MESSAGE FROM THE EXECUTIVE DIRECTOR

Ivey MBA Class of 2019: Congratulations on your success!

This has been a year of transformation for this class in a number of ways. Your focus and dedication to achieve your career goals has resulted in 91 percent of the class receiving at least one job offer by September 1, 2019. And of those receiving offers, 91% of you all have made at least one career transition (either a change in industry, function, and/or geography) from when you started the MBA program.

Ivey graduates continue to be strongly recruited for roles in Consulting (42%) and Financial Services (25%). However, more students are pursuing and accepting roles with firms that fall into our Diversified Portfolio (33%).

Toronto and the Greater Toronto Area (GTA) continue to be the preferred destination location for MBA students to begin new roles upon graduation with 70 percent of students accepting offers in this urban centre. Twenty-four per cent of graduates accepted jobs in other regions across Canada and the remaining six percent accepted roles either in the U.S. or Asia. As in previous years, our graduates have continued the tradition of making the transition from the MBA program to diverse markets and geographic regions in key leadership roles.

The Class of 2019 has joined the more than 29,000 Ivey alumni globally. Some members of this network as well as 208 corporate partners played a pivotal role in our students’ success. These results would not be possible without the organizations and alumni who not only trust us with their recruitment efforts, but share market insights that help drive our students’ success.

Thank you to all of our Corporate Partners and Alumni for your support and confidence in our Ivey MBA talent. We look forward to having another great year!

Sincerely,

Dr. Catherine Chandler-Crichlow
Executive Director - Career Management & Corporate Recruiting
Ivey Business School

MBA BY THE NUMBERS

Class of 2019

91%

Of those seeking, received an offer by September 1, 2019, based on a 95% reporting rate

$115,146

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

#1

MBA Program in Canada as ranked by Businessweek 6 years in a row
CLASS OF 2019 AT A GLANCE

Demographics

<table>
<thead>
<tr>
<th>Total Students in Class</th>
<th>Average Age at Entry</th>
<th>Age Range</th>
<th>Average Years of Work Experience</th>
<th>GMAT Range (middle 80%)</th>
<th>Women</th>
<th>Non-Canadian*</th>
</tr>
</thead>
<tbody>
<tr>
<td>130</td>
<td>29</td>
<td>24-35</td>
<td>4.5</td>
<td>620-720</td>
<td>30%</td>
<td>41%</td>
</tr>
</tbody>
</table>

*as defined by Citizenship

Citizenship by Geography

<table>
<thead>
<tr>
<th>Canada (59%)</th>
<th>India (16%)</th>
<th>Other* (15%)</th>
</tr>
</thead>
</table>
| **Other** Includes: Brazil, Colombia, Lebanon, Pakistan, Peru, Singapore, Sri Lanka, Ukraine, United States, Venezuela and Bolivarian Republic of Viet Nam.

Distribution of Industries where MBA Class of 2019 is going

- Consulting (42%)
- Financial Institution (25%)
- Technology (9%)
- Construction (6%)
- Consumer Packaged Goods (5%)
- Legal (3%)
- Health Sciences (3%)
- Telecommunications/Communications (2%)
- Environmental (2%)
- Education (2%)
- Distribution/Transportation (1%)
- Real Estate/Property (1%)

Distribution of Industries of our 29,000+ alumni worldwide

- Financial Institution (30%)
- Consulting (13%)
- Technology (8%)
- Education (5%)
- Biotech/Healthcare/Pharma (5%)
- Real Estate/Property (4%)
- Wholesale/Retail (4%)
- Consumer Packaged Goods (3%)
- Telecommunications/Communications (3%)
- Manufacturing (2%)
- Other (23%)

Due to rounding, numbers presented throughout this report may not add up precisely to the totals indicated, as they are rounded to the nearest percent.
RECRUITING AT THE IVEY BUSINESS SCHOOL

