

HBA



SARAH KHAN, IVEY HBA ALUMNA

2009/2010 HBA Permanent Employment Report



Richard Ivey School of Business
The University of Western Ontario

Contents:

Placement and Avenue **2** | Demographics **2** | Compensation by Industry **3**
Compensation by Function **4** | Compensation by Geography **5**
Recruiting Organizations **6** | Appendix **8**

Director's Message

Congratulations to the Ivey HBA class of 2010! 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

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

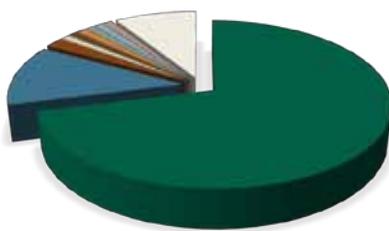
Reporting Information	% of Class
Actively Seeking Employment	74%
Not Seeking Employment	11%
Starting a Business	2%
Continuing Education	8%
Postponing Job Search	1%
Reporting Rate	85%
No Information Provided	15%

Source of Offer	% of Offers
Student Facilitated*	20%
School Facilitated*	72%
No Information Provided	8%

*See appendix for details

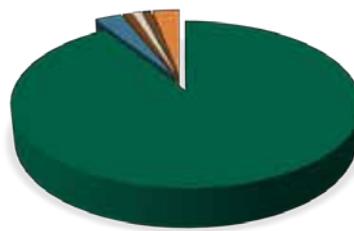
Demographics

Birth Country



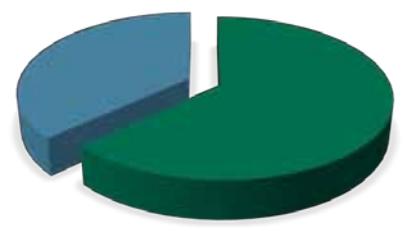
BIRTH COUNTRY	% OF CLASS
Canada.....	71%
China.....	12%
Pakistan.....	2%
India.....	1%
United States.....	1%
Korea.....	1%
United Arab Emirates.....	1%
Israel.....	1%
United Kingdom.....	1%
Other*.....	9%

Citizenship



CITIZENSHIP	% OF CLASS
Canadian.....	91%
Chinese.....	3%
Indian.....	1%
Pakistani.....	1%
American.....	1%
Other*.....	3%

Gender



GENDER	% OF CLASS
Male.....	63%
Female.....	37%

*See appendix for details

Compensation by Industry

Average Total Compensation **\$61,099**

includes: Base salary, signing bonus, and other guaranteed compensation.

Industry - Base Salary	% of Offers	Mean	Median	High	Low
Accounting	27%	\$42,808	\$45,000	\$45,000	\$38,000
Consulting	14%	\$60,512	\$65,000	\$84,000	\$12,000
Consumer Packaged Goods	9%	\$54,363	\$56,500	\$64,000	\$38,400
Education	3%	Not enough data available.			
Energy/Resources	2%	\$46,712	\$46,712	\$56,500	\$36,924
Finance-Corporate Banking*	16%	\$74,294	\$73,500	\$92,000	\$50,000
Financial-Corporate Office	3%	\$50,500	\$52,500	\$60,000	\$37,000
Finance-Other*	4%	\$56,500	\$56,500	\$65,000	\$48,000
IT/Telecommunications	6%	\$48,000	\$49,500	\$57,000	\$36,000
Manufacturing	2%	Not enough data available.			
Marketing/Advertising/ Public Relations	4%	Not enough data available.			
Real Estate/Construction	2%	Not enough data available.			
Wholesale-Retail	3%	\$42,500	\$42,500	\$45,000	\$40,000
Other*	5%	Not enough data available.			

*See appendix for details

Compensation by Function

Function - Base Salary	% of Offers	Mean	Median	High	Low
Accounting	32%	\$42,387	\$45,000	\$45,000	\$36,924
Consulting	16%	\$60,512	\$65,000	\$84,000	\$12,000
Finance-Corporate Banking*	18%	\$73,829	\$72,044	\$92,000	\$50,000
Finance-Other*	6%	\$55,333	\$58,000	\$60,000	\$48,000
Leadership Development Programs	3%	\$46,500	\$47,500	\$55,000	\$37,000
Marketing	10%	\$51,500	\$52,500	\$64,000	\$40,000
Operations	7%	\$47,588	\$46,925	\$56,500	\$40,000
Sales	5%	\$44,800	\$38,400	\$60,000	\$36,000
Other*	4%	\$45,000	\$45,000	\$50,000	\$40,000

