

# HBA 2013, 2014 Permanent and Summer Employment Report

Ivey Business School



# Recruiting at the Ivey Business School



Congratulations to the Ivey HBA classes of 2013 and 2014! This year was another successful year for our graduates and students, as they achieved 92% and 96% placement respectively across a variety of industries, functions, geographies and companies.

What follows is the summary of employment information as reported by the HBA classes of 2013 and 2014 by September 30, 2013.

This year's graduating class is typical in terms of where their careers are beginning, and indicative of a strong start to what promises to be a progressive and diverse leadership track.

Sincerely,

**Sharon Irwin-Foulon**

Executive Director

Career Management and Corporate Recruiting  
Richard Ivey School of Business

## Class of 2013

### Graduate employment at a glance

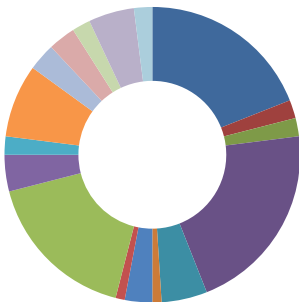
92%

Of those seeking received an offer by September 30, based on a 88% reporting rate

\$61,754

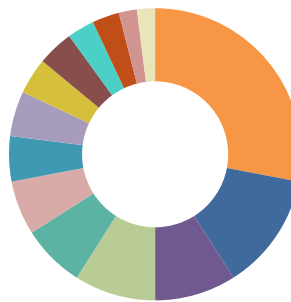
Average salary (includes: Base salary, signing bonus, and other guaranteed compensation)

## Distribution of Industries for HBA Class of 2013



- Accounting
- Arts/Media/Entertainment
- Charities/Non-Profit
- Consulting
- Consumer Packaged Goods
- Education
- Energy/Natural Resources
- Finance – Asset Management
- Finance – Corporate Banking\*
- Finance-Corporate Office
- Legal Service
- IT/Telecommunications
- Manufacturing
- Marketing/Advertising/Public Relations
- Real Estate
- Wholesale/Retail
- Other\*

## Distribution of Industries of our 22,000 alumni worldwide



- Finance
- Consulting
- IT/Telecommunications
- Other
- Manufacturing
- Education
- Consumer Packaged Goods
- Healthcare/Pharmaceuticals
- Real Estate/Property
- Wholesale/Retail
- Electricity/Gas/Water
- Media/Entertainment
- Legal
- Marketing/Advertising/PR

336

Companies that posted jobs to the Ivey HBA Class of 2013

178

Companies our HBA 2013 students signed with

7

Number of students pursuing Entrepreneurship

83

HBA's returning to 2012 summer employer (22% of those who reported)

# Demographics

## Class of 2013 at a Glance

Total Students in Class	522
Percent Women	40%
Percent Non-Canadian*	8%

\*as defined by citizenship

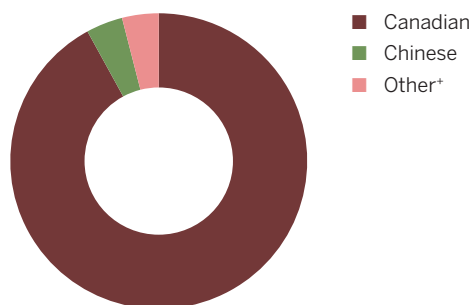
## 2013 Graduates Compensation Summary\*

Base Salary		
% Receiving	Median	Range
100%	\$55,000	\$32,000-\$95,000
Signing Bonus		
% Receiving	Median	Range
31%	\$7,500	\$750-\$17,500
Other Guaranteed Compensation		
% Receiving	Median	Range
11%	\$8,000	\$1,300-\$80,000

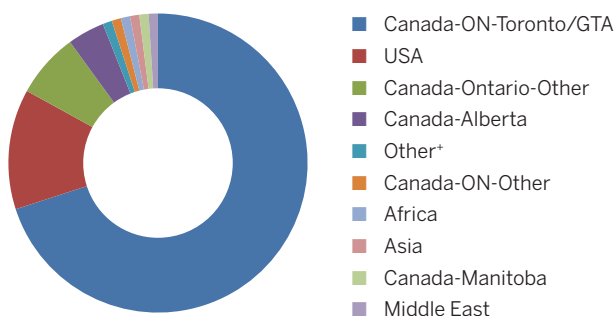
\*Data reflects students who reported compensation. These figures do not include the number of students starting their own business.

\*See appendix for details.

