

MBA 2016

EMPLOYMENT

REPORT

Ivey Business School

RECRUITING AT THE IVEY BUSINESS SCHOOL



Congratulations to the Ivey MBA Class of 2016! This class was both committed to the success of their classmates, and driven in the pursuit of their personal goals. A full 90 per cent of the class received at least one job offer across a diverse range of industries, functions, geographies and companies. The class also continued Ivey's excellent reputation in the categories where we are typically strong. All signs indicate a strong start to diverse and rewarding leadership track careers for the Class of 2016.

What follows is the summary of employment information as reported by the MBA Class of 2016 as of September 1.

Sincerely,

Sharon Irwin-Foulon

Executive Director, Career Management and Corporate Recruiting, Ivey Business School

Class of 2016 Graduate employment at a glance

90%

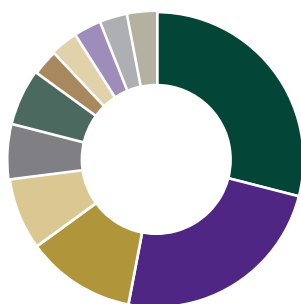
Of those seeking, received an offer by September 1, based on a 93% reporting rate

Of those seeking, 96% received an offer by December 1, based on a 97% reporting rate

\$104,007

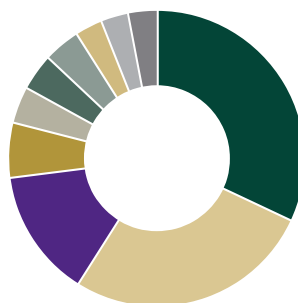
Average salary (includes: base salary, signing bonus, and other guaranteed compensation)

Distribution of Industries where MBA Class of 2016 is going



- Financial Institution (29%)
- Consulting (24%)
- Technology (12%)
- Other (8%)
- Telecommunications/Communications (6%)
- Wholesale/Retail (6%)
- Restaurant/Food Services/Hospitality Services (3%)
- Marketing/PR/Advertising (3%)
- Healthcare (3%)
- Real Estate/Property (3%)
- Consumer Packaged Goods (3%)

Distribution of Industries of our 24,000 alumni worldwide



- Financial Institution (32%)
- Other (27%)
- Consulting (14%)
- Technology (6%)
- Consumer Packaged Goods (4%)
- Wholesale/Retail (4%)
- Education (4%)
- Marketing/PR/Advertising (3%)
- Real Estate/Property (3%)
- Telecommunications/Communications (3%)

8

Students supported and returning to their former employer in an advanced capacity

245

Companies that posted jobs to Ivey MBAs

71

Companies our MBA students signed with

95%

of Ivey grads made at least one career transition (change in industry, function and/or geography)

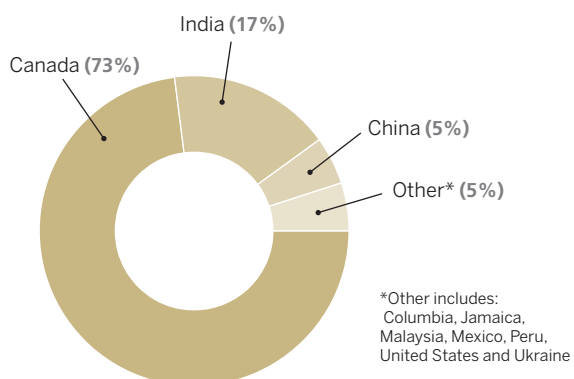
DEMOGRAPHICS

Class of 2016 at a Glance

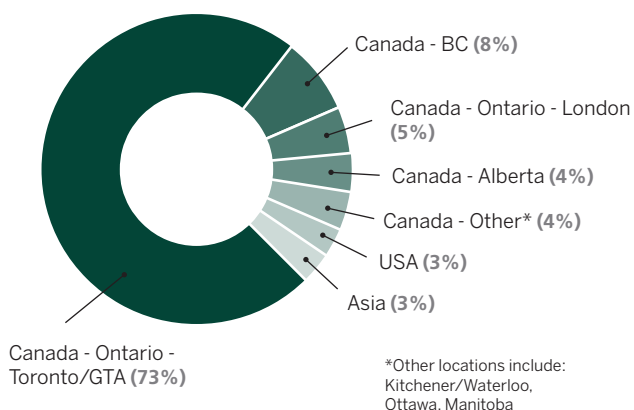
Total Students in Class	162
Average Age at Entry	28
Age Range	24-34
Average Years of Work Experience	4.7
GMAT Range (middle 80%)	580-710
Percent Women	30%
Percent Non-Canadian*	22%

