<td>1</td>
</tr>
<tr>
<td>Petroleum Engineering</td>
<td>$55,000</td>
<td>$100,000</td>
<td>$160,000</td>
<td>$108,857</td>
<td>100%</td>
<td>12</td>
</tr>
<tr>
<td>Physics</td>
<td>$90,000</td>
<td>$103,750</td>
<td>$175,000</td>
<td>$103,750</td>
<td>100%</td>
<td>5</td>
</tr>
<tr>
<td>Underground Construction &amp; Tunnel Engineering</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>100%</td>
<td>2</td>
</tr>
<tr>
<td>PhD Overall</td>
<td>$30,000</td>
<td>$90,000</td>
<td>$225,000</td>
<td>$92,328</td>
<td>99%</td>
<td>126</td>
</tr>
</tbody>
</table>

* Salary statistics are coded as N/A when 3 or less students report salary data for the full-time employed category of a respective major to maintain confidentiality for graduates. Data collected from these graduates is incorporated in overall calculations.

See bottom of page 9 for information on data collection and outcome calculations.

*97% data collection rate

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## JOBS ACCEPTED BY LOCATION

51% of PhD Grads accepted jobs in Colorado.
PhD OUTCOMES

18-MONTH UPDATE FOR PhD CLASS OF 2018-2019

THE PROGRESS OF GRADUATES IN JOB SEARCH IS FOLLOWED FOR 18 MONTHS AFTER GRADUATION. THE OVERALL DEFINITION OF “POSITIVE OUTCOMES” INCLUDES:

- Graduates who have accepted positions in areas of industry, government, or military
- Those who have chosen continued education as their next step
- International students who have returned to their home countries

<table>
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<th>Graduation Year</th>
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</tr>
</thead>
<tbody>
<tr>
<td>2018-2019</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>2017-2018</td>
<td>94%</td>
<td>97%</td>
</tr>
</tbody>
</table>

"MY RESEARCH IS FOCUSED ON UNDERSTANDING HOW CHANGES IN PROSTHETIC DEVICES AFFECT RUNNING PERFORMANCE AND JOINT HEALTH FOR PEOPLE WITH LOWER-LIMB AMPUTATIONS. I AM OVERJOYED TO BE ABLE TO POSITIVELY CONTRIBUTE TO KNOWLEDGE SURROUNDING BETTER AMPUTEE CARE, WHICH ULTIMATELY LEADS TO IMPROVED QUALITY OF LIFE.”

LAUREN SEPP
Mechanical Engineering PhD Candidate
DEVELOPING A DIVERSE STUDENT POPULATION

The Mines Career Center is dedicated to all students’ career success and continues to make significant efforts to support students of all backgrounds. Joint programming includes:

• MASU (Mines African Student Union)
• MEP (Multicultural Engineering Program) Professional Development Day
• SWiM (Society of Women in Mathematics)
• Vets2STEM Event for veterans to learn more about available careers in national laboratories
• International Student and Scholar Services and Education Abroad
• AAUW (American Association of University Women) Salary Negotiation Training designed to empower women with the skills and confidence to negotiate for fair pay in partnership with WISEM (Women in Science, Engineering, and Math)
• SWE (Society of Women in Engineering)
• Counseling Center joint programming on healthy strategies for job searching
• Disability Services accommodations for students to maximize Career Day experience

Outcomes data is available for historically underrepresented racial and ethnic groups and gender populations. International student employment and continuing education is reported for BS, MS, and PhD students on an F-1, H1, or J-1 visa: 63% obtaining employment in the US, 11% attending graduate school, and 16% returning to their home country.

92% Positive Outcomes for 289 Graduates in Underrepresented Racial and Ethnic Groups

95% Positive Outcomes for 443 Female Graduates

At Colorado School of Mines, we believe that a diverse and inclusive campus environment inspires creativity and innovation, which are essential to the engineering process. We also know that in order to address current and emerging national and global challenges, it is important to learn with and from people who have different backgrounds, thoughts, and experiences. As Colorado School of Mines prepares for our 150th anniversary in 2024, dynamic change is all around us. We must navigate an increasingly competitive higher education landscape, respond to the changing education and innovation needs of industry and society, and not be complacent from current and past accomplishments. As such, the Mines community aims to:

