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,

Sharon Irwin-Foulon
Director, Ivey Career Management
## Placement and Avenue

### JOBS Status

<table>
<thead>
<tr>
<th>Job Status</th>
<th>% of Job Seekers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Received Offer(s)</td>
<td>92%</td>
</tr>
<tr>
<td>Still Seeking Employment</td>
<td>8%</td>
</tr>
</tbody>
</table>

### Reporting Information

<table>
<thead>
<tr>
<th>Reporting Information</th>
<th>% of HBA Class</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Seeking Employment</td>
<td>79%</td>
</tr>
<tr>
<td>Not Seeking Employment</td>
<td>10%</td>
</tr>
<tr>
<td><strong>Reporting Rate</strong></td>
<td><strong>89%</strong></td>
</tr>
<tr>
<td>No Information Provided</td>
<td>11%</td>
</tr>
</tbody>
</table>

### Source of Offer

<table>
<thead>
<tr>
<th>Source of Offer</th>
<th>% of Offers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Facilitated*</td>
<td>16%</td>
</tr>
<tr>
<td>School Facilitated*</td>
<td>70%</td>
</tr>
<tr>
<td>No Information Provided</td>
<td>14%</td>
</tr>
</tbody>
</table>

*See appendix for definitions.*
Demographics

**Gender**
- Male: 59%
- Female: 41%

*See appendix for details.

**Citizenship**
- Canadian: 91%
- Chinese: 4%
- Other*: 5%

*See appendix for details.

**Birth Country**
- Canadian: 73%
- Chinese: 12%
- Middle Eastern*: 3%
- European*: 3%
- American: 2%
- Other*: 7%

*See appendix for details.
## 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.

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

**See appendix for details.**
## Compensation by Function and Geography

### Function - Base Salary

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

### Geography - Base Salary

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

*See appendix for details.*
This year over 185 companies recruited Ivey HBA students, for permanent positions, including:

- A.T. Kearney
- Accenture
- Aerotek Canada
- AIG Commercial Insurance Company of Canada
- Air Canada
- AltaGas Ltd.
- Altman Vilandrie & Company
- American Express
- ARC Financial Corp.
- ArcelorMittal Dofasco
- Armstrong Partnership Ltd
- Atkinson Lambert Limited
- Audax Private Equity
- Aztex Enterprises Ltd.
- Bain & Company Canada Inc.
- Bell Canada Enterprises
- Blair Franklin Capital Partners
- BMO Capital Markets
- BMO Private Client Group
- Booz & Company
- BP Canada Energy Company
- Brainstorm Consulting
- Bruce Power
- Canada Revenue Agency
- CANADEM
- Canadian Coalition For Good Governance
- Canadian Tire Corporation Limited
- Capgemini
- Career Edge Organization
- Celestica Inc.
- China Asset Management Co., Ltd.
- CIBC Bank

- CIBC Wholesale Banking
- Citibank Canada
- Citibank N.A. (Hong Kong)
- Citigroup Global Markets Canada
- CMA Ontario
- Colgate-Palmolive Canada Inc.
- College Pro Painters
- Collins Recruitment Group
- Concert Properties Ltd.
- Connect-123
- Cormark Securities
- Courtyard Group
- CPP Investment Board
- Credit Suisse
- CSDC Systems Inc.
- Culligan International Company
- Day Advertising Inc.
- Deloitte
- Deputter Publishing Ltd.
- Deutsche Bank
- Direct Energy
- Donnelly Management Advisory Services Limited
- Dundee Securities Corporation
- Dundee Wealth
- Egan Visual & Teamboard
- Ernst & Young LLP
- Evercore Partners
- Evidently
- Federal Development LLC
- Fidelity
- Free The Children
- 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-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-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.