

2008 / 2009 HBA Permanent Placement Report



Director's Message

Congratulations to the Ivey HBA class of 2009! This was another successful year for Ivey HBA permanent placement, as they achieved 92% placement across a variety of industries, functions, geographies and companies.

What follows is the summary of employment information as reported by the students.

If you have any questions, please contact the Career Management Office at (519) 661-3270.

Sincerely,

A handwritten signature in black ink, reading "Sharon Irwin-Foulon". The signature is written in a cursive, flowing style.

Sharon Irwin-Foulon

Director, Ivey Career Management

Placement and Avenue

JOB STATUS	% of Job Seekers
Received Offer(s)	92%
Still Seeking Employment	8%

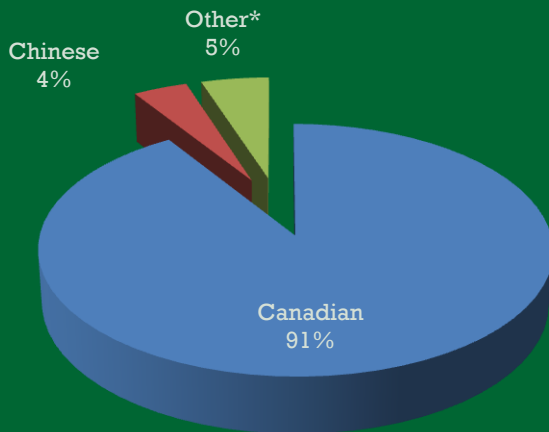
REPORTING INFORMATION	% of HBA Class
Actively Seeking Employment	79%
Not Seeking Employment	10%
Reporting Rate	89%
No Information Provided	11%

SOURCE OF OFFER	% of Offers
Student Facilitated*	16%
School Facilitated*	70%
No Information Provided	14%

*See appendix for definitions.

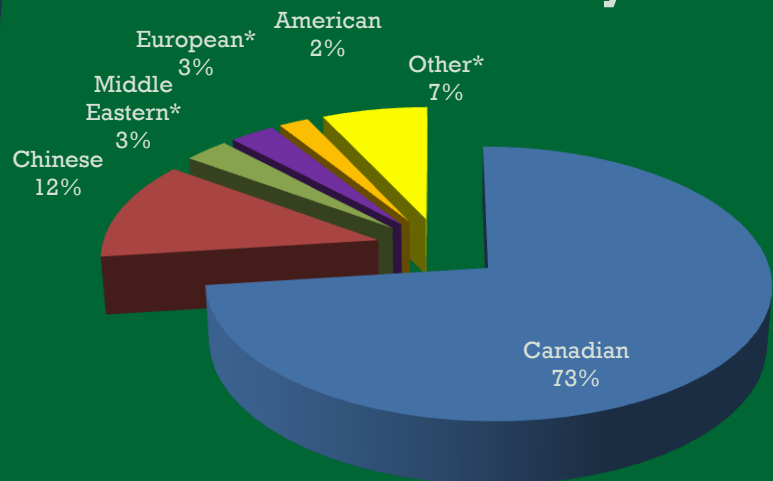
Demographics

Citizenship



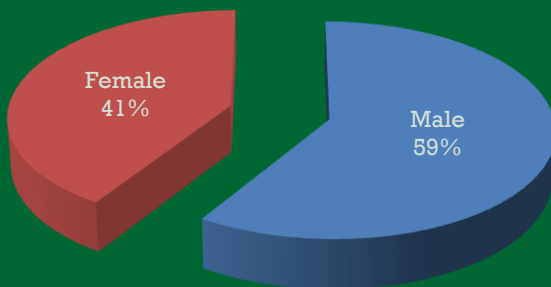
*See appendix for details.

Birth Country



*See appendix for details.

Gender



Compensation by Industry

- **Average Total Compensation was \$62,189*.**
Up from \$60,040 in 2008.

*Includes: Base salary, signing bonus and other guaranteed compensation, as reported by our graduates.

Industry - Base Salary	Percentage Of Students	High	Mean	Median	Low
Accounting	26%	\$45,000	\$43,712	\$45,000	\$29,000
Consulting-Management	10%	\$80,400	\$66,047	\$70,000	\$41,752
Consulting-Other**	4%	\$65,000	\$61,250	\$62,500	\$52,500
Consumer Packaged Goods	7%	\$63,000	\$55,638	\$56,367	\$45,200
Education	4%	\$52,000	\$44,800	\$50,000	\$30,000
Electricity / Gas / Water	5%	\$65,500	\$58,354	\$58,750	\$47,500
Finance-Corporate Office	5%	\$85,000	\$59,286	\$55,000	\$50,000
Finance-Corporate Banking**	17%	\$86,554	\$72,372	\$75,000	\$48,000
Finance-Investment Management**	4%	\$75,000	\$61,563	\$62,500	\$50,000
Finance-Other**	2%	\$75,000	\$66,667	\$65,000	\$48,000
IT/Telecommunications	5%	\$57,000	\$47,100	\$46,000	\$40,000
Marketing / Advertising / PR	3%	Not enough data available.			
Wholesale/Retail	2%	\$55,000	\$43,333	\$40,000	\$35,000
Other**	6%	\$83,600	\$61,320	\$65,000	\$40,000