• Attract, retain, and graduate a thriving and diverse student body
• Attract, retain, develop and promote a thriving and diverse faculty and staff
• Cultivate a campus culture that promotes and celebrates inclusion and achievement
• Inspire a shared responsibility, participation, and accountability for diversity, inclusion & access efforts across the entire Mines community

“WHAT STANDS OUT TO ME IS THAT WHAT I WORKED ON FOR BOTH COMCAST AND VERIZON HAS REAL-LIFE VALUE AND IS USED IN BOTH COMPANIES. THE FACT THAT I HAD A TANGIBLE IMPACT ON THE SUCCESS OF BOTH COMPANIES MAKES ME EVEN PROUDER.”
This year presented a unique challenge for recruiting at Mines. While the first half of the year showed strong employer activity, the impact of the COVID-19 pandemic had a drastic effect on employment opportunities available to our students. Many of our employers made quick adjustments to internship programs and hiring plans for 2020. The Career Center worked in tandem with our employer partners to manage the impact on opportunities for students, while making new virtual hiring events accessible to students and graduates.
RECRUITING AT MINES

CAREER DAY

Taking place twice a year, in the Fall and Spring, Career Day is Mines’ signature recruiting event to connect employers with students. Student participation increased by 16% while employer representation was at record-levels for the third year in a row with 459 total unique organizations attending.

INDUSTRIES REPRESENTED AT CAREER DAY

There are a number of additional events around the Career Days including the WIRED for work preparatory event, the Society of Women Engineers Evening With Industry dinner, the Veteran’s Alliance Hero’s Dinner, along with numerous other employer engagement activities.

6,360 Participating Students

EMPLOYERS ATTENDING CAREER DAY (FALL + SPRING)

There are a number of additional events around the Career Days including the WIRED for work preparatory event, the Society of Women Engineers Evening With Industry dinner, the Veteran’s Alliance Hero’s Dinner, along with numerous other employer engagement activities.

“I ENCOURAGE ANYONE TO TAKE A NEW CHALLENGE OR OPPORTUNITY AND LEARN THE RESOURCES AVAILABLE. KEEP AN OPEN-MIND, ESPECIALLY IN LIFE, AS YOU MAY FIND SOMETHING OUTSIDE YOUR COMFORT ZONE VERY VALUABLE.”

ALEXANDER GARCIA
Mechanical Engineering
MS, December 2019
COVID-19 required the Career Center to adapt the delivery of our programming for remote access. Employer Information sessions, usually delivered in person, were moved to a variety of virtual platforms, allowing the team to offer these sessions through the summer as well as to expand the number of employers hosted. The inclusion of the Simplicity Recruit feature has allowed students access to an additional national network of employers that can share open positions. Additionally, registration for Mines Career Fairs has been integrated to the DiggerNet system. This allows employers to register, post jobs, obtain event information, and edit preferred majors all in one platform.

DIGGERNET ON-LINE RECRUITING SYSTEM

Job Postings on DiggerNet
800 employers posted a total of 4,582 jobs on DiggerNet in 2019-2020, an increase from 3087 in 2018-2019. 2,733 jobs posted directly from companies (comparable to previous year) and 1809 posted as “curated” through Symplicity. 800 employers posted jobs in DiggerNet, up from 554 in the previous year.

Internship/Co-op Postings on DiggerNet
Online postings for experiential learning opportunities were up with 300 employers posting 1,942 internships and 155 co-op positions.

Student Activity
3017 individual students logged into DiggerNet with an average of 8 logins per student for a total of 24,950 logins.

ON-CAMPUS RECRUITING EFFORTS

The On-Campus Recruiting program was steady throughout the year, with 222 employer visits to Mines to interview students and/or present employer information sessions. The Career Center quickly adapted to virtual options in the spring semester as the campus converted to remote learning in response to the COVID-19 outbreak.

EMPLOYER INFORMATION SESSIONS

Employer Information Sessions are vital for employers seeking to brand their companies to Mines students and attract top-notch talent. These sessions provide an effective way to meet and recruit other interested students. These presentations can also be very valuable for students who are exploring different industries to find out how a specific major can lead to a career. The Career Center assists with all aspects of campus arrangements to ensure the best employer experience. The Career Center offered employers the option to host virtual information sessions in the spring semester.