## Citizenship by Geography



## Offers accepted by Geography



## Source Of Opportunity

(as reported by the class of 2013)

<b>School-Facilitated</b>	<b>78.1%</b>
Summer Internships	6.5%
Career Management Posting	61.9%
Networking (with Alumni and Corporate Partners)	6.0%
Alumni/Classmate/Faculty Referrals	1.6%
Other*	2.1%
<b>Graduate-Facilitated</b>	<b>19.8%</b>
Networking (outside School)	17.5%
Previous Employer	0.5%
Other*	1.8%
<b>Unknown</b>	<b>2.1%</b>

# Compensation by Industry

## HBA2 Class of 2013

Base salary ranged from \$32,000 – \$95,000, with a median salary of \$55,000 and where other compensation was offered, other compensation ranged from \$750 – \$93,000

Industry	Base Salary (\$)			Other Compensation (\$)		
	%	Range	Median	Range	Median	%
Accounting	19%	\$32,000-\$55,000	\$45,000	Not enough data		
Arts/Media/Entertainment	2%	Not enough data				
Charities/Non-Profit	2%	Not enough data				
Consulting	21%	\$44,000-\$90,000	\$64,399	\$750-\$20,000	\$ 6,986	56%
Consumer Packaged Goods	5%	\$40,000-\$65,000	\$52,900	\$3,000-\$10,000	\$6,000	70%
Education	1%	Not enough data				
Energy / Natural Resources	3%	\$54,000-\$80,500	\$67,300	Not enough data		
Finance – Asset Management	1%	Not enough data				
Finance – Corporate Banking <sup>+</sup>	17%	\$50,000-\$95,000	\$75,000	\$5,000-\$93,000	\$10,000	78%
Finance – Corporate Office	4%	\$48,000-\$70,000	\$55,500	Not enough data		
Legal Service	2%	Not enough data				
IT / Telecommunications	8%	\$50,000-\$75,000	\$53,000	\$5,500-\$8,000	\$8,000	18%
Manufacturing	3%	\$45,000-\$56,000	\$45,000	Not enough data		
Marketing / Advertising / Public Relations	3%	\$40,000-\$59,500	\$50,000	Not enough data		
Real Estate	2%	\$40,000-\$65,000	\$60,000	Not enough data		
Wholesale / Retail	5%	\$40,000-\$60,000	\$52,000	Not enough data		
Other <sup>+</sup>	2%	Not enough data				
<b>Overall</b>	<b>100%</b>	<b>\$32,000-\$95,000</b>	<b>\$55,000</b>	<b>\$750-\$93,000</b>	<b>\$8,000</b>	<b>38%</b>

<sup>+</sup>See appendix for details.

# Compensation by Function

## HBA2 Class of 2013

Base salary ranged from \$32,000 – \$95,000, with a median salary of \$55,000 and where other compensation was offered, other compensation ranged from \$750 – \$93,000

Function	Base Salary (\$)		Other Compensation (\$)		%	
	Range	Median	Range	Median		
	%	Range	Median	Range	Median	%
Accounting	22%	\$32,000-\$55,000	\$45,000	Not enough data		
Consulting	23%	\$44,000-\$90,000	\$60,000	\$750-\$20,000	\$6,986	51%
Finance – Corporate Banking <sup>+</sup>	19%	\$50,000-\$95,000	\$75,000	\$5,000-\$93,000	\$10,000	78%
Finance – Corporate	2%	\$60,000-\$74,000	\$62,500	Not enough data		
Finance – Other <sup>+</sup>	2%	\$65,000-\$70,000	\$65,000	\$5,000-\$31,000	\$6,250	75%
Graduate Leadership Programs	7%	\$45,000-\$65,000	\$53,000	\$5,000-\$10,000	\$8,000	16%
Marketing	8%	\$33,500-\$75,000	\$53,500	\$3,000-\$10,000	\$7,500	36%
Operations	9%	\$40,000-\$80,500	\$52,000	\$3,000-\$65,000	\$6,000	25%
Sales	5%	\$40,000-\$65,000	\$50,000	\$3,000-\$8,000	\$6,000	27%
Other <sup>+</sup>	3%	Not enough data				
<b>Overall</b>	<b>100%</b>	<b>\$32,000-\$95,000</b>	<b>\$55,000</b>	<b>\$750-\$93,000</b>	<b>\$8,000</b>	<b>38%</b>

<sup>+</sup>See appendix for details.