*as defined by Citizenship

Citizenship by Geography



Offers accepted by Geography



2016 Graduates Compensation Summary*

Base Salary		
% Receiving	Median	Range
100%	\$88,000	\$40,000-\$192,000
Signing Bonus		
% Receiving	Median	Range
39%	\$15,000	\$2,500-\$60,000
Other Guaranteed Compensation		
% Receiving	Median	Range
16%	\$9,000	\$500-\$32,000

*Data reflects students who reported compensation and does not include students returning to a previous employer for a role to which they did not need to apply or students who are starting their own business

Source Of Offer

School-Facilitated	63%
Career Management Posting	37%
Networking (with Alumni and Corporate Partners)	20%
Alumni/Classmate/Faculty Referrals	5%
Other*	1%
Graduate-Facilitated	33%
Networking (outside School)	25%
Previous Employer	5%
Internet, Company Websites, Executive Search Firms and Newspaper Posting	3%
Other	4%

* School-Facilitated Other - Law School Recruiting

COMPENSATION BY INDUSTRY

MBA Class of 2016

Base salary ranged from \$40,000 – \$192,000, with a median salary of \$88,000 and where other compensation was offered, it ranged from \$500 – \$64,780

Industry	Base Salary \$			Other Compensation \$		
	%	Range	Median	Range	Median	%
Consulting	24%	65,000-192,000	101,000	500-49,760	15,000	83%
Consumer Packaged Goods	3%	48,000-78,500	78,500	Not Enough Data*		
Financial Institution	29%	55,000-161,950	85,000	3,000-64,780	10,000	29%
Healthcare	3%	67,000-95,000	87,500	Not Enough Data*		
Marketing/Public Relations/ Advertising	3%	72,000-100,000	90,000	Not Enough Data*		
Real Estate/Property	3%	Not Enough Data*				
Restaurant/Food Services/ Hospitality Services	3%	75,000-100,000	100,000	22,500-25,000	25,000	100%
Technology	12%	60,000-92,000	79,500	Not Enough Data*		
Telecommunications/ Communications	6%	75,000-95,000	85,000	Not Enough Data*		
Wholesale/Retail	6%	80,000-153,000	85,000	Not Enough Data*		
Other	8%	56,030-125,000	81,250	Not Enough Data*		
Overall	100%	40,000-192,000	88,000	500-64,780	15,000	47%

Given Ivey's commitment to privacy when collecting student data, the industries contained within 'Other' include less than 3% of the graduating class in the following industries: Construction, Education, Executive Search, Government, Legal Services, and Media.

* This denotes either not enough data to sustain anonymity and/or no data was provided

COMPENSATION BY FUNCTION

MBA Class of 2016

Base salary ranged from \$40,000 – \$192,000, with a median salary of \$88,000 and where other compensation was offered, it ranged from \$500 – \$64,780

