

HBA 2012, 2013 Permanent and Summer Employment Report

Richard Ivey School of Business



Recruiting at the Richard Ivey School of Business



Congratulations to the Ivey HBA classes of 2012 and 2013! This year was another successful year for our graduates and students, as they achieved 92% and 97% 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 2012 and 2013 by September 30, 2012.

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 2012

Graduate employment at a glance

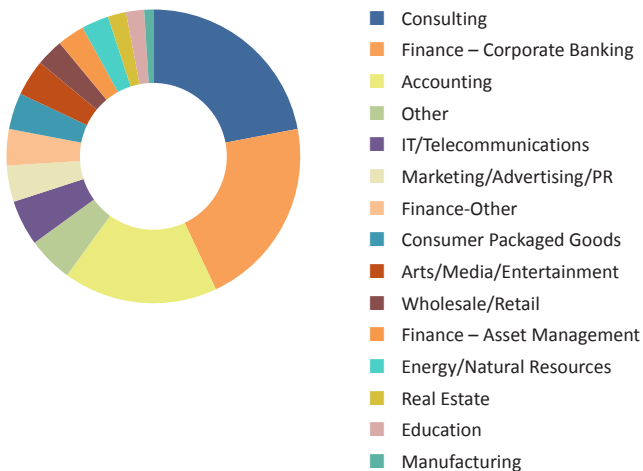
92%

Of those seeking received an offer by September 30, based on a 87% reporting rate

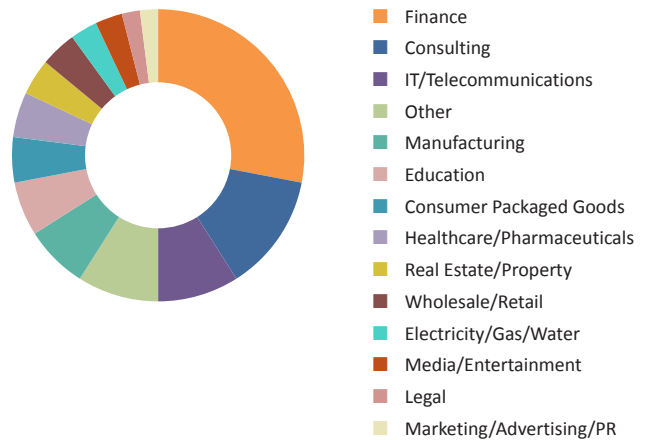
\$61,298

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

Distribution of Industries for HBA Class of 2012



Distribution of Industries of our 22,000 alumni worldwide



261

Companies that posted jobs to the Ivey HBA Class of 2012

176

Companies our HBA 2012 students signed with

10

Number of students pursuing Entrepreneurship

47

Students returning to summer 2011 employer

Demographics

Class of 2012 at a Glance

Total Students in Class	499
Percent Women	43%
Percent Non-Canadian*	9%

*as defined by citizenship

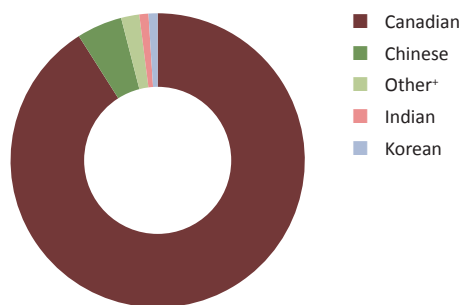
2012 Graduates Compensation Summary*

Base Salary		
% Receiving	Median	Range
100	\$53,500	\$14,400-\$95,000
Signing Bonus		
% Receiving	Median	Range
38%	\$5,000	\$500-\$25,000
Other Guaranteed Compensation		
% Receiving	Median	Range
16%	\$8,125	\$600-\$50,000

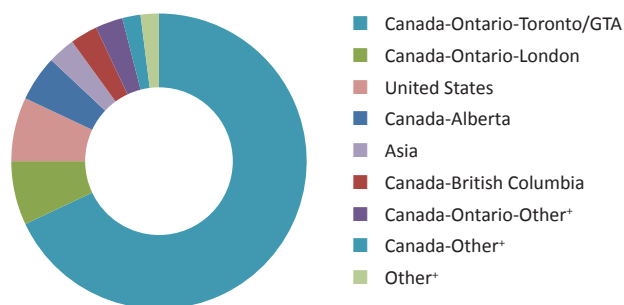
*Data reflects students who reported compensation. These figures do not include the number of students starting their own business (10)

*See appendix for details.