# Summer Internship, Class of 2014 Employment

Summer employment offers our students great opportunities to put their first year of HBA into action and makes them more marketable for full-time employment. A large number of our students benefit from strong corporate partnerships with Ivey and the reputation they have for being great talent. This past year, 22% of the graduating class of 2013 who reported their status, translated their summer employment opportunity to a full-time role upon graduation.

## Class of 2013 at a Glance

Total Students in Class	600
Percent Women	42%
Percent Non-Canadian*	6%

\*as defined by citizenship

## 269

**Number of companies posting summer roles to the HBA Class of 2014**

## 347

**Number of companies HBA 2014 students signed with**

## 501

**Number of HBA 2014 students accepting positions with summer employers they had not worked with before**

## Class of 2014 Summer employment at a glance

**96%** Of those seeking received an offer based on a 95% reporting rate

**\$904** Average weekly base salary

## Source Of Opportunity

(as reported by the class of 2014)

<b>School-Facilitated</b>	<b>59%</b>
Career Management Posting	50.8%
Networking	4.0%
Alumni/Classmate/Faculty Referrals	1.5%
Other <sup>+</sup>	2.7%
<b>Graduate-Facilitated</b>	<b>39.9%</b>
Networking	4.8%
Previous Employer	4.3%
Undeclared	30.8%
<b>Unknown</b>	<b>1.1%</b>

<sup>+</sup>See appendix for details.

# Summer Employment Compensation (by Industry and Function)

Industry	Base Weekly Salary (\$)		
	%	Range	Median
Accounting	7%	\$506-\$900	\$800
Construction	2%	Not Enough Data	
Consulting	10%	\$50-\$1,250	\$945
Consumer Packaged Goods	7%	\$200-\$807	\$770
Education	3%	Not Enough Data	
Energy/Natural Resources	4%	\$100-\$1,100	\$960
Finance – Asset/Fund Management	5%	\$500-\$1,538	\$740
Finance – Corporate Banking <sup>+</sup>	16%	\$560-\$2,000	\$1,446
Finance – Corporate Office	9%	\$625-\$865	\$670
Finance – Insurance	1%	Not Enough Data	
Finance – Private Equity / Venture Capital	2%	\$700-\$2,500	\$807
Government	1%	Not Enough Data	
Healthcare/Pharmaceuticals	2%	Not Enough Data	
IT/Telecommunications	7%	\$500-\$1,000	\$921
Leisure/Tourism	2%	Not Enough Data	
Manufacturing	2%	\$600-\$1,000	\$780
Marketing/Sales/Public Relations/Advertising	4%	\$600-\$2,000	\$740
Media/Entertainment	1%	Not Enough Data	
Not for Profit	4%	\$313-\$665	\$500
Real Estate/Property Management	4%	Not Enough Data	
Wholesale/Retail	6%	\$120-\$525	\$525
Other <sup>+</sup>	1%	Not Enough Data	

Function	Base Weekly Salary (\$)		
	%	Range	Median
Accounting	10%	\$450-\$900	\$792
Consulting	12%	\$50-\$1,250	\$909
Finance – Asset/Fund Management	5%	\$500-\$1,538	\$760
Finance – Corporate Banking <sup>+</sup>	17%	\$600-\$2,000	\$1,450
Finance – Corporate	3%	\$430-\$1,000	\$750
Finance – Private Equity/Venture Capital	2%	\$700-\$2,500	\$807
Finance – Other <sup>+</sup>	5%	Not Enough Data	
Information Technology	1%	Not Enough Data	
Marketing	15%	\$200-\$2,000	\$770
Operations	21%	\$120-\$1,100	\$657
Sales	8%	\$100-\$1,000	\$665
Other <sup>+</sup>	1%	Not Enough Data	

<sup>+</sup>See appendix for details.

