



MBA 2009 | EMPLOYMENT & SALARY REPORT

Graduates: 2009 Class

Summer: 2010 Class



Rotman School of Management
UNIVERSITY OF TORONTO

MBA Graduates – Class of 2009

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Summer 2009 – Class of 2010

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Directory of Companies Recruiting at Rotman

2008 - 2009	11-14
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HOW TO INTERPRET OUR STATS

The Rotman Corporate Connections Centre is a member of the MBA Career Services Council. The MBA CSC together with GMAC (the organization that administers the GMAT test among other programs) set out guidelines for reporting employment, salary, and other related statistics. These guidelines establish the standards for reporting statistics to rankings as well as the MBA CSC itself.

Here are some points of interest and reference:

- The employment rate is the percentage of students in the class with employment at a given date. It is the percentage of students with accepted offers of employment based on the number of students reporting back and actively looking for work.
- Timing of employment: at graduation – means offer accepted on or before the official graduation date; within three months of graduation – means offer accepted on or before the three month anniversary of the official graduation date.

When we report

- The CCC reports the current ending academic year's statistics three months after the official graduation date.

How to interpret the stats

Note the average, median, and range for salary compensation as they will give you a better picture than focusing solely on the average. A small number of students receiving high offers can skew the average up while some that receive low ones can skew the average down. Remember to look at the range and the midpoint (median) as well as the average to understand how the salaries are distributed for the class.

We report in local dollars and foreign salaries are converted at the going exchange rate. Please note, exchange rate conversions are not reflective of the cost of living and wage profiles where the students are employed.

Also, all numbers used to collect this data is student reported on a volunteer basis.

Rotman School Of Management MBA Class of 2009

MBA 2009 Graduate Salary

Mean Base Salary	\$85,454
Median Base Salary	\$76,000
Base Salary Range	\$45,000-\$200,000

82% of employed students provided salary information

Mean Signing Bonus	\$17,459
Median Signing Bonus	\$14,000
Signing Bonus Range	\$4,000-\$125,180

31% of employed students reported receiving a signing bonus

Mean Other Compensation	\$19,842
Median Other Compensation	\$11,699

20% of employed students who reported salary information received Other Compensation such as annual bonus or education reimbursement.

83% of students seeking employment were employed within three months of graduation.

* For information on how this data is gathered please see "How to Interpret Our Stats"

MBA 2009 Employment and Salary by Industry

Industry	% Employed	Mean	Median	Range
Financial Services	37%	\$77,051	\$75,000	\$45,000 - \$105,000
Consulting	20%	\$106,099	\$85,000	\$70,000 - \$160,000
Information Technology	9%	\$79,870	\$77,000	\$54,000 - \$160,000
Consumer Goods	4%	\$74,000	\$72,000	\$69,000 - \$85,000
Energy & Natural Resources	4%	\$75,021	\$72,500	\$50,000 - \$105,000
Real Estate	1%	\$70,000	\$70,000	\$60,000 - \$80,000
Legal	4%	\$169,734	\$184,816	\$75,000 - \$200,000
Other	8%	\$74,181	\$62,000	\$52,000 - \$160,000
Government/Non-Profit	6%	\$61,304	\$60,000	\$59,723 - \$72,000
Health Care/Health Services	4%	\$69,583	\$70,000	\$60,000 - \$80,000
Biotechnology/Pharmaceuticals	3%	\$87,680	\$80,040	\$78,000 - \$105,000



- Financial Services 37%
- Consulting 20%
- Information Technology 9%
- Consumer Goods 4%
- Energy & Natural Resources 4%
- Real Estate 1%
- Legal 4%
- Other 8%
- Government/Non-Profit 6%
- Health Care/Health Services 4%
- Biotechnology/Pharmaceuticals 3%