2,600 On-Campus Interviews

On-Campus Recruiting Efforts

RECRUITING AT MINES

On-Campus Recruiting Efforts

DiggerNet On-Line Recruiting System

Employer Information Sessions

123 Employer Information Sessions

222 Employer Visits

800 Employers Posted Jobs On DiggerNet

30% Increase in Online Job Postings

3017 Student Activity
“MY DREAM JOB WILL PUT ME IN A POSITION TO SERVE MY GLOBAL COMMUNITY; I WANT TO EXPAND MY TECHNICAL SKILL SET AS QUICKLY AS POSSIBLE AND THEN APPLY IT TO ONE OF THE ENGINEERING GRAND CHALLENGES...I AM CONFIDENT THAT THE EDUCATION, EXPERIENCES, AND CONNECTIONS I’VE GAINED AT MINES WILL OPEN MANY DOORS.”
The Mines Career Center offers a variety of learning opportunities and services to facilitate engagement with both students and employers. Student success and engagement is accomplished through our services which focus on the following learning outcomes:

• Students will utilize Career Center tools, coaching, and resources that support a strategic, ethical job search highlighting a student’s passions, skills, and strengths. Through this, each student will take responsibility for the management of their own professional development and advancement.

• Students will work with the Career Center to connect with external stakeholders using appropriate communication tools, thus achieving a higher rate of outcomes success as well as increasing positive feedback from employers.

• By participating in employer information sessions, recruiting events, career panels, applications, and interviews, students will demonstrate the applied knowledge and use of tools acquired through their professional development to engage with prospective employers, contacts, and institutions of higher learning.

• Employers will be informed and inspired on the variety of opportunities to brand their recruiting initiatives, thereby effectively and proactively connecting with students and graduates.

Career Panels
In the 2019/2020 academic year, the Career Center hosted 6 career panels to provide students with industry, graduate school information, networking opportunities, and potential employment: Advanced Manufacturing, Alternative Engineering Careers, Careers in Research, Renewable Energy and Energy Efficiency, Mines Alumni, and Graduate School Week/Graduate Student panels.

• Highlights include alumni participation and opportunities for enhanced networking with recruiters, as well as faculty involvement. 230 students attended panels. Graduate School Week was a success with 90 students attending four sessions on graduation preparation including: Why Grad School and Application Tips, Funding Options, Writing a Statement of Purpose, and Graduate Student Panel.

CSM 250—Engineering your Career Path
CSM 250: Engineering your Career Path is a 1-credit course designed to provide students with advanced career planning and job searching tools that are instrumental in obtaining internships, co-ops, research, and full-time positions. The class gives guidelines on transitioning into a career, building career and life success after graduation, progressing to the next move, and making a positive impact in their chosen profession.

• Six sections of CSM 250 were taught: 3 in the Fall semester and 3 in the Spring semester, with total enrollment of 160 students.

• Leadership guest speaker for the CEO Career Talk: Doug Lawler, Cheapeake Energy.

Student Engagement/Career Advising

• Students engaged with the Career Center through walk-in visits and individual appointments with a Career Advisor—a total of 700 individual student visits to work on job search strategies, resume and cover letter reviews, interview practice, contract reviews and negotiation, and career exploration.

• As a response to COVID 19, Career Center hosted virtual weekly career conversations in April and May on topics such as career development, and general job search advice. Computronix and FAST Enterprises were included as guest employers. An alumni panel was offered, featuring Mines alumni who graduated during challenging economic times participating as panelists.

• Field Sessions: The Career Center provided professional development to academic department field sessions with major specific advisement. Staff Presented to Mechanical Engineering, Metallurgical and Materials Engineering, and Physics departments. Guest employers relevant to Physics spoke for each of six-week sessions. Through field sessions, 285 students reached.

• 4,802 unique students used career services, approximately 73% of the total 6,605 fall enrollment.

• 45 workshops were conducted on topics such as Resume Writing, Proactive Job Search, Interviewing Skills, Networking, Social Media, and Contract Negotiations. Tailored presentations were provided to student organizations and faculty for class visits.

• Career Center team members partnered with Admissions and presented at Discover Mines, Preview, and created videos and online content for virtual Launch.

• The WIRED for Work! Event was offered as a professional development opportunity for students to gain direct feedback and advice from industry representatives.

• Fall 2019—31 employers registered to provide resume reviews and career advice. 295 students attended.