*See appendix for details

Compensation by Geography

Geography - Base Salary	% of Offers	Mean	Median	High	Low
Asia	5%	\$49,339	\$37,000	\$90,000	\$12,000
Canada-Alberta	4%	\$67,900	\$70,000	\$90,000	\$40,000
Canada-BC-Vancouver	2%	\$38,750	\$38,750	\$39,000	\$38,500
Canada-ON-London	7%	\$43,529	\$44,000	\$50,000	\$36,924
Canada-ON-Other*	3%	\$47,333	\$44,000	\$60,000	\$38,000
Canada-ON-Toronto/GTA	68%	\$56,767	\$55,000	\$92,000	\$40,000
Canada-Other*	2%	\$61,500	\$61,500	\$85,000	\$38,000
Europe	2%	Not enough data available.			
Middle East	2%	Not enough data available.			
United States	5%	\$73,283	\$72,794	\$82,500	\$68,035

*See appendix for details

Recruiting Companies

This year over 235 companies recruited Ivey HBA students, including:

3XCD Inc	BMO Private Client Group	Citigroup Global Markets Canada	Donnelly Management Advisory Services Limited	HayGroup
A.T. Kearney	BMW Group Canada Inc.	CMA Ontario	Eagle Eye Capital	Headcan
Accenture	Boehmer Box	Concert Properties Ltd.	Empire Life	Helen Ziegler & Associates, Inc.
ACE INA Insurance	Booz & Company	Cormark Securities	Ernst & Young LLP	Hewlett Packard
ADM (Archer Daniels Midland)	BP Canada Energy Company	Corporate Consultants	Evercore Partners	Honda Trading Canada Inc.
Alberto-Culver Canada Inc.	Brookfield Financial	Corporate Executive Board	Famz Developments Ltd	Houlihan Lokey Howard & Zukin
Alghanim Industries	Burgundy Asset Management Ltd.	Council of the Federation Secretariat	Farm Credit Canada	HSBC Bank
Alpha Employment Solutions	Campus Vacations Inc.	CPG Connect	Fidelity Investments	HSBC Securities (Canada) Inc.
AltaGas Ltd.	Canaccord Adams	CPP Investment Board	Focus Reports	Hudson's Bay Company
Alvarez & Marsal Canada ULC	CANADEM	Cranson Capital Solutions Inc.	Ford Keast LLP	Hugessen Consulting Inc.
American Express	Canadian Blast Freezers Ltd.	Credit Suisse	Freeze-Dry Foods Ltd.	IBM Canada Ltd.
ArcelorMittal Dofasco	Canadian Curling Association	Dairy Lane Systems Ltd.	Fusion Retail Analytics	IBM Global Business Services
Armstrong Partnership Ltd	Canadian Tire Corporation Limited	De Lage Landen	General Electric (GE) Canada	Impact Entrepreneurship Group
Audax Private Equity	Capgemini	Debt Freedom Financial Services Group of Companies	General Mills	Imperial Oil Limited
Auxien Group	Capital IQ	Deloitte (Audit, Tax & ERS)	Genuity Capital Markets	Imperial Tobacco Canada
Bain & Company Canada Inc.	Career Edge Organization	Deloitte (China)	Gerson Lehrman Group	Info-Tech Research Group Inc.
Bank of Canada	CGI	Deloitte (Consulting)	Global Leinstung Verhaltnis	Intact Insurance
Barclays Capital	Chill Chain Logistics Ltd.	Deloitte (Financial Advisory)	GMA Cover Corp	Intellectual Ventures
Bay Street HR	CIBC Wholesale Banking	Desjardins Securities Inc	Goldman Sachs & Co.	Inter-Co
BDO Dunwoody LLP	Cintas	Deutsche Bank	Goldman Sachs (Asia) L.L.C.	Invest Toronto
Bell Canada Enterprises	Citi	Deutsche Post DHL	Grant Thornton (Accounting)	Investor Economics
Bell Mobility	Citibank Canada	Digital Boundary Group	Greenhill	Investors Group Financial Services
Blair Franklin Capital Partners	Citibank N.A. (Hong Kong)		GWL Realty Advisors Inc.	