MBA 2009 Employment and Salary by Functional Area

Functional Area	% Employed	Mean	Median	Range
Investment Research	5%	\$82,143	\$85,000	\$70,000 - \$90,000
Investment Banking	5%	\$85,625	\$85,000	\$80,000 - \$90,000
Retail / Commercial Banking	4%	\$69,000	\$75,000	\$60,000 - \$75,000
Risk Management	4%	\$76,000	\$75,000	\$70,000 - \$87,000
Sales & Trading	2%	\$80,000	\$75,000	\$60,000 - \$105,000
Wealth Management	4%	\$73,500	\$75,000	\$65,000 - \$85,000
Finance - Other	10%	\$72,969	\$75,000	\$56,000 - \$86,000
Consulting – Strategy	12%	\$111,812	\$105,000	\$70,000 - \$158,000
Consulting – Other	12%	\$92,163	\$80,000	\$45,000 - \$160,000
Brand/Product Management	7%	\$82,478	\$85,000	\$71,000 - \$105,000
Other Marketing/Sales	3%	\$68,000	\$62,000	\$60,000 - \$80,000
General Management	2%	\$76,667	\$75,000	\$75,000 - \$80,000
Legal	3%	\$168,926	\$185,000	\$75,000 - \$200,000
Other	26%	\$73,829	\$70,127	\$50,000 - \$173,771



- Investment Research 5%
- Investment Banking 5%
- Retail /Commercial Banking 4%
- Risk Management 4%
- Sales & Trading 2%
- Wealth Management 4%
- Finance - Other 10%
- Consulting – Strategy 12%
- Consulting – Other 12%
- Brand/Product Management 7%
- Other Marketing/Sales 3%
- General Management 2%
- Legal 3%
- Other 26%

Methods of Finding Full-time Employment

Source	% Employed
Rotman Job Posting	53%
Rotman Alumni Connection	2%
Rotman Faculty Connection	1%
Rotman Club Connection	1%
Personal Network	29%
External Job Board	13%
Search Firm	1%

Employment by Geographic Region

Location	% Employed
GTA	82%
Canada (not GTA)	2%
Asia	6%
USA	7%
Other	3%

57% graduates found work through Rotman sources.

98 Companies Hired 2009 Graduates

Alstom Power	Invesco Trimark	Scotiabank
Atlantic Lottery Corporation	Jacob Securities Inc.	SECOR Consulting
Bain & Company	JOHNSON & JOHNSON	SHAWCOR LTD.
Barclays Capital	MEDICAL PRODUCTS	Singular Asset Management
Bell Canada Enterprises	King Pharma Canada	Smart Centers
Bloom Burton and Co	Kraft Canada Inc.	Standard Chartered Bank
Blueballoon Health Services	LEVEL5 Strategic Brand Advisors	Sumitomo Trust & Banking Company Ltd.
BMO Bank of Montreal	Macau Institute of Management	Sun Life Financial
BMO Capital Markets	McKinsey	Surje & Company
BMO Financial Group	McMillan LLP	TD Bank Financial Group
Booz & Co.	Method Inc.	TD Securities
Bristol-Myers Squibb Company	Microsoft Canada	Teach for America
Capital One	Ministry of Health and Long Term Care	Techcom Computer Systems
CIBC	Monitor Group	TELUS
CIBC World Markets	Mount Sinai Hospital	The Hospital for Sick Children
Citigroup	NBBJ	The Learning Partnership
Cormark Securities Inc.	NEC Japan	The Nielsen Company
Courtyard Group	North York General Hospital	The Sonia and Arthur Labatt Fellowships
CPP Investment Board	Oliver Wyman	Toronto Reel Asian International Film Festival
Dayforce Inc.	OPG Inc.	Trioro Inc.
Deloitte	Pareto	University Health Network
Designworks	Paul Weiss Rifkind Wharton & Garrison LLP	Veritas Investment Research
Eli Lilly Canada, Inc.	Pond Biofuels Inc.	World Literacy
Energizer Canada	Procter & Gamble	World Wildlife Fund
Frito-Lay Canada	Prowis Inc.	WWF Canada
Genus Capital Management	Raymond James Ltd.	Yorkville Corporation
Grand Cathay Securities (Hong Kong) Limited	RBC Capital Markets	ZS Associates
Hewitt Associates	RBC Dominion Securities Inc.	
Hydro One Networks Inc.	RBC Financial Group	
IBM Global Business Services	Research In Motion	
ICF International	Right to Play	
Independent Electricity Systems Operator	Rogers Communications Inc.	
Infosys	Ropes & Gray LLP	
Infrastructure Ontario	Royal Bank of Canada	
Intelliware Development	Ryan Technologies Ltd.	
Interbrand (Canada)	Scotia Capital	