Citizenship by Geography



Offers accepted by Geography



Source Of Opportunity

(as reported by the class of 2012)

School-Facilitated	78.2%
Summer Internships	13.1%
Career Management Posting	59.2%
Networking (with Alumni and Corporate Partners)	3.6%
Alumni/Classmate/Faculty Referrals	2.0%
Other+	0.3%
Graduate-Facilitated	21.8%
Networking (outside School)	19.8%
Previous Employer	0.3%
Other+	1.7%

Compensation by Industry

HBA2 Class of 2012

Base salary ranged from \$14,400 – \$95,000, with a median salary of \$53,500 and where other compensation was offered, ranging from \$500 – \$63,000

Industry	Base Salary (\$)		Other Compensation (\$)			
	%	Range	Median	Range	Median	%
Accounting	17%	20,000-55,000	45,000	500-2,000	500	38%
Arts/Media/Entertainment	4%	Not enough data to report				
Consulting	22%	35,000-77,000	56,500	1,000-25,000	10,000	61%
Consumer Packaged Goods	4%	52,000-55,000	53,250	Not enough data to report		
Education	2%	Not enough data to report				
Energy / Natural Resources	3%	60,500-78,250	72,000	Not enough data to report		
Finance – Asset Management	3%	30,000-77,400	53,280	Not enough data to report		
Finance – Corporate Banking ⁺	21%	35,400-95,000	75,000	3,000-63,000	10,000	74%
Finance – Other	4%	33,971-70,000	39,750	Not enough data to report		
IT / Telecommunications	5%	39,600-61,000	53,000	Not enough data to report		
Manufacturing	1%	Not enough data to report				
Marketing / Advertising / Public Relations	4%	36,000-52,500	50,200	Not enough data to report		
Real Estate	2%	30,000-60,000	52,500	Not enough data to report		
Wholesale / Retail	3%	50,000	50,000	Not enough data to report		
Other ⁺	5%	14,400-66,000	37,850	Not enough data to report		
Overall	100%	\$14,400-95,000	\$53,500	\$500-63,000	\$8,125	46%

⁺See appendix for details.

Compensation by Function

HBA2 Class of 2012

Base salary ranged from \$14,400 – \$95,000, with a median salary of \$53,500 and where other compensation was offered, ranging from \$500 – \$63,000

Function	Base Salary (\$)			Other Compensation (\$)		
	%	Range	Median	Range	Median	%
Accounting	19%	20,000-55,000	45,000	500-2,000	500	37%
Consulting	22%	35,000-77,000	57,000	1,000-25,000	10,000	62%
Finance – Asset / Fund Management	3%	30,000-77,400	59,140	Not enough data to report		
Finance – Corporate Banking ⁺	21%	33,917-95,000	75,000	3,000-63,000	10,000	74%
Finance – Corporate	3%	14,000-66,000	57,000	Not enough data to report		
Finance – Other ⁺	1%	Not enough data to report				
Graduate Leadership Programs	6%	35,400-61,000	53,000	Not enough data to report		
Marketing	5%	14,400-55,000	39,800	Not enough data to report		
Operations	10%	30,000-78,250	50,000	1,500-8,750	4,150	25%
Sales	7%	21,000-53,500	50,000	Not enough data to report		
Other ⁺	3%	30,160-50,000	43,300	Not enough data to report		
Overall	100%	\$14,400-95,000	\$53,500	\$500-63,000	\$8,125	46%

⁺See appendix for details.

Summer Internship, Class of 2013 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, 13.1% of the class of 2012 translated their summer employment opportunity to a full-time role upon graduation.