• Spring 2020—23 employers registered to provide resume reviews and career advice. 96 students attended.
The future of the Mines Career Center will present a more diverse portfolio of opportunities to students who, themselves, are more diverse in their education, interests, and experiences. This aligns with the tenets of Mines@150. We are working to create a Career Center with expanded professional development opportunities so as to create future leaders. This effort is supported by a more diversified portfolio of recruiters and employers, and greater industry and academic department engagement.

As part of MINES@150 the Career Center will attain and support the goal of becoming, “A preferred partner for talent, solutions, and life-long learning,” as well as “The exemplar for alumni affinity, visibility, and involvement,” as defined by:

- Professional development opportunities (i.e. creating leaders, not employees)
- Expanded portfolio of employers and student-facing services
- Preparation for graduate school at Mines and elsewhere
- Preparation for alternative paths (e.g. Graduate and Professional School, including Law and Medicine, humanitarian engineering, etc.)
- Enhanced focus on undergraduate research, co-ops, and other experiential learning opportunities
- Expanded campus collaboration and international and graduate student support
- Industry and academic departmental engagement (e.g. advisory boards, field sessions, tailored panels, etc.)

The Mines Strategy: Tools to Engineer Your Job Search

This career manual was completely revised with updates and new content related to virtual job searching. It continues to provide resources in searching for a major or career path, and leads students through the job search from beginning to end, including contract negotiation processes. It is available online at careers.mines.edu.

Student Employment/On-Campus Jobs

- On-campus jobs: 197 jobs posted, ranging from Athletics to Sodexo.
- Student Assistants Virtual Job and Resource Fair:
  - Departments that attended: 23 in Fall, 15 in Spring
  - Students that attended: over 275 in Fall, 20 in Spring
Nearly 1,200 organizations participated in recruiting efforts with Colorado School of Mines. The following lists all of these companies, whether hiring for jobs and internships or engaging in Career Days, info sessions, on-campus interviews, career panels, and DiggerNet postings. We thank them for their partnership.

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PARTICIPATING COMPANIES

dpxX
Drtl-Quip
DSST Public Schools
Duft & Phelps
Dunham Associates
DXP Enterprises
Dynetics
E Source
Eagle River Water and Sanitation District
Earthjustice
East Daley Capitol Advisors
Eaton
ECI Site Construction Management
Ecolab, Naico
Economic Development Administration
Edcyber
Electric Power Systems
Electrical Consultants
Electro Magnetic Applications
Electro-Mechanical Corporation
Elementum 3D
Ellipse Analytics
Emagination Tech Camps
Emerging Trade
Emerson Automation Solutions
EN Engineering
Energistics
Energy Acrety
Energy Think Tank
EnergyGPS
energyshields.org
Engage Mobilize
Engineering
Economics
Engineering for Kids