Rotman School Of Management MBA Class of 2010

MBA Class of 2010: Summer 2009 Employment Rate

Summer 2009 Salary

Mean Monthly Salary	\$5,149
Median Monthly Salary	\$4,938
Monthly Salary Range	\$1,400 - \$13,000

52% of employed students provided salary information

*Respondents are the MBA Class of 2010 and their employment information during the summer of 2009.

79% of students seeking employment had jobs in the summer of 2009.

MBA 2010 Employment and Salary by Industry

Industry	% Employed	Mean	Median	Range
Financial Services	42%	\$5,346	\$5,000	\$1,000 - \$9,100
Consulting	15%	\$4,443	\$4,938	\$1,500 - \$6,670
Information Technology	7%	\$3,009	\$3,000	\$1,500 - \$4,537
Consumer Goods	5%	\$4,695	\$4,767	\$4,160 - \$5,084
Energy & Natural Resources	9%	\$5,079	\$4,583	\$3,750 - \$7,600
Government/Non-profit	5%	\$4,840	\$4,500	\$3,000 - \$8,700
Healthcare/Health Services	7%	\$4,292	\$3,490	\$1,739 - \$ 8,450
Other	10%	\$4,977	\$4,167	\$1,083 - \$13,000



- Financial Services 42%
- Consulting 15%
- Information Technology 7%
- Consumer Goods 5%
- Energy & Natural Resources 9%
- Government/Non-profit 5%
- Healthcare/Health Services 7%
- Other 10%

MBA 2010 Employment and Salary by Functional Area

Functional Area	% Employed	Mean	Median	Range
Investment Research	4%	\$4,361	\$5,833	\$1,000 - \$6,250
Investment Banking	7%	\$7,669	\$7,500	\$7,083 - \$9,100
Risk Management	5%	\$4,867	\$4,583	\$4,167 - \$6,000
Sales & Trading	4%	\$5,583	\$5,417	\$4,000 - \$7,500
Portfolio Management	4%	\$4,833	\$5,417	\$2,000 - \$7,083
Finance - Other	11%	\$5,029	\$5,000	\$4,200 - \$8,250
Consulting – Strategy	12%	\$5,008	\$5,209	\$2,500 - \$7,500
Consulting – Other	14%	\$4,363	\$4,875	\$1,300 - \$8,700
Marketing	10%	\$4,399	\$4,160	\$4,000 - \$5,084
Business Analyst	10%	\$4,186	\$4,417	\$2,500 - \$5,000
Business Development	3%	\$4,712	\$4,537	\$2,000 - \$7,600
Other	17%	\$4,542	\$4,084	\$1,500 - \$13,000



Class of 2010

Methods of Finding Summer Employment

Source	% Employed
Rotman Job Posting	77%
Rotman Alumni Connection	1%
Rotman Faculty Connection	1%
Rotman Club Connection	4%
Personal Network	15%
External Job Board	2%

Employment by Geographic Region

Location	% Employed
GTA	80%
Canada (not GTA)	10%
Asia	5%
USA	1%
Europe	3%
Other	1%

83% of students found summer employment through Rotman resources.

85 Companies Hired Summer 2009 Interns

Acciona North America
Bank of America Merrill
Lynch
Bank of Montreal
Bata Limited
Benecaid Health Benefit
Solutions Inc.
BioDiscovery Toronto Inc.
Blake, Cassels & Graydon
LLP
BMO Capital Markets
Canadian High
Commission in London
Changjiang Financing
Services
Charity Intelligence
Chesterton
CIBC
CIBC World Markets
Coach Leigh
CPP Investment Board
CSI Global Education Inc.
Curvature Hedge
Strategies
Deloitte
Deloitte - Tech Strategy
Deutsche Bank Securities
Ltd.
Dewey & LeBoeuf, LLP
Diamond Trust Bank
(Kenya)
Direct Energy
Eli Lilly Canada, Inc.
Entrinsic Partners