Class of 2013 at a Glance

Total Students in Class	523
Percent Women	39%
Percent Non-Canadian*	7%

*as defined by citizenship

203

Number of companies posting summer roles to the HBA Class of 2013

314

Number of companies HBA 2013 students signed with

427

Number of HBA 2013 students accepting positions with summer employers they had not worked with before

Class of 2013 Summer employment at a glance

97%

Of those seeking received an offer based on a 97% reporting rate

\$876

Average weekly base salary

Source Of Opportunity

(as reported by the class of 2013)

School-Facilitated	56.2%
Career Management Posting	53.2%
Networking (with Alumni and Corporate Partners)	0.6%
Alumni/Classmate/Faculty Referrals	1.7%
Other ⁺	0.7%
Graduate-Facilitated	43.8%
Networking (outside School)	4.7%
Previous Employer	1.5%
Undeclared	37.6%

⁺See appendix for details.

Summer Employment Compensation (by Industry and Function)

Industry	Base Weekly Salary		
	%	Range	Median
Accounting	12%	580-1,000	808
Consulting	8%	375-1,200	1,000
Consumer Packaged Goods	4%	730-1,151	771
Education	3%	Not enough data	
Energy/Natural Resources	5%	625-1,101	905
Finance – Asset/Fund Management	3%	690-963	694
Finance – Corporate Banking ⁺	14%	563-1,875	1,500
Finance – Corporate Office	5%	600-1,250	720
Finance – Insurance	2%	675-760	713
Finance – Private Equity / Venture Capital	3%	375-1,250	1,250
Government	2%	Not enough data	
Healthcare/Pharmaceuticals	3%	96-721	707
IT/Telecommunications	7%	375-1,000	816
Leisure/Tourism	3%	Not enough data	
Manufacturing	4%	500-900	900
Marketing/Sales/Public Relations/Advertising	5%	500-712	700
Media/Entertainment	5%	Not enough data	
Not for Profit	2%	Not enough data	
Real Estate/Property Management	2%	Not enough data	
Wholesale/Retail	6%	368-730	600
Other ⁺	2%	Not enough data	
Overall	100%	\$96-1,875	\$796

Function	Base Weekly Salary		
	%	Range	Median
Accounting	15%	580-1,000	800
Consulting	9%	375-1,250	963
Finance – Asset/Fund Management	3%	Not enough data	
Finance – Corporate Banking ⁺	16%	600-1,875	1,538
Finance – Corporate	5%	381-1,151	741
Finance – Private Equity/Venture Capital	3%	Not enough data	
Finance – Other	3%	637-900	750
Human Resources	1%	Not enough data	
Marketing	10%	500-1,000	721
Operations	24%	563-1,250	750
Sales	7%	96-1,150	717
Other ⁺	4%	650-1,101	755
Overall	100%	\$96-1,875	%796

*See appendix for details.

Recruiting Companies

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

3.1 Phillip Lim*	Astral Media*	Bossy Nagy Geoffrey Chartered Accountants*	Capco*
A.T. Kearney	Atma*	BrandHealth Communications Inc.	Capital IQ*
Aalis Design*	AUXO Management LLC	Brescia University College*	Capital World Financial*
Accenture*	Bain & Company Canada Inc.*	Broadgrain Commodities Inc.	Car Park Management Services*
Accountemps	Balmoral Marketing Inc*	Brookfield Asset Management Inc.*	CardSwap Inc.*
ACE INA Insurance	Banco de Chile*	Brookfield Financial	Carego Holdings*
Action Auto Leasing & Sales*	Bank of America-Merrill Lynch Canada	Brookfield Renewable Energy Partners	Cargill Limited*
Active Development*	Bank of China*	Buchanan Group Inc.*	Carly Rian Group
Acumen Capital Partners*	Barclays Capital*	Bundle*	Carpedia International Ltd.*
Adidas*	Baxter Healthcare Corporation*	Business Development Bank of Canada*	Cassel Brock & Blackwell*
AFI Hydro*	Bay Street HR	Cadillac Fairview Corporation*	CBRE
Aga Khan Foundation Canada*	BayFront Capital Partners*	Calgary Green Works*	CBV*
AIESEC Young Entrepreneurs Project*	BC Ministry of Transportation*	Cambridge Label Inc.*	CDS - The Canadian Depository for Securities Limited*
Alberta Water Smart*	BDO Dunwoody LLP*	Camp Hatikvah*	CertaPro Painters®
All Pro Roofing & SheetMetal Ltd.	Bell Canada Enterprises*	Camp Manitou*	CGI*
Alpen Capital ME*	Bell Mobility	Camp White Pine*	Changhae Publishing Co*
AltaGas Ltd.*	Bend All Automotive Inc	Camp Winnebago*	Charity Intelligence Canada
Alvarez & Marsal Canada ULC*	Bento Sushi*	Canaccord Genuity*	Chetna Inc.
American Chamber of Commerce in Canada	BIM Promotions*	Canada Post Corporation*	Chieftain Metals Inc.*
American Express*	Birch Hill Equity Partners*	Canada Wide Media*	Choice Hotel's Canada*
American Family Life Assurance Company*	bizLogic Inc.*	Canada's Olympic Broadcast Media Consortium*	Christian Dior (LVMH Group)*
ApoPharma*	Blackhawk Network*	Canadian Chamber of Commerce*	Christie Digital*
AquaMobile Inc.	Blair Franklin Capital Partners	Canadian Natural Resources*	CI Investments*
ARC Financial Corp.	Blue Stone International	Canadian Pacific Railway*	CIBC Bank*
Armstrong Partnership LP	BMO Capital Markets*	Canadian Risk Solutions*	CIBC Wholesale Banking*
Asia Clean Capital*	BMO Financial Group*	Canadian Tire Corporation Limited*	CIEE*
Assante Wealth Management - CI Financial*	BMW Group Canada Inc.	Candu Energy Inc.*	Cineplex Entertainment*
Associated Grocers Foods*	Boehringer Ingelheim*	Cannacord Genuity*	Cisco Systems Canada Co.*
Aston Hill Asset Management	Bomass Co. Limited*		Citi*
	Bombardier Aerospace		Citigroup Global Markets Canada*
	Borden Ladner Gervais (BLG)*		City of Guelph