# Recruiting Companies

## Companies engaging with Ivey HBA students this year including formally posting on campus and hiring

1Datapoint Diagnostics	AON Hewitt	Best Western Village Park Inn *	Cadillac Fairview*
3M Canada *	Apparen Inc.	Birch Hill Equity Partners	Cadreon
A.T. Kearney*	Appco Group Canada	Bitmaker Labs *	Caldwell Securities Ltd *
AB Inbev/Labatt Breweries of Canada*	ARC Financial Corp.	Blackberry*	Calfrac Well Services
Acasta Capital*	ARC Resources Ltd.	Blackburn Radio*	Camp Kandalore*
Accendo Consulting Group (ACG)	Argentus Inc.	Blackhawk Network*	Camp New Moon Sleep-Over Camp *
Accenture*	Armstrong Partnership LP	Blair Franklin Capital Partners	Camp Wahanowin*
ACCESS Community Capital Fund*	Artcraft Kitchens*	Blinds-To-Go	Canaccord Genuity*
Accilent Capital Management *	ASCO Canada Ltd.	Bloorview Kids Rehabilitation Centre*	Canada Goose*
Accountivity	Ashoka Canada *	Blue Stone International	Canada Mortgage and Housing Corporation
ACE Bakery Limited	Atendy in Partnerships*	BMO Capital Markets*	Canada Post Corporation*
Acustom Apparel	Atma*	BMO Financial Group*	Canadian Automobile Association (CAA)
Addella Inc.*	Atmos Marketing	BMO Harris Private Bank*	Canadian Coalition For Good Governance
adHOME Creative*	Atomic Energy of Canada Limited	BMO Nesbitt Burns Inc.*	Canadian Co-Operative Association*
ADP*	Autism Ontario	BMO Wealth Management*	Canadian Forces*
AECOM*	Avenue Investment Management	BNP Paribas*	Canadian Linen and Uniform Services
Aga Khan Foundation Canada	Aversan	BNY Mellon	Canadian National Institute for the Blind*
Agency One *	Avison Young Commercial Real Estate	Bombardier Aerospace	Canadian Nuclear Safety Commission
Agfa Healthcare*	Bain & Company Canada Inc.*	Bonnefield Inc.	Canadian Olympic Committee*
AIG Commercial Insurance Company of Canada*	Baker Law Firm*	BottomLine Group	Canadian Roots Exchange
Aimia*	Ballast Healthcare Partners Inc.	Bourse Securities*	Canadian Tire Corporation Limited*
Aird & Berlis LLP*	Bank of America-Merrill Lynch Canada*	Brainex Canada Ltd.	Candu Energy
AKDN*	Bank of Canada	Brand Finance*	Canso Investment Counsel Ltd.*
Alberta Investment Management Corp. (AIMCo)	Bank BGZ*	BrandHealth Communications Inc.	Capital Canada Ltd*
Alignvest Capital Management	Barclays Capital*	Brockville Psychiatric-Forensic Treatment Unit *	Capital One
Allegro Mobile Solutions	Barometer Capital Management*	Brookfield Asset Management Inc.	CardSwap Inc.*
Allied Associates LLP	Barrick Gold*	Brookfield Financial	Cargill Limited*
Alluence Capital Advisors Inc.	Base Consulting and Management *	Brookfield Office Properties	Carpedia International Ltd.
AltaGas Ltd.*	BDO Dunwoody LLP*	Brookfield Renewable Energy Partners*	Casale Media Inc.
Altus Group Limited *	Beacon Corporation	Buchanan Group Inc.	Castellan Real Estate Partners*
Alvarez & Marsal Canada ULC	Bekhor Management *	Buckland Customs Brokers Ltd.*	Catlin Canada
Alzheimer Society London and Middlesex	Bell Canada Enterprises*	Business by Philosophy *	CB Richard Ellis *
American Express	Benefit Innovations Inc*	Business Development Bank of Canada	
Andrew Peller Limited *	BEST Funds*	Business Development Bank of Canada (BDC)*	
Angus Consulting Management Limited*			