J.D. Irving, Limited	Mercer (Canada) Limited	Ontario Teachers Pension Plan Board	Salford Farm Machinery Ltd.	Thomas Weisel Partners
Janet David & Associates Inc.	Merrill Lynch Canada - Bank of America	Parker Simone LLP	Salomon Canada	Towers Watson
Johnson & Johnson Consumer Products	Middlefield Group	Pasona Canada	Sarbit Advisory Services Inc.	TransAlta Corporation
JP Morgan	Millennium Research Group	PCCW Limited	Satov	TSC Stores
JPMorgan Securities (Asia Pacific) Ltd.	Molson Companies Limited	PepsiCo	Schaeffler Canada Inc.	U.S. Commercial Service
Kara Vita	Monitor Group	Philips Electronics China	Scotia Capital	UBS
Knightsbridge Foreign Exchange Inc.	Monteith Building Group	Powell Jones LLP	Sears	Union Gas
Korn/Ferry International	Moody's Investors Service	Pricewaterhouse Coopers	Secor Group	Union Square Advisors
KPMG (China/Hong Kong)	More Than Singing	Procter & Gamble Inc.	Sensors Quality Management Inc.	United Planet
KPMG LLP	Morgan Stanley	Qatalyst Partners LP	Shoppers Drug Mart	Winners Merchants International L.P.
Kraft Foods	Mosaic Sales Solutions	Queen's University	Soberman LLP	Wolverine Asset Management Ltd.
L Oreal	Moving Day Solutions	R.J. McCarthy L.P.	Stonecap Securities Inc.	WPS 2000 Inc.
Labatt Breweries of Canada	National Bank Financial	RangeMetrics	Students Without Borders	Youth Opportunities Unlimited
Libro Financial Group	Nexen Inc.	RBC	Sun Life Financial	ZS Associates
Loblaw Companies Limited	NexGen Financial	RBC Capital Markets	TAPE Educational Services Inc.	
London Hydro Inc.	Nexreg Compliance Inc.	Reddin Global	TD Asset Management	
LoyaltyOne	Nexus Systems Group Inc.	Redwood Strategic	TD Bank Financial Group	
Macquarie North America Ltd.	Northern Response International Ltd.	Research In Motion Limited	TD Canada Trust	
Magna-Cosmo	Office of the Comptroller General	Reynolds and Reynolds (Canada) Ltd.	TD Securities	
Managerial Design	Oliver Wyman - Financial Services	Richard Ivey School of Business	TELUS	
Manulife Financial	Oliver Wyman - General Management Consulting	Richardson Capital Limited	The Boston Consulting Group	
Maple Leaf Foods Inc.	OMERS	Robert Half	The Canadian Foundation for AIDS Research (CANFAR)	
Marbek Resource Consultants Ltd.	OnResearch Inc.	Rogers Communications Inc.	The Deshpande Foundation	
Mawer Investment Management Ltd.	Ontario Legislature Internship Programme	Rogers Wireless Inc	The Great West Life Assurance Company	
McKay-Cocker	Ontario Public Service	Roland Berger	The Princeton Review	
McKinsey & Company		Ross Smith Capital Investment Fund	The Quantum Group	
Meltwater Group		Rypple		
		S.C. Johnson		

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:	Germany, Iran, Israel, Kenya, Nigeria, Philippines, Saint Kitts, Sri Lanka, Trinidad and Tobago, Ukraine, and United Kingdom.
Birth Country-Other Includes:	Bosnia, Egypt, Finland, Germany, Iran, Kenya, Kuwait, Lebanon, Nigeria, Panama, Philippines, Qatar, Romania, Russian Federations, Saint Kitts, Singapore, Slovak Republic, South Africa, Sri Lanka, Thailand, Trinidad and Tobago, Ukraine, and Yugoslavia.
Industry-Finance-Corporate Banking Includes:	Investment Banking, Sales & Trading and Equity Research.
Industry-Finance-Other Includes:	Insurance, Investment Management, Private Equity and Venture Capital.
Industry-Other Includes:	Healthcare, Legal Services, Leisure, Logistics, and Not for Profit.
Function-Finance-Corporate Banking Includes:	Investment Banking, Sales & Trading and Equity Research.
Function-Finance-Other Includes:	Investment Management, Private Equity and Venture Capital, and Retail Banking.
Function-Other Includes:	General Management and Legal Services.
Geography-Canada-ON-Other Includes:	Barrie, Kitchener/Waterloo, Kingston and Ottawa.
Geography-Canada-Other Includes:	Manitoba, Quebec, and Saskatchewan.