City of Markham*	Deloitte (Consulting)*	Export Development Canada	Greek Community of Toronto*
Cleanlist.com	Desjardins Securities Inc	ExxonMobil Canada	Greenfield Golf Incorporated*
Clinton Health Access Initiative	DHL Express*	Farm Credit Canada*	Greenhawk Inc.
CN	Dicomm Media*	Farms.com Risk Management Services	Greenhill & Co. *
Cohesive Technologies	Dillon Consulting*	Ferring Pharmaceuticals*	GreenLink Global
Colgate-Palmolive Canada Inc.	Direct Energy	Fidelity Investments	Greystone Managed Investments*
Colliers*	D-Link	Field ID	Group IV Solar
Community Living London*	Donnelly Management Advisory Services Limited	Flowmotion Creative Inc.	Growmark
Continental Automotive Systems*	Dream Bathrooms	Focus Communications*	GS1 Canada*
Convoy Capital Corporation	DRI Capital*	Fortune Metals Inc. *	GTA Photography Classes
Copper Mountain Mine*	Dundee Securities Corporation*	Franklin Templeton Investments	Guangzhou Jumbo Bus Advertisement Co. Ltd. *
Cornerstone Hydro Electric Concepts	Dundee Wealth	Frito Lay Canada	Halton Catholic District School Board*
Cornerstone Research*	eBaoTech Corporation	FSWEP Campaign*	Hamilton Health Sciences*
Corsential ULC*	Egan & TeamBoard*	Fusion Retail Analytics	Hampton Securities*
Corus Entertainment*	EKSIT Strategies Inc*	G3 Capital Corp.	Hatch*
Cosmos Sports-Sports Hiring	Eli Lilly	GE Capital Solutions	Hay Group*
CPG Connect	Embassy Of Canada*	General Dynamics Land Systems Canada*	Haywood Securities, Inc.
CPP Investment Board*	EMCO Corporation*	General Electric (GE) Canada*	HCL-Axon Inc.
Credit Suisse Securities (Europe) Limited	Enbridge Gas Distribution*	General Mills*	HDFC Bank*
Credit Suisse*	Ennovent	getClarity Incorporated*	Headwater Equity Partners*
Critical Mass*	Enterprise-Rent-a-Car*	GlaxoSmithKline*	Healthcare Material Management (HMMS)*
Crowe Soberman LLP*	Enviroshake*	Global Brigades*	Heart & Stroke Foundation of Ontario*
Cunningham LLP Chartered Accountants*	Epilepsy Support Centre*	Gloveslap Social Stadium Inc. *	Henkaa
D+H	eProf Education Inc. *	GMP Securities*	Holt Renfrew*
Daggerwing Group	Equitable Trust*	Goldman Sachs & Co. *	Home Protection Plus/Protect 24*
DaVita Rx	Equitech*	Goldman Sachs Japan Holdings Ltd.	Home Trust Company*
db Promotions*	Ernst & Young LLP*	Goodmans LLP*	Honda Canada Finance Inc*
DBRS Limited*	Euro Pacific International*	Government of Canada*	Houlihan Lokey Howard & Zukin*
DDB*	Europace*	Grand Challenges	HSBC Bank
DECO Windshield Repair Inc	Eva Srulovicz-Kovac Chartered Accountant*	Granite Tower Capital*	HSBC Hong Kong*
Deloitte (Audit, Tax & ERS)*	Eventi Capital Partners*	Grant Thornton LLP	
	Evercore Partners*	Great West Life*	
	Exact-A-Line Gaskets*		
	Execulink Telecom*		