Function	Base Salary \$			Other Compensation \$		
	%	Range	Median	Range	Median	%
Business Development/ Corporate Development	6%	82,500-152,830	90,000	Not Enough Data*		
Consulting/ Corporate Strategy	33%	60,000-192,000	95,000	500-49,760	15,000	64%
Finance - Asset Management <i>(includes Investment, Portfolio, Wealth Management)</i>	3%	Not Enough Data*				
Finance - Commercial Banking	4%	74,000-80,000	80,000	Not Enough Data*		
Finance - Corporate Office	4%	79,500-88,000	80,000	Not Enough Data*		
Finance - Leadership Development/Rotational Program	5%	80,000-90,000	85,000	Not Enough Data*		
Finance – Wholesale Banking/ Capital Markets <i>(includes Investment Banking, Sales and Trading, Equity Research and Risk Management)</i>	9%	80,000-161,950	95,400	5,000-64,780	10,000	50%
Information Technology	3%	63,000-95,000	80,000	Not Enough Data*		
Leadership Development/ Rotational Program	4%	80,000-153,000	100,000	25,000-60,000	25,000	60%
Marketing	8%	55,000-89,600	78,500	Not Enough Data*		
Operations	8%	75,000-100,000	83,750	Not Enough Data*		
Project Management	3%	Not Enough Data*				
Research and Development/ Product Development	3%	80,000-100,000	92,500	Not Enough Data*		
Sales	3%	40,000-67,000	48,000	Not Enough Data*		
Other	4%	Not Enough Data*				
Overall	100%	40,000-192,000	88,000	500-64,780	15,000	47%

Given Ivey's commitment to privacy when collecting student data, the functions contained within 'Other' include less than 3% of the graduating class in the following functions: Education, Entrepreneurship, Real Estate, and Legal.

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RECRUITING COMPANIES

This is a list of companies who engaged with Ivey's MBA students this year through networking, company-sponsored education leave, formal postings, and/or on-campus recruiting. Those denoted with (*) hired an Ivey MBA grad. The bolding recognizes the top hiring firms for the MBA class of 2016.

3M Canada Company	BMW Group Canada Inc.	D2L Corporation	Grant Thornton LLP
5Crowd Inc	BNP Paribas	Deloitte.*	Greystone Managed Investments
A.T. Kearney*	Bombardier	Desire2Learn Inc.*	GroupeX-Solutions
Accenture*	Bootlegger	Diageo	H.R. Architect for Knowledge Enterprises
Advant Dental*	Borrowell	Dyson Canada	Hatch
Aga Khan Foundation Canada	BrightVision Capital*	eBay	Health Quality Ontario*
AIM Group Canada Ltd.	Brookfield Financial	EcGR Hiresome!*	Healthcare of Ontario Pension Plan
AIMCo	Brookfield Renewable Energy Group	Edelman	Heart and Stroke Foundation
AIMIA	Business Development Bank of Canada	EdgePoint Wealth Management Inc.	Hewlett-Packard (Canada) Co.
Air Canada	Campbell Soup Company*	Eli Lilly Inc.*	HFG CHINA
Akler, Browning, Frimet & Landzberg LLP	Canaccord Genuity Corp.	EllisDon	Hillsdale Investment Management Inc.
Alpine Capital Research	Canada Goose Inc.	EMCO Corporation	Hilti*
Amazon.com*	Canada Pension Plan Investment Board (CPPIB)	Emirates Islamic	HirePower
American Express	Canada Post	Enterprise Holdings	Holt Renfrew & Co. Limited*
Aritzia	Canada Revenue Agency	EnWave Corporation	Home Depot
Arla Foods Inc.	Canada XH Enterprises Ltd.*	EQWIP HUBs	HSBC Bank
AstraZeneca	Canadian General-Tower Ltd.	Euclid's Holdings Ltd.*	Hubba
Audi Canada	Canadian Imperial Bank of Commerce (CIBC)*	EWB Canada	Hudson's Bay Company
Bain & Company, Inc.*	Canadian Tire Corporation Limited	Excel Funds*	IBM Canada Ltd.
Bank of America-Merrill Lynch Canada	Capco*	Export Development Canada*	IMS Health
Baxter	Carpedia International Ltd.*	Ernst & Young (EY)*	Indigo
Bayer Inc.	CDW Canada	EyeReturn Marketing*	Info-Tech Research Group Inc.*
Baylis Medical	CHEP	Field Farms Marketing Ltd.	Intact Financial Corporation
BC Investment Management Corporation	CI Investments	Firmex	Intelligent Content Enterprises Inc. (ICE)*
Beaconsfield Group	Cisco Systems	Forum Equity Partners	International Gas Union
Bell Canada Enterprises	City of Toronto	Fresh Squeezed Ideas*	Interward Asset Management Limited
Bellrock	Cleanlist*	Freshii	Invesco Canada Ltd.
Best Buy	Colliers International	FreshInsights Consulting	Investors Group Financial Services Inc.
BGDM Group	ConAgra Foods Inc.	Gallup Consulting	Ivey Business School*
Big Viking Games*	ConverseLink*	General Mills*	Jakin Engineering & Construction Ltd.
BlackBerry Limited	Corporate Consultants	Georgette Packaging	
BlancLink*	CPG Connect	Golden Mile Management Services	
Blue Heron Dental	Cushman & Wakefield Inc.*	Google Inc.	
BMO Financial Group*		Government of Canada*	
		Government of Ontario*	