CBC*	CPP Investment Board	Ecclesiastical Insurance Office PLC *	First Merchants Capital Inc.*
CBRE*	CPS Management Partners *	EDge Interactive	FirstService*
Cenovus*	Credit Suisse*	EF Education First	Focus Reports
Centerboard Group *	Crescent Point Energy *	Effort Trust *	Foraco
Centerview Partners LLC*	Crowe Soberman LLP	Egan Visual & Teamboard*	Ford Motor Company
CGI*	CSN Collision and Glass*	Ehvert Mission Critical	Four Seasons Restaurant and Reception Hall*
Charity Intelligence Canada	CTG	EKSIT Strategies Inc*	Franklin Templeton Investments
Cheever Captial *	Cushman & Wakefield LePage*	Eli Lilly	Free The Children
Cherry Blossom Ventures *	Custometrics*	Elizabeth Arden*	Freedom 55 Financial
Chieftain Metals Inc.*	D&D Securities*	EllisDon*	Freshii*
China Nonferrous Metal Industry's Foreign Engineer*	D+H *	EMCO Corporation	Fundata Canada Inc.
CI Financial *	DBRS Limited*	EMD Serono Canada*	Fusion Retail Analytics
CIBC Bank*	DEL Property Management*	Empire Life Investments*	Garage Living
CIBC Mellon	Delisle Youth Services	Enbridge Gas Distribution*	General Dynamics Land Systems Canada*
CIBC Wholesale Banking*	Deloitte (Audit, Tax & ERS)*	Encana*	General Electric (GE) Canada*
CIBC*	Deloitte (Consulting)*	Energy@Work Inc*	General Mills*
Circle 21	Delvinia	Enerplus Corporation*	GenerVations*
Cisco Systems Canada Inc.*	Desjardins General Insurance Group	Entertainment One*	Giant Tiger
CISS Canada	Desjardins Securities Inc	Entrepreneurial Solutions Partners (ESPartners)	GlaxoSmithKline Inc.
Citi*	Devencore Realties Corp. Canada Ltd., Brokerage	Epilepsy Support Centre	Global Finance Fund Inc*
Citistar Financial Services Ltd. *	Devon Energy Corporation	eProf Education Inc.*	Glory Sky Group*
City of Cambridge	Diamond Trust Bank*	Equitable Trust*	GMP Securities*
City of St. Thomas	Difference Capital	Ericsson	Goffredo Consulting
City of Toronto*	Digital Extremes	European Chamber of Commerce *	Goldman Sachs & Co.*
Clarus Securities	Direct Link*	Eventi Capital Partners*	Golf Canada
Clublink Rocky Crest Resort*	Direct Media Technologies *	Evercore Partners*	Good Marketing*
Coca Cola*	Diversified Global Asset Management *	Execulink Telecom*	Goodlife Fitness Clubs
Colgate-Palmolive Canada Inc.	Donnelly Management Advisory Services Limited*	exp.*	Goodmans LLP*
Collins Barrow	Doug & Serge Inc.	Export Development Canada	Goodwill Industries*
CommonWealth Fund Services Ltd.*	Downsview Services for Seniors*	ExxonMobil Canada	Gradworks Intern Development Program
Composites Innovation Centre	Dundee Realty *	EY*	Granite Tower Capital*
Concord & Partners Law Firm *	Dundee Securities Corporation*	eyeReturn Marketing*	Grant Thornton LLP*
Conoco Phillips	Dundee Wealth	Fanshawe Pioneer Village	Green Savoree*
Conso Investment Counsel*	Dyson Canada Limited*	Farm Credit Canada	Greenhill & Co., Inc.*
Constellation Software Inc.*	East Coast Fund Management Inc.	Fidelity Investments*	Grip Limited*
Cormark Securities	Eastlink	Field Farms Marketing Ltd.*	Guillevin International*
Cornerstone Research*	eBay Inc.	Firelight Infrastructure Partners*	Habitat for Humanity *
Corporate Consultants		First Gulf Corporation/Great Gulf Homes *	Hampton Securities*
Corus Entertainment*			Hawk Marketing
CPG Connect			