Hugessen Consulting Inc.*
 Hunter Straker*
 Hydro One Networks*
 Hyundai Auto Canada Corp.
 i-Audience Ltd.*
 IBM Canada Ltd.*
 IBM Global Business Services
 Icon Digital Productions*
 IMAX Corporation
 Imperial Capital Group Ltd.*
 Imperial Oil Limited*
 IMS Brogan*
 Industrial & Commercial Bank of China*
 Industrial Alliance (IA)*
 Info-Tech Research Group Inc.*
 Infrastructure Ontario
 ING Direct Bank of Canada*
 Ingram Micro Ltd.*
 Innosight Consulting*
 Insight Productions*
 Institute for Chemicals & Fuels from Alternative Resources*
 In-Sync Consumer Insight Corp.
 Intact Financial Corporation*
 Inteqna
 Entertainment Media*
 Interward Asset Management*
 Invesco Canada Ltd.
 Investor Economics
 Investors Group Financial Services*
 Involver*
 Ironbridge Equity Partners*
 ITG Inc

Ivey Centre for Health Innovation and Leadership
 Ivey Connects*
 Jang Su International Shipping Company*
 Janssen*
 JDRF Peel*
 Jefferies & Company, Inc.
 Joe Fresh*
 Joe Jackman Brand Inc*
 Johnson & Johnson Medical Products
 Johnson & Johnson, Consumer Healthcare Products*
 Jomo Kenyatta University of Agriculture & Technology*
 Jones Lang Lasalle*
 JP Morgan*
 JPMorgan Securities Canada Inc.*
 Junior Achievement*
 Just-Eat Canada Inc.
 Katerva*
 KEV Group
 Kia Canada*
 King Ritson Dental Clinic
 Kinross Gold Corporation*
 Klass Capital
 KPMG Advisory*
 KPMG LLP*
 Kraft Foods*
 L Oreal*
 L.V. Lomas Chemical Distribution*
 Labatt Breweries of Canada*
 Launch Collective*
 Lenovo China

Leonard Green & Partners LP*
 Level5 Strategy Group*
 Liberty Mutual
 Libro Financial Group
 Licence Appeal Tribunal*
 Lifebushido
 Lincoln Wu Consulting
 Live Nation*
 Live Work Learn Play LLP
 Loblaw Companies Limited*
 Lock Search Group
 London Life Investment Management Ltd
 London Regional Cancer Program*
 Lone Star Texas Grill*
 Lowest Rates Inc
 LoyaltyOne*
 Lululemon athletica*
 Lundin Mining*
 MacLAREN McCANN
 Macquarie North America Ltd.*
 Madan Charter Accountants*
 Manulife Financial*
 Maple Leaf Foods Inc.*
 Maple Leaf Sports*
 Martinrea
 Mastercard Canada
 Mattamy Homes Limited
 Mawer Investment Management Ltd.
 Maxim*
 McKinsey & Company*
 McLaren Professional Co.*
 McLean & Company*