**See appendix for details.

Compensation by Function and Geography

Function - Base Salary.	Percentage of Students	High	Mean	Median	Low
Accounting	29%	\$60,000	\$44,483	\$45,000	\$29,000
Consulting-Management	12%	\$80,400	\$66,486	\$69,000	\$41,752
Consulting-Other*	2%	\$55,000	\$51,167	\$52,500	\$46,000
Finance-Corporate Banking*	18%	\$86,554	\$71,174	\$75,000	\$48,000
Finance-Investment Management*	3%	\$75,000	\$62,917	\$65,000	\$50,000
Finance-Other*	5%	\$85,000	\$62,350	\$65,250	\$33,600
Marketing	10%	\$63,000	\$54,286	\$58,000	\$40,000
Operations	9%	\$83,600	\$53,738	\$50,000	\$30,000
Rotational Programs	5%	\$65,000	\$55,000	\$55,000	\$46,000
Sales	7%	\$62,000	\$54,225	\$56,000	\$40,000

Geography - Base Salary	Percentage of Students	High	Mean	Median	Low
Asia	2%	\$80,000	\$68,673	\$78,020	\$48,000
Canada-Alberta	4%	\$70,000	\$61,500	\$61,000	\$55,000
Canada-British Columbia	2%	Not enough data available.			
Canada-ON-London	12%	\$60,000	\$46,212	\$45,000	\$30,000
Canada-ON-GTA	65%	\$85,000	\$58,961	\$57,500	\$40,000
Canada-ON-Other*	4%	\$65,000	\$48,779	\$48,750	\$29,000
Canada-Other*	2%	Not enough data available.			
Europe	2%	Not enough data available.			
Middle East	2%	Not enough data available.			
United States-New York	3%	\$86,554	\$79,819	\$78,861	\$75,000
United States-Other*	3%	\$80,400	\$74,627	\$78,000	\$60,000

*See appendix for details.

Recruiting Organizations

➤ This year over 185 companies recruited Ivey HBA students, for permanent positions, including:

A.T. Kearney	CIBC Wholesale Banking
Accenture	Citibank Canada
Aerotek Canada	Citibank N.A. (Hong Kong)
AIG Commercial Insurance Company of Canada	Citigroup Global Markets Canada
Air Canada	CMA Ontario
AltaGas Ltd.	Colgate-Palmolive Canada Inc.
Altman Vilandrie & Company	College Pro Painters
American Express	Collins Recruitment Group
ARC Financial Corp.	Concert Properties Ltd.
ArcelorMittal Dofasco	Connect-123
Armstrong Partnership Ltd	Cormark Securities
Atkinson Lambert Limited	Courtyard Group
Audax Private Equity	CPP Investment Board
Aztex Enterprises Ltd.	Credit Suisse
Bain & Company Canada Inc.	CSDC Systems Inc.
Bell Canada Enterprises	Culligan International Company
Blair Franklin Capital Partners	Day Advertising Inc.
BMO Capital Markets	Deloitte
BMO Private Client Group	DePutter Publishing Ltd.
Booz & Company	Deutsche Bank
BP Canada Energy Company	Direct Energy
Brainstorm Consulting	Donnelly Management Advisory Services Limited
Bruce Power	Dundee Securities Corporation
Canada Revenue Agency	Dundee Wealth
CANADEM	Egan Visual & Teamboard
Canadian Coalition For Good Governance	Ernst & Young LLP
Canadian Tire Corporation Limited	Evercore Partners
Capgemini	Evidently
Career Edge Organization	Federal Development LLC
Celestica Inc.	Fidelity
China Asset Management Co., Ltd.	Free The Children
CIBC Bank	Friedman Recruitment Consultants
	GE Capital Solutions

Recruiting Organizations

General Electric (GE) Canada
General Mills
Genuity Capital Markets
GMA Cover Corp
Goldman Sachs & Co.
Grant Thornton (Consulting & Advisory)
Greenhill
Head 2 Head
Hi Tech Research Consultants
Home Depot
Hong Kong Economic and Trade Office
Houlihan Lokey Howard & Zukin
HSBC Bank
HSBC Bank (China) Company Limited
HSBC Hong Kong
HSBC Securities (Canada) Inc.
Hudson's Bay Company
Hugessen Consulting Inc.
Hydro One Networks
IBM Global Business Services
Imperial Capital Group Ltd.
Imperial Oil Limited
Infinium Capital
Info-Tech Research Group Inc.
Intact Insurance
Investors Group Financial Services
Iovate Health Sciences Inc.
Ivey Connects
J.D. Irving, Limited
Jantzi Research Inc.
Johnson & Johnson Consumer Products
JP Morgan
Kangaroo Design
KPMG LLP
Kraft Foods
Labatt Breweries of Canada
Lazard Corporation