Hay Group*	InterContinental Hotels Group *	Lakeview Management Inc., *	Manpower Professional
Head 2 Head	International Development Research Center	Laura Siegel Collections	Manulife Financial*
Hershey Company *	International Financial Group	Leonard Green & Partners LP*	Maple Leaf Foods Inc.
Hewlett Packard*	Intrinsic Partners *	Level 3 Vodka Emporium	MapleCore LTD *
Hi Mark Projects Inc.*	Invesco Canada Ltd.	Level 5 Strategy Group*	Mark Anthony Group
High Liner Foods Inc	Investment Funds Institute of Canada	Level5 Strategy Group	Mark Lash Enterprises *
Holt Renfrew*	Investors Group*	Levey Industries	Market IQ*
Home Life United *	Invico Capital Corp.*	Liberal Party of Canada*	MarMe Tile & Stone*
Honda Canada*	Invictus Global Capital*	Liberty International Underwriters (LIU)	MaRS Discovery District*
Hong Kong Economic and Trade Office	ITW Construction Products	Liberty Mutual	MaRS Innovation*
Houlihan Lokey Howard & Zukin*	Ivey Business School*	Liberty Village Reviews*	Massive Insights
HR Downloads	Ivey Connects*	Limitless Promotions	Mastercard Canada*
HRDownloads*	Ivey Publishing*	Linamar	Matrix IT Consulting *
HSBC Bank*	J.D. Irving, Limited	Lincoln Wu Consulting	Matt Kennedy Realtor
Hudson's Bay Company*	Jackman*	Link Resource Partners *	Mattamy Homes Limited*
Hugessen Consulting Inc.*	Janet David & Associates Inc.	Linkus Group	Mawer Investment Management Ltd.
Husky Energy	Jeamar Winches*	Lionbridge*	Maxim Partners, LLC*
Hydro One Networks*	Jeetay Investments Pvt. Ltd.*	Lipton LLP*	McCain Foods*
IA Clarington Investments*	Jefferies & Company, Inc.*	Liquidnet Holdings Inc. *	McKinsey & Company*
IBM Canada Ltd.	Jet Star Capital Ltd.	Lisa Young Bookkeeping and Accounting Services*	McLean & Company
IBM Global Business Services*	JL International Food Brokerage*	Litens Automotive Partnership*	McLean and Company*
IC Funding*	Johansen Larsen Foundation	LiveRamp	MDG Construction Ltd.*
ICON*	Johnson & Johnson Inc.*	Loblaw Companies Limited	Meal Exchange
Idea Couture*	JP Morgan*	Lock Search Group	Medcan*
Imagine 1 Day*	K K Financial Services *	Lombardi Publishing Corporation	Mediabrand Canada
Imperial Capital Group Ltd.	KEV Group	London Cross Cultural Learner Centre (LCCLC)	Mega Brands
Imperial Oil Limited*	Keyence Canada Inc.	London Health Sciences Centre*	Menkes Developments Ltd.*
IMS Brogan*	KIK CUSTOM PRODUCTS*	London Hydro Inc.	Mercedes-Benz *
In.acuity Inc.	Kinross	L'Oreal*	Mercer (Canada) Limited*
inCode Consulting	Klass Capital*	LoyaltyOne*	Mercer International Inc.
Incubes*	KMH Cardiology & Diagnostic Centres	LPS	Meridian Credit Union*
Info-Tech Research Group Inc.*	Korman & Company*	lululemon athletica*	MFS McLean Budden*
Infrastructure Ontario	Kota Global Securities*	Luminato, Toronto Festival of Arts & Creativity	Microsoft*
ING DIRECT Canada*	KPMG LLP*	MacIVER Dodge Jeep	Millennium Research Group*
Innovate Burlington	KPMG/Secor	MacKenzie Investments *	Mind Body and Soul Self-Help Support*
Innovation Factory *	Kraft Canada*	MacLAREN McCANN	Ministry of Consumer Services*
Innovative Automation Inc *	L'Oreal*	Macquarie North America Ltd.	Mitsui Canada
Intact Financial Corporation	Labatt Breweries of Canada*	Magna International*	MNP LLP*
Integrus Real Estate Counsellors	Ladenburg Thalmann & Co Inc *		Mobiroo*
Integrity Health Group *			Moelis & Company*
Intercontinental Hotel Group *			