Federal Energy Regulatory Commission
Federal Highway Administration
Federal Reserve Bank of Kansas City
FedEx Express
Fehr & Peers
Fellis Holt & Ullevig
Ferraro Research and Development
Ferrovial Agroman
Fervo Energy
FHA Central Federal Lands Highway Division
Flat Chrysler Automobiles
First Principles Advisory
FIRST RP Corporation
FirstBank
Flagship Biosciences
Flatiron
FlightSafety Services
Flowserve
FLSmidth
Fluoro Finder
Focused Test
Footprints Recruiting
Ford Audio Video
For不符合
Fortis Structural
Four Corners Petroleum
Fourpoint Energy
Freeport-McMoRan
FreezeCrowd
Freshworks
Frito-Lay
Front Range Community College
Frontier Technologies
Galloway & Company
Gaming Laboratories
Garmat USA
Gates
GCC of America
GE Digital
GEI Consultants
General Dynamics—Mission Systems
General Electric—Energy
General Electric—Aviation
General Shale
Genetic constituent
Genencor—Zinc
GeoEngineers
Geometrics
George Reed
Geostabilization International
Geovisual Analytics
Gero Technology
GH Phipps Construction
Gibson & Arnold 
GlobeCore
Gilead Sciences
Global Hope Network
Global Shop Solutions
Gogo Business Aviation
Goldar Associates
Goodfellow Bros.
Google
Grace
Graham Contracting
Granite Construction
Gray Hawk Land Solutions
Great Lakes Environmental & Infrastructure
Great Western Oil & Gas
Greg Lewicki and Associates
Greystar
GRI
Group4 Engineering
Guerrilla Gravity
Guidestar Optical Systems
Gulfstream Aerospace
Gustavson Associates
Hach Company/ Danaher
Haley & Aldrich
Haller Consulting
Halliburton
Hamilton Construction
Hargrove Engineers
Harris Group
Harris Kocher Smith
Harrison Western Construction
Harvard Business School
Haselden Construction
Haskell
Hayward Baker/Keller
Hazen and Sawyer
HCA Engineering
HDR Engineering
Helmerich and Payne
Hensel Phelps Construction
Hercules
Hesser Labs
Hewlett Packard Enterprise
Hexagon Mining
Himap
High Precision Devices
Highlands Ranch Metro District
Highline Electric Association
Hilcorp Energy
Hitachi High Technologies
HNTB
Holland & Hart
Hologic
Home Advisor
Honeybee Robotics
Honeywell
Honeywell FMAT
Honeywell UOP
HONOR Payment Solutions
Horizontal Boring & Tunneling
HPM
HR Green
HRS Water Consultants
Hunt Oil
Hunter Douglas
Huntsman International
Hyde Engineering Services
IBM
iCAST
Ice Robotics
ICF Strategic Consulting
Iconenergy
ICR
ID Tech Camps
Idaho National Laboratory
IDS GeoRadar
Ignite Mental Health
Illinois Institute of Technology
IM Flash Technologies
Imerys
IPI Precision Engineering
IMPEX
Independent District Engineering
Indevr
Industria Partners
Inferno Electric
Ingersoll Rand
InnovApe
Inovonics Wireless
Institute for Telecommunications Sciences
Integrated Petroleum Technologies
Integrity Applications
INTEK
Intel
Internal Revenue Service
Interstate Highway Construction
Iona Storage Systems
Iowa Trenchless
J.R. Butler
Jabil
James Engineering
James W. Fowler
Jay Dee Contractors
JCA Consulting Engineers
Jefferson County Government
Jefferson County Public Schools
Jefferson County Sheriff
Jepessen
Jesik Consulting
Jet Propulsion Laboratory
John Deere
Johns Manville
Johnson Controls
Johnson and Siala Engineers
Joynt Bio
JBF Engineering
JIT
Juwel solar
K.P. Kaufman
Kahuna
Kaiser Aluminum
Kansas Air National Guard
Kansas Department of Transportation
Kaseware
Katana Graph
Kazmra
KBWyle
Kaan Group
KEF Robotics
Kelley Trucking
Kennedy/Jenkins Consultants
Kemoland Minerals
Kevot
Kegsight Technologies
Kiewit
Kidpuff Underground Engineering
Kilgore Engineering
Kimley Horn and Associates
Kitware
KK&A
Kleinfield
KLI
Knack Process Design
Knaf Insulation
Knife River
Knight Piesold
Kodak Alaris
Komatsu Mining
Kong Company
KPMO
Kraemer North America
Kratos RT Logic
KVR Consultant
LabJack
Lamp, Rynearson & Associates
LCE
Lance Construction
Langan
Lawrence Berkeley National Laboratory
Lawrence Livermore National Laboratory
Lehigh Hanson
Leonard Rice Engineers
Leppert Associates
Lepri Foods
Lerch Bates
Lexmark International
LGS Laboratories
Lexmarried North America
Liberty Oilfield Services
LifePod
LightsourceBP
Lightwave Logic
Lincoln Electric Co.
Linkan Engineering
Linx
Lockheed Martin
Loenbro
Loewen Engineering
Los Alamos National Laboratory
Lowtemp Industries
Logical Systems
LiquidPower Specialty Products
Luck Stone
Luminous Forensics
Lunar Outpost
M.A. Mortonson Construction
Macedon Technologies
Macintyre Geologic Consulting
Magellan Midstream
Magnolia Pearl
Mainstream Engineering
Manhard Consulting
Manson Construction
Mantuck Capital
Marathon Petroleum
Marcin Engineering
Martin Marietta Materials
Martin/Martin
Massachusetts Commission Against Discrimination
Matador Resources
Mateon
Mathnasium of Westminster
Matrix Design Group
Maxar
McKinsey & Company
McKinstry
MedHead
Medtronic
Mettlott
Merck & Co
Meritage Midstream
Merrick & Company
Metal Archelogical Consultants
Metro Wastewater Reclamation District
Michael Baker
Michaels
Microchip Technology
Micron Technology
Microsami
Microsemi
Micron
Milwaukee Tool
Minnesota Geological Survey
Missile Defense Agency
Mitsubishi Heavy Industries
Moltz Constructors
Moen
MoonRays