EveryKey Global
Frito-Lay Canada
General Mills Canada
Corporation
Gennum Corporation
Hydro One Networks Inc.
IBM
IBM Global Business
Services
Impact Consulting Group
Infosys Technologies Ltd.
ING Direct
Kinross Gold Corporation
KPMG India Ltd
Kraft Canada Inc.
Lavalife Corp.
LexisNexis Canada
LogicTree Consulting Inc.
London Economics
International LLC
LPR Global
Macquarie Group
MCIS
Medonyx Inc.
Mendicant Group
Ministry of Health and Long
Term Care
Morrison Hershfield
Mount Sinai Hospital
Mt. Sinai
nD Insight Corporation
Nikon Ltd.
North American Hoganas
Inc.

Oliver Wyman
PepsiCo, Inc.
Proudfoot Consulting
Rasmala Investments
Holding Ltd
RBC Capital Markets
RBC Capital Markets
(London)
RBC Wealth Management
Research In Motion
Rogers Communications
Inc.
Rotman Nexus
Saint Elizabeth Health Care
Scotia Capital
Scotiabank
SickKids Foundation
Signal Hill Equity Partners
Specialty Care
Steelcase
Su-mitra Inc.
Sun Life Financial
TD Bank Financial Group
TD Securities
TD Asset Management
Technical Standards and
Safety Authority
TELUS
Therapure Biopharma Inc.
UBS
University Health Network
Wal-Mart Canada Corp.
White & Case
ZS Associates

Directory of Companies

Recruiting at Rotman 2008-2009

Consulting

A.T. Kearney Ltd.
Accenture Inc.
Bain & Company
BeneFACT Consulting Group
Bettencourt & Company Consulting
Booz & Co.
Boston Consulting Group
Campbell Alliance
Capgemini Canada
Coremotive
Courtyard Group
DECODE
Deloitte
Designworks
Deutsche Post World Net Inhouse Consulting GmbH
H. Sudan and Company Inc.
IBM Global Business Services
Impact Consulting Group
inCode Telecom Group
Institute for Competitiveness & Prosperity
Intelliware Development
Investor Economics
Loop Initiatives

LPR Global
Managerial Design Corporation
McKinsey
MD+A Consultants
Mindfirst Inc.
Monitor Group
nD Insight Corporation
Oliver Wyman
Podium Strategic Partners Inc.
Quinan Thompson O'Rourke
Right Management Consultants
RLG International
Roland Berger Strategy Consultants
Rotman Nexus
RPO Management Consultants
Satov Consultants/Torque Customer Strategy
SECOR Consulting
su Mitra
Surje & Company
The Bedford Consulting Group
The Resource Corporation
ZS Associates

Financial Services

AllianceBernstein
American Express Canada Inc.
Bank of America Merrill Lynch
Bank of Canada
Barret Capital Management
Berkeley Payment Solutions
Bernstein Global Value Equities
BMO Capital Markets
BMO Financial Group
Canadian Depository for Securities Limited
Capital One
China Asset Management Co., Ltd.
CIBC
CIBC World Markets
Cognolink
Cormark Securities Inc.
Corporate Connections Centre
CPP Investment Board

Credit Suisse Securities (Canada) Inc.
CSI Global (Canadian Securities Institute)
CSI Global Education Inc.
Deacon & Co
Dundee Wealth Management
Edenbrook Hill Capital Ltd.
Edward Jones
Genuity Capital Markets
Hospitals of Ontario Pension Plan
HSBC Bank Canada
Infinium Capital Corp.
ING Direct
Invesco Trimark
Investors Group Financial Services Incorporated
Jantzi Research Inc.
Kestrel Capital Management
Letko Brosseau & Associates Inc.