Mommies First	ONCAP Management Partners L.P.	Prosync Solutions *	Ross Smith Asset Management Inc.
Mondelez International*	One Western Capital *	Proto3000-3D Engineering Solutions*	Rosseau Asset Management Ltd.
Moneris Solutions	Onex Corporation	ProTurf Landscaping *	Rothschild*
Monitor Deloitte*	Onondaga Camp*	Prudential Real Estate Investors*	Royal Bank of Canada*
Monitor Group*	Ontario Centres of Excellence *	PSP Investments*	Rypple
Monsanto	Ontario Power Generation	Purpose Capital*	S&P Capital IQ
Monteith and Sutherland Ltd *	Ontario Public Service	PwC (Consulting & Deals)*	S&R Flooring Concepts Inc *
Morgan Stanley*	Ontario Teachers Pension Plan Board*	PwC*	Sales Spider Inc*
Mortgage Alliance	Orbis Investment Management	Qatalyst Partners LP	Sangra Moller LLP*
Mosaic Sales Solutions*	Orchid Leasing Corporation	Quartet Service*	Saputo
MSCM LLP	Origin Design + Communications *	Quartz Capital*	Satov*
MTFX Global	Origin Merchant Partners	Rabobank *	SC Johnson*
Much Music*	Osprey Capital Partners*	Race Roster	SCENE LP*
Munro Ltd in Research and Development*	Outland Reforestation*	Rapid Evac*	Schwaben Capital Group *
M-Venture Management Co.*	Pacific & Western Bank of Canada *	RateHub.ca*	Scotiabank*
Myplanet Digital*	Pacific Global Advisors*	Raymond James Ltd.	Scotiabank, Global Banking and Markets*
National Bank of Canada*	Pal Benefits*	RBC Capital Markets*	Scotiabank's Global Wealth Management*
NDP Group	Palmer History Group*	RBC Wealth Management	ScratchD
Neilsen*	Paradigm Capital Inc.*	RBC*	SDI Marketing*
NERA Economic Consulting	Pareto	Recovery Partners *	Sears
Nestle Canada *	PBC Group	Red Leaf Management Partners*	SECOR KPMG*
NetClick*	Pecaut Centre for Social Impact*	ReForest London*	Securites and Futures Commission*
NetGain Partners	PepsiCo Beverages	Region of Durham*	Security ONE*
NewPoint Capital Partners *	PepsiCo Foods Canada	Reitmans	Selco India *
Newport Private Wealth*	Perella Weinberg Partners*	Reprise Media	Seneca College*
News Marketing Canada	Periscope	Resermap*	Sentient Science Corporation *
Nielsen	Periscope a McKinsey Solution	Retail Category Consultants*	Shaw Charity Classic
Nissan Canada Inc.*	Pfizer China *	Reynolds and Reynolds (Canada) Ltd.	Sheldon Chumir Foundation for Ethics in Leadership
Northern Shoreline Corp*	PGA Tour Canada*	Richardson	Shell Canada Limited*
NPT LLP*	Pharmascience Inc. *	Richmont Holdings*	Sheridan College *
Nurun*	Pillar*	RioCan Real Estate Investment Trust*	Sherwin-Williams Canada Inc.
Oberfeld Snowcap Real Estate *	Plenary Group	Robert Half	Shift CRM*
Office of the Auditor General of Canada	Plexxus	Rogers Communications Inc.*	Shimmerman Penn LLP *
Offset Market Exchange (OMX)*	Podium Strategic Partners Inc.	rokk3rLabs	Shop.ca
Oliver & Bonacini Restaurants	posAbilities*	Roland Berger*	Shoppers Drug Mart
Oliver Wyman - Financial Services*	Power Fuels and Lubricants Inc*	Ronald A. Chisholm*	Shoppers Drug Mart *
Oliver Wyman*	Prime Management Group Inc.	Roneta	SickKids Foundation*
OMERS	Procter & Gamble Inc.*	Rooftops Canada - Abri international	Simon-Kucher & Partners
Omnix Capital Limited*			

Singspiel  
 Skyview Realty \*  
 SMART Technologies  
 Smith and Andersen \*  
 SNC-Lavalin  
 Snowdon Partners \*  
 Soberman LLP\*  
 Social Focus Consulting\*  
 Social Game Universe  
 SparkPlay Inc.\*  
 Spartan Contols  
 Spicy Subscriptions\*  
 Sponsor for Educational Opportunity - Vietnam  
 SpringTern  
 Sproule Associates\*  
 SS&C Technologies  
 Standard Chartered Bank  
 Standard Life Investments  
 StarTech.com\*  
 State Development & Investment Corporation \*  
 State Farm Insurance  
 Stifel Nicolaus Canada\*  
 Strateva Partners \*  
 Student Workforce  
 Studentawards.com\*  
 Sulon Technologies Inc.  
 Sun Life Financial  
 Suncor Energy\*  
 SunGard Financial Systems LLC \*  
 Sunlife\*  
 Sunshine Foundation  
 TalentEgg Inc.  
 Tandem Expansion Management  
 Target Canada\*  
 Targray  
 Taylor Installations\*  
 TBWA\*  
 TD Asset Management\*  
 TD Bank Financial Group\*

TD Securities\*  
 Tech 4 Kids\*  
 Tecoustics Limited\*  
 TELUS\*  
 Tennis Canada  
 Tetrem Capital Management \*  
 The ARTS Project\*  
 The Boston Consulting Group\*  
 The Brighton Group \*  
 The City of Edmonton  
 the City of Mississauga\*  
 The County of Grey\*  
 The Equitable Trust Company\*  
 The Equity Group Inc.\*  
 The Great West Life Assurance Company  
 The Home Depot \*  
 The Ian Martin Group  
 The Independent Order of Foresters \*  
 The Lawrence National Centre for Policy and Manage\*  
 The Lightning Group\*  
 The Luxury Properties Showcase Ltd.  
 The McClelland Financial Group\*  
 The Next 36 \*  
 The Princeton Review  
 The Remix Project/Blackboard Marketing  
 The St. Lawrence Parks Commission  
 The Stronach Group\*  
 The Unity Project \*  
 thetruthaboutcars.com \*  
 Thornton Grout \*  
 Ticket Fighter App Inc.  
 Tilt Tea\*  
 Tim Hortons Inc. \*  
 Time Circle Plus \*  
 TimePlay Entertainment \*  
 Timothy's World Coffee \*  
 Tip Top Tailors \*