MDC Partners*
 Mediaplanet Publishing House Ltd.*
 Mennonite Economic Development Associates*
 Mentos Partner*
 Mercedes-Benz Canada
 Mercer (Canada) Limited
 Meridian Credit Union*
 Metric Realty*
 Metroland Media Group Ltd.*
 MGI Pacific
 Millennium Research Group
 Ministry of Government Services*
 Ministry of Training, Colleges and Universities*
 Miskolci JJSE Hockey Team*
 MITACS Inc.
 Mitsui Canada*
 MNP LLP*
 Mobilicity
 Mobiroo Inc.
 Moelis & Company*
 Mommies First*
 Monarch Corporation*
 Monitor Group*
 Moody's Investors Service*
 Morgan Stanley*
 Morguard Investments*
 Mosaic Sales Solutions*
 Municipal Finance Officers' Association of Ontario
 Myplanet Digital*
 Naked Creative*
 National Bank Financial
 Navigo Financial*

Nestle*	Organization of American States*	Public Service Commission of Canada	Rooftops Canada - Abri international
Neuberger Berman LLC*	Origin Merchant Partners*	Public Trustee of Manitoba*	Roshan Telecom Development Company Afghanistan
New Dawn Associates*	Ornge*	Publicis Group*	Ross Smith Asset Management Inc.
Nexen Inc.*	Osprey Capital Partners*	Purolator*	Rothschild*
Niagara Energy Products	Oxford Properties Group	PwC (Consulting & Deals)	Rowing Canada Aviron*
Nielsen Research*	Pacific & Western Bank of Canada*	PwC*	RSM Richter*
Nissan Canada Inc.	Pacific Global Advisors*	Qatalyst Partners LP*	S.C. Johnson*
Nomura Canada*	Panmure Gordon & Co.*	Raymond James Ltd.	Sales Spider Inc
Norman Goldberg & Associates LLP*	Paradigm Capital Inc.	RBC Capital Markets*	Samuel*
Northern International Inc.*	Pareto	RBC Wealth Management*	Sandals*
Northern Natural Holdings LP	Park Derochie Inc*	RBC*	SAP Canada Inc.*
Northumberland Breakers Volleyball Club*	Parkview Capital Parters*	ReadyPortal*	Saringer Life Sciences*
Norton Rose Canada LLP*	People Management Group Inc.	Real Tech Inc	Sarona Asset Management
Norvista*	PepsiCo Beverages*	Red Bull Canada	SaskTel*
NPT LLP*	PepsiCo Foods Canada	Red Cherry Labs	Satov*
Office of the Auditor General of Canada	Performance Analytics Corp*	Red Sky Capital Management*	Score Marketing*
Office of the Comptroller General	Peterbilt*	Regional Municipality of Waterloo	Scotiabank*
Offset Market Exchange	Peters & CO*	Replay Resorts	Scotiabank, Global Banking and Markets*
Oliver & Bonacini*	Pioneer Family Pools*	Research In Motion Limited*	Sears*
Oliver Wyman - Financial Services*	Pixel Thought Media*	REVLON CANADA INC.	SECOR-KPMG*
Oliver Wyman - General Management Consulting*	Plains Midstream*	Rexall Canadian Pharmacy/ Katz Group Canada	Sentinent Corporation*
OMERS	PlantBest Inc.	RHB Group L.P.*	Serco DES - Drive Test*
ONCAP*	POOLCORP	Richard Ivey School of Business*	Service Ontario*
Ontario Public Service*	Prairie Thunder Outfitters*	Richmont Holdings*	Seven Seas Fish Company*
Ontario Teachers Pension Plan Board	Prasad and Company*	Rio Management Inc.*	Shambhala Sun Foundation
Ontario Undergraduate Student Alliance*	PrepMyFuture	RM Classic Cars Inc	Shanghai investment bank*
Ontario Wealth Management Corporation*	PriceMetrix Inc.	Robert Half	Sheldon Chumir Foundation for Ethics in Leadership
Optima Communications International*	Princess Auto*	ROCK Advisors Inc., Brokerage*	Shell Canada Limited*
Orbixa*	Procter & Gamble Inc.*	Rocket Internet*	Simon-Kucher & Partners*
	Prophecy Coal Corporation*	Rogers Communications Inc.*	Simplex & Associates Consultancy Limited*
	Protiviti*	Roland Berger*	Sionna Investment Managers*
	Proximity Canada*		Skylight Optical Limited*
	PSP Investments		
	Public Mobile*		