Library of Parliament
LNR Partners, Inc.
Loblaw Companies Limited
LoyaltyOne
MacPhie & Company Inc.
Macquarie North America Ltd.
Managerial Design
Manulife Financial
Manulife Securities Inc.
Maple Leaf Foods Inc.
Marble Slab Creamery
Markit Group Limited
Mawer Investment Management Ltd.
McKinsey & Company
Mercedes-Benz Canada
Merrill Lynch Canada Inc
MF Global Canada Co.
Monitor Group
National Bank Financial
nD-Insight Corporation
nGenera
Nike Canada
NM Rothschild & Sons Canada Limited
Nortel Networks
Office of the Comptroller General
Oliver Wyman
Ombudsman for Banking Services and
Investments
Open Text
Outperform Media
Paladin Labs Inc
Pepsi Bottling Group
PepsiCo
Petro Canada Inc.
PricewaterhouseCoopers
Prism Services Inc.
Procter & Gamble Inc.

Recruiting Organizations

RBC
RBC Capital Markets
RecycleBank
Research In Motion Limited
RicePoint Class Action Services Inc.
Richard Ivey School of Business
Rogers Communications Inc.
Roland Berger
RSM Richter (Accounting)
S.C. Johnson
SAATCHI & SAATCHI
Salomon Canada
Satov Consultants Inc.
Scotia Capital
Sears
Secor Consulting
SEI Investments (Asia) Limited
Shell Canada Limited
Stoney Bridge Partners Inc.
Sun Life Financial
Sylvan Learning Centre
System-On-Chip (SOC) Technologies Inc.
TD Asset Management
TD Bank Financial Group
TD Canada Trust
TD Securities
TELUS
The Boston Consulting Group
The Canadian Depository for Securities
Ltd.
The Fraser Institute
The National Competitiveness Center
The World Bank
Thomas Weisel Partners
Torque Lead Generation
Torquest Partners
Towers Perrin Inc.

TransCanada
U.S. Commercial Service
UBS
Union Gas
Union Square Advisors
Viva Nicaragua
Walt Disney Studios Motion Pictures
Canada
War Child Canada
Watson Wyatt Worldwide
Xerox Canada
ZS Associates

Appendix

Source of Offer-Student Facilitated Includes:	Direct Contact, Executive Search Firm, Friend/Non-Ivey Referral, Internet/Company Website/Newspaper Posting and Pre-Ivey Employer.
Source of Offer-School Facilitated Includes:	Alumni Referral/Partnership Program, Club Event, Company Info Session, eZone Posting, Faculty Referral and Ivey Classmate Referral.
Citizenship-Other Includes:	American, German, Indian, Israeli, Japanese, Kenyan, Korean, Pakistani, Singaporean, South African and Trinidadian.
Birth Country-Other Includes:	Australia, Brazil, Colombia, India, Kenya, Korea, Pakistan, Peru, South Africa, Trinidad and Tobago, United States and Venezuela,.
Birth Country-Middle Eastern	Israel, Saudi Arabia, Syrian, United Arab Emirates and Yemen.
Birth Country-European	Albania, England, Italy, Netherlands, Poland, Ukraine,
Industry-Consulting-Other Includes:	Finance, Healthcare and Human resources.
Industry-Finance-Corporate Banking Includes:	Investment Banking, Sales & Trading and Equity Research.
Industry-Finance-Investment Management Includes:	Asset/Portfolio Management, Wealth Management and Pension.
Industry-Finance-Other Includes:	Insurance, Private Equity and Venture Capital, and Risk Management.
Industry-Other Includes:	Agribusiness, Government, Legal, Leisure, Media, Not for Profit, Real Estate and Transportation.
Function-Consulting-Other Includes:	All non-management consulting.

Appendix

Function-Finance-Corporate
Banking Includes:

Investment Banking, Sales & Trading and Equity
Research.

Function-Finance-Investment
Management Includes:

Asset/Portfolio Management, Wealth Management
and Pension.

Function-Finance-Other
Includes:

Auditor, Risk Management, Private Equity and
Generalist.

Geography-Canada-ON-Other
Includes:

Kitchener/Waterloo and Ottawa.

Geography-Canada-Other
Includes:

Manitoba and Quebec.

Geography-Other-USA Includes: Dallas, Detroit, Los Angeles and San Francisco.