TJX Canada\*  
 Tommy Hilfiger\*  
 Toronto Argonauts Football Club\*  
 Toronto Hydro\*  
 Torque, a Division of Satov\*  
 Torstar Digital  
 Towers Watson\*  
 Town of Whitby \*  
 Township of East Zorra-Tavistock  
 Traffix  
 Tran Dieu & Associates \*  
 TransX\*  
 Trimark Sportswear Group  
 Trimaven Capital Advisors Inc\*  
 Trindent\*  
 Trisura Guarantee Insurance Company  
 TrojanOne Integrated Brand Activation  
 True North Quartz\*  
 Tunezy Inc.\*  
 Turner Drake & Partners  
 Turnstyle Solutions \*  
 Tutor Doctor  
 U.S. Commercial Service  
 UBS Securities Canada Inc.\*  
 Undercover Apparel\*  
 Unhaggle Inc.  
 Uniiverse\*  
 Unilever Canada\*  
 Union Gas  
 Union Square Advisors  
 Union Square Advisors LLC\*  
 United Agri Products Canada Inc.\*  
 Unity Charity  
 Unity Project for Relief of Homelessness in London  
 University of Toronto  
 Urban Systems\*  
 Urbanomics Consulting Group \*

Vector Financial Services Limited  
 VerticalScope  
 Vibrant Marketing \*  
 Visionary Access Inc.  
 Vivint\*  
 Volaris\*  
 Wal-Mart Canada Corp.\*  
 Ward Technology Talent\*  
 Watt International\*  
 Waupoos Estates Winery\*  
 Weis & Associates Inc.\*  
 Westcast Industries Inc.\*  
 Western University \*  
 Westlund\*  
 Weston Bakeries Ltd.  
 WhatRunsWhere  
 Wildeboer Dellece LLP\*  
 Winners Merchants International L.P.\*  
 Withey Addison LLP\*  
 World Economic Forum \*  
 Worldwide Partners\*  
 WorleyParsons\*  
 Xerox Canada  
 Xtivity Inc.  
 Xtreme Labs \*  
 XYZ Management Inc\*  
 Y&R \*  
 YellowPagesGroup (YPG)  
 YOCO Frozen Yogurt\*  
 Youth Challenge International\*  
 Youth Opportunities Unlimited\*  
 ZS Associates\*

\*Denotes organizations who successfully hired our graduates or summer students in the HBA Program

# Appendix (Permanent Employment)

Countries of Citizenship – Other	Australia, Cayman Islands, Ecuador, England, India, Korea, Mexico, Netherlands, Russian Federation, Syrian Arab, United Kingdom, United States and Viet Nam.
Offers Accepted by Geography – Canada – Ontario – Other	Kitchener, London and Ottawa.
Offers Accepted by Geography – Other	Cayman Islands and Trinidad.
Source of Opportunity – School Facilitated Other	Law School Recruiting.
Source of Opportunity – Student Facilitated Other	Internet, Company Websites, Executive Search Firms, and Newspaper Postings.
Industry – Finance – Corporate Banking	Investment Banking, Sales & Trading and Equity Research.
Industry – Other	Government, Healthcare, Leisure and Logistics.
Function – Finance – Corporate Banking	Investment Banking, Sales & Trading and Equity Research.
Function – Finance – Other	Asset Management, Insurance and Retail Banking.
Function – Other	General Management, Human Resources and Legal Services.

# Appendix (Summer Employment)

Source of Opportunity – School Facilitated Other	Resume Books, Career Management Referrals, and Law School Recruiting.
Industry – Finance – Corporate Banking	Investment Banking, Sales & Trading and Equity Research.
Industry – Other	Agriculture, Legal Services, Logistics, and Security Services.
Function – Finance – Corporate Banking	Investment Banking, Sales & Trading and Equity Research.
Function – Finance – Other	Insurance, and Retail Banking.
Function – Other	General Management, Legal Services, and Rotational Programs.