Slate Properties*	TD Asset Management*	Toronto Argonauts Football Club*	Vincor*
SNC-Lavalin	TD Bank Financial Group*		Volaris*
Social Focus Consulting*	TD Securities*	Toronto MicroElectronics Inc.	Voyageur Transportation Services
Société Générale (Canada)	TeamBuy Inc.*	Toronto Star & Star Media Group	Wal-Mart Canada Corp.
Softchoice	TechAlliance*	Towers Watson*	Wardell Professional Development
Soliya	TELUS	Tradeweb*	Watt International*
Solon Capital Partners	Temperance Capital Advisors Ltd.*	Travel Shack Vienna*	Wattsworth*
SpringTern	Terradyne Armoured Vehicles*	Trimaven Capital*	Wedgewood Golf Centre*
St. Michael's Hospital*	The Asia Society Hong Kong Center*	Trident	Wecast Industries Inc.
Stadnyk & Partners*	The Boston Consulting Group*	TrojanOne Integrated Brand Activation	West Face Capital Inc.
Standard Aero	The Crown Prosecution Service*	Trudell Medical International	Western University*
Stantec*	The Dominion of Canada General Insurance Company*	Truenorth Executive Search Inc.	Willard Meats International Ltd.
Stanton House HK	The Genteel	TSC Stores	Williams and Partners*
StarTech.com*	The Ingredient Company*	TSM (Total Security Management)	Wimdu USA Inc.
State Street*	The Next 36	Tuftscapes*	Winners Merchants International L.P.
Steinberg, Rothschild & Co.	The Parthenon Group*	Tundra Technical Solutions	Wolverine Asset Management Ltd.
Stewart McKelvey*	The Princess Margaret Hospital Foundation	Tunezy Inc.*	Xavier & Associates*
Strateva Partners*	The Princeton Review	TWG Canada*	Xerox Canada
Student Workforce	The Summer Management Program*	U.S. Commercial Service	XMG Studios*
Student Works Painting	The Town of Markham*	U.S. Consulate General	Xtreme Labs*
Sun Life Financial*	The Trawler	Ubequity Capital Partners*	York Region District School Board*
Suncor Energy Services Inc.*	Thinking Without Thinking*	Uberflip*	Young & Rubicam*
SunPros & Associates Professional Accounting Firm*	Thorek Scott & Partners*	UBS Securities Canada Inc.*	Youth Opportunities Unlimited
Surge Communications*	Tibor Fleischer Accounting*	UFC	Zanagen Applied Cellular Science*
Sustainalytics*	Tim Horton Children's Foundation*	Ultimate Consulting Group*	ZS Associates*
Swire Group*	Timbercreek Asset Management*	Unhaggle.com*	
Synacor	TMAX*	Uniiverse	
TakingITGlobal	TMC	Unilever Canada*	
Talal Abu-Ghazaleh & Co. International*	TMG International Inc.	Union Gas	
Talisman Energy*	Tommy Hilfiger*	Union Square Advisors	
Tandem Expansion Management*		University Skating School*	
Tanenbaumchat		Utilismart Corporation	
Target*		Vancity Credit Union*	
Tax Advisory Group*		Vaniety Fair*	

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

Appendix (Permanent Employment)

Citizenship by Geography – Other	Columbian, Egyptian, Jamaican, Pakistani, and Singaporeans.
Offers Accepted by Geography – Canada – Ontario – Other	Kitchener, Ottawa, and Sudbury.
Offers Accepted by Geography – Canada – Other	Manitoba, Quebec, and Saskatchewan.
Offers Accepted by Geography – Other	Africa, Central America, Europe, Middle East, and South America.
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 – Finance – Other	Private Equity and Venture Capital, Retail Banking, Mergers and Acquisitions.
Industry – Other	Automotive, Charities/Not-For-Profit, Government, Healthcare, Legal Services and Logistics.
Function – Finance – Corporate Banking	Investment Banking, Sales & Trading and Equity Research.
Function – Finance – Other	Private Equity and Venture Capital, and Retail Banking.
Function – Other	General Management, Human Resources, IT, 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, and Logistics.
Function – Finance – Corporate Banking	Investment Banking, Sales & Trading and Equity Research.
Function – Finance – Other	Insurance, and Retail Banking.
Function – Other	General Management, IT, Legal Services, and Rotational Programs.