Janet David & Associates Inc.
Jefferies LLC*
Johnson & Johnson
Jordan Capital Asset Management*
Kabam
Kerry Holdings Limited
Kimberly-Clark Inc.
Korn Ferry International*
KPMG*
Labatt Breweries of Canada
League Inc.*
Letko Brosseau
LEVEL5 Strategy Group
LifeLabs
Loblaw Companies Limited
Lovell Corporation
lululemon athletica
Mackenzie Investments
Manulife Financial*
Maple Leaf Foods Inc.
MaRS Discovery District
MasterCard Advisors
Mattamy Homes
MBAs Without Borders
McGraw-Hill Education
McKinsey & Company*
Mercer (Canada) Limited
Microsemi Canada
Microsoft*
MIT Sloan School of Management
Molson Coors Canada
Mondelez International
Morgan Stanley
Morningstar, Inc.
Mosaic Sales Solutions*
Motorola Solutions Canada
Municipality of Strathroy-Caradoc
NANOSPHERE(SHANGHAI) CO.,LTD
National Bank of Canada*

Nautilus Venture Capital
Nestlé Canada Inc.
Nomura Holding America, Inc.
Northwestel Inc.*
Novo Nordisk
Nulogy
Office of the Superintendent of Financial Institutions
Old Tomorrow Craft Beer*
OMERS
Ontario Lottery and Gaming Corporation
Ontario Power Generation
Ontario Public Service
Out On Bay Street
Pacer Air Freight
Pandora Canada
PARTEQ Innovations
Partners in Performance*
PepsiCo Canada
Pharmascience
Philips Canada
Plooto Inc.*
PointClickCare*
Porter Airlines
PQCQ Inc.
Preston Mobility*
Procter & Gamble Inc.
Promontory Financial Group Canada
PSP Investments
PwC*
Raymond James Ltd
RBC Financial Group*
Regional Municipality of York
Reliance Home Comfort
Restaurant Brands International (RBI)*
Rexall
Reynolds and Reynolds (Canada) Ltd.
Rogers Communications Inc.*
Roland Berger Strategy Consultants

Rosedale Academy
Roynat Capital*
RS Energy Group
Ryan LLC*
Ryan ULC
S.i.Systems
Salesforce.com*
SC Johnson
Scotiabank*
Sectoral Asset Management
Security ONE Alarm Systems
Shift Health
Shoppers Drug Mart
Sienna Senior Living
Signal Hill Equity Partners
SNC-Lavalin Inc.
Sprucegrove Investment Management*
Stanbic IBTC Capital*
StarTech.com*
Starwood Hotels & Resorts Worldwide, Inc
Stewart McKelvey*
Sun Life Financial*
Sundial Homes Ltd.*
Sunnybrook Health Sciences Centre
Sunterra
Tangerine*
TD Bank Financial Group*
TELUS*
The Body Shop Canada
The Boston Consulting Group*
The Co-operators Group Limited
The Hershey Company
The Kraft Heinz Company
The W. Garfield Weston Foundation
Tiffany & Co.
Transperfect Translations
Travelers
Trident Consulting

Tungsten Revenue Consultants
Uber
UBS Securities
Unilever Canada
Univeris*
Up Performance
Vancouver Coastal Health
VSC Partners
Walmart Canada*
Wanda Studios Qingdao*
Wanfeng Auto Holdings Group Co. Ltd
Waterstone Human Capital
Waterton Global Resources Management, Inc.
Waterton Global*
Willis Towers Watson
YSJmedia.ca
ZS Associates