2019-20 Mines Career Center Annual Report

2019-20 Mines Career Center Annual Report
PARTICIPATING COMPANIES

United Dredging
United Launch Alliance
United Parcel Service
United Rock
Univ. of Texas Health Science Ctr.
University of Bern
University of Colorado at Boulder
University of Colorado Boulder
University of Colorado Boulder Graduate Programs
University of Colorado Colorado Springs
University of Colorado Denver
University of Denver
University of Massachusetts
University of Oregon
Upper Gunnison River Water Conservancy District
Upsher-Smith
Upstone Materials/Barrett Paving Materials
Upwork
Urban Drainage and Flood Control District
Urenco USA
US Agency for International Development
US Air Force
US Air Force Civil Service Careers
US Air Force Inspection Agency
US Army
US Army Aviation & Missile Research, Development, and Engineering Center (AMRDEC)
US Army Corps of Engineers
US Army Engineer Research and Development Center
US Army Futures Command
US Border Patrol
US Census Bureau
US Department of Agriculture
US Department of Energy
US Department of Energy—National Nuclear Security Administration
US Department of Transportation—Pipeline and Hazardous Material Safety Administration
US Dept. of Interior, Bureau of Reclamation
US Dept. of Interior, Division of Energy and Mineral Development
US Drug Enforcement Administration
US Engineering Company
US General Services Administration
US Geological Survey (USGS)
US Geological Survey, National Geospatial Technical Operations Center
US Marine Corps Officer Programs
US Navy
US Navy Program Management Office Strategic Systems Programs, Flight Systems
USG Corporation
Utah Division of Public Utilities
Utility Global
Valterra
Valhall Engineering Group
Valiant Artificial Lift Solutions
Vanderbilt University
Valentium
Veolia Nuclear Solutions
Verif Dental
Verizon
Vermeer
Vero Fiber Networks
Vertex Companies
Vestas American Wind Technology
Vetgivity
Vista
Vishay Dale Electronics
Vista Engineering Group
Vita Inclinata Technologies
Vitro Biopharma
Vivint Smart Home
VMware Tanzu
Veestalpine
Vorsight
VRL-Eurofins
Vulcan Materials
W. W. Wheeler and Associates
W.E. O’Neil Construction
Wacker Polysilicon
Walgreens
Wallace Engineering
Walsh Group
Wamquip Hardware
Ward Manufacturing
Ward Malcolm
Washington State University
Water for People
Watson Civil Construction
Waystar
WC Civil
Weatherford International
Webber
Webroot Software
Weir Group
Wells Concrete
Wells Fargo
Weltec
Western Digital
Western Governors’ Association
Western States Fire Protection
Westmoreland Coal
Weston Snowboards
Westwood Professional Services
White River National Forest
Whiting Petroleum
Wilbanks Reserve
Wilson & Company, Engineers & Architects
WinterWinds Robotics
Wiss, Janney, Ettner Associates
Wolf Robotics
Wolferne Trading
Wood Mackenzie
Woodbridge Software
Woodward
Work For Progress
Workday
WorkleyParsons
WPX Energy
Wright Water Engineers
WSP USA
Wunderlich-Malec Engineering
Wunderman
Thompson Mobile
Wyoming Department of Transportation
Wyoming Machinery
XCEL Energy
Xcel Acumen
Xero
Xilinx
XorFox
Yampa Valley Electric Cooperative
Yeh Associates
Yellowstone National Park Lodges
Yorke Engineering
Zachary Construction
ZAP Engineering
Zayo
Zeta Associates
Zijin Mining China
Zimmer Biomet
Zion Engineering
Zivaro

THE MINES CAREER CENTER
extends a heart-felt thank you to the organizations that provide direct contributions to support professional development activities and enhance many services for Mines students this year.

YOUR SUPPORT HELPS MINES TO BUILD A NEW GENERATION OF WORLD-CLASS ENGINEERS, INNOVATORS, AND LEADERS!
All of the information provided in this annual report is available online at [www.mines.edu/careers/salary-survey](http://www.mines.edu/careers/salary-survey). Contact the Mines Career Center for more information, assistance, or support.

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