Lightwater Partners Ltd.
 London Economics International LLC
 Macquarie Group
 Manulife Financial
 Mercury Partners, Inc.
 Middlefield Capital Corporation
 Moody's Canada Inc.
 Morgan Stanley
 MPartners
 National Bank Financial
 National Bank of Canada
 OMERS Private Equity
 Ontario Teachers' Pension Plan Board
 RBC Capital Markets
 RBC Financial Group

Consumer Goods

Cott Beverages
 Estee Lauder Cosmetics
 Frito-Lay Canada
 General Electric
 General Mills Canada Corporation
 Genuine Health
 Johnson & Johnson Family of Companies
 Kraft Canada Inc.

Government

BC Ministry of Finance
 City of Toronto
 Export Development Canada
 Government of Ontario -
 HealthForceOntario
 Hong Kong Economic and Trade Office
 Infrastructure Ontario
 Legislative Assembly of Ontario

Non-Profit

Aspen Institute Center for Business Education
 Canadian Environmental Technology
 Advancement Corporation West (CETAC-
 WEST)
 Canadian Merit Scholarship Foundation
 Causeway Social Finance
 Center for Social Innovation
 Frontier College

Siemens Management Consulting
 Scotia Capital
 Scotiabank
 Signal Hill Equity Partners
 South Pole Asset Management
 Standard & Poor
 Standard Chartered Bank
 Sun Life Financial
 TD Bank Financial Group
 TD Securities
 Thomas Weisel Partners
 Torquest Partners
 UBS Securities Inc.
 Women in Capital Markets

Labatt Breweries of Canada
 Maple Leaf Foods Inc.
 Pepsi Cola Canada Beverages Ltd.
 Procter & Gamble
 Sears Canada
 Spin Master Toys
 Wal-Mart Canada Corp.
 Whirlpool Canada Inc.

London High Commission
 Ministry of Community Safety and
 Correctional Services
 Ministry of Health and Long Term Care
 Ministry of Small Business and Consumer
 Services
 National Research Council Canada
 Ontario Energy Board

MBAs Without Borders Inc.
 Mixed Company Theatre
 Ontario Council for International
 Cooperation
 The Sonia and Arthur Labatt Fellowships
 U.S. Commercial Service
 United Nations Development Programme

Media/Communications

Mobile Apps Inc.

Outperform Media

Health Care and Biotechnology

Bayer Inc.
Benecaid Health Benefit Solutions Inc.
Cancer Care Ontario
Cardinal Health Canada
Eli Lilly Canada, Inc.
GlaxoSmithKline
IMS Health Canada
Innovation Institute of Ontario
Johnson & Johnson Medical Products

Monsanto Canada Inc.
Mount Sinai Hospital
Ornge
Shared Information Management Systems (SIMS)
Vitalaire
VetStrategy
VHA Home HealthCare

Energy/Natural Resources

BP
Bruce Nuclear Power
Brunel Canada
Hydro One Networks Inc.
Imperial Oil

National Fuel
Ontario Power Generation Inc.
Power Corporation of Ontario
Shawcor Ltd.

Other

Canadian Academy of Arts and Sciences
Chinese Professional Network
Cosmo Sports Jobs
Ingersoll Rand Security Technologies
Jantzi Research Inc.

Loblaw Companies Ltd.
MBAC Fertilizer Corp
NERA Economic Consulting
York University
Smart Centres

Technology

Advanced Technology Investment Company (ATIC)
Bell Canada Enterprises
DAVE Wireless
IBM Global Business Services
inCode Telecom Group
ITC Systems

Microsoft
Microsoft Canada
Nortel Networks
Research In Motion
Rogers Communications Inc.
SOC Technologies
Westport Innovations

Professional Services

Accetis International
Adventis Personnel Inc.
Ambit Search
Bay Street HR
Brainhunter
Chinese Professional Network

CognoLink Limited
Everest Management Group
Global Sources
Herrmann Group Ltd
Helen Wilson Recruitment
Hewitt Associates
HURECA- Human Resources Capital
Info-Tech Research Group
JobSearch Canada
Ogilvy & Mather
Oxford HR Consultants
Parkwood Associates, Inc.
Ray and Berndtson
Robert Half Finance & Accounting
Sandy Paynter and Co Inc.
Thorek/Scott and Partners
wert & Company

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