2019 Graduates Compensation Summary*

<table>
<thead>
<tr>
<th>Source of Offer</th>
<th>% Receiving</th>
</tr>
</thead>
<tbody>
<tr>
<td>School-Facilitated</td>
<td>67%</td>
</tr>
<tr>
<td>Career Management Posting</td>
<td>49%</td>
</tr>
<tr>
<td>Networking (with Alumni and Corporate Partners)</td>
<td>11%</td>
</tr>
<tr>
<td>Alumni/Classmate/Faculty Referrals</td>
<td>6%</td>
</tr>
<tr>
<td>Ivey Facilitated - Law School Recruiting</td>
<td>2%</td>
</tr>
<tr>
<td>Graduate-Facilitated</td>
<td>29%</td>
</tr>
<tr>
<td>Networking (outside School)</td>
<td>17%</td>
</tr>
<tr>
<td>Previous Employer</td>
<td>7%</td>
</tr>
<tr>
<td>Internet, Company Websites, Executive Search Firms and Newspaper Posting</td>
<td>5%</td>
</tr>
<tr>
<td>Other</td>
<td>4%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Base Salary</th>
<th>% Receiving</th>
<th>Min</th>
<th>Max</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>% Receiving</td>
<td>100%</td>
<td>$45,000</td>
<td>$190,000</td>
<td>$92,000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Signing Bonus</th>
<th>% Receiving</th>
<th>Min</th>
<th>Max</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>% Receiving</td>
<td>41%</td>
<td>$5,000</td>
<td>$50,000</td>
<td>$15,000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Other Guaranteed Compensation</th>
<th>% Receiving</th>
<th>Min</th>
<th>Max</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>% Receiving</td>
<td>27%</td>
<td>$1,300</td>
<td>$54,000</td>
<td>$7,500</td>
</tr>
</tbody>
</table>

*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.

7 Students returning to their former employer
208 Companies that posted jobs to Ivey
58 Companies our MBA students signed with
95% Received an offer by December 1st 2019
91% of grads made at least one career transition (change in industry, function and/or geography)

Offers Accepted by Geography

- British Columbia (Vancouver) 4%
- Alberta (Calgary) 9%
- United States (Other*) 1%
- Canada (Other*) 1%
- Ontario (Kitchener/Waterloo) 6%
- Ontario (London) 2%
- Ontario (Toronto/GTA) 70%
- Ontario (Ottawa/Hull) 3%
- United States (Other*) 1%
- Asia* 5%

*Asia Includes: China Mainland, India, Singapore
* Canada (Other) Includes: Winnipeg, Manitoba
* United Stated (Other) Includes: San Jose, California
## COMPENSATION BY INDUSTRY

### MBA Class of 2019

Base salary ranged from $45,000 – $190,000, with a median salary of $92,000 and where other compensation was offered, it ranged from $2,000 – $54,000

<table>
<thead>
<tr>
<th>INDUSTRY</th>
<th>BASE SALARY</th>
<th>OTHER COMPENSATION</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>%</td>
<td>MIN $</td>
</tr>
<tr>
<td>Construction</td>
<td>6%</td>
<td>45,000</td>
</tr>
<tr>
<td>Consulting</td>
<td>42%</td>
<td>68,000</td>
</tr>
<tr>
<td>Consumer Packaged Goods/Food Service/Restaurant</td>
<td>5%</td>
<td>85,000</td>
</tr>
<tr>
<td>Financial Institution</td>
<td>25%</td>
<td>60,000</td>
</tr>
<tr>
<td>Health Sciences</td>
<td>3%</td>
<td>70,000</td>
</tr>
<tr>
<td>Technology</td>
<td>9%</td>
<td>80,000</td>
</tr>
<tr>
<td>Other</td>
<td>11%</td>
<td>75,000</td>
</tr>
</tbody>
</table>

Given Ivey’s commitment to privacy when collecting student data, the industries contained within ‘Other’ include less than 1% and/or less than 3 graduates, of the graduating class in the following industries: Distribution/Transportation, Education, Environmental Services, Legal, Real Estate/Property and Telecommunications/Communications.

*This denotes either not enough data to sustain anonymity and/or no data was provided.
# Compensation by Function

**MBA Class of 2019**

Base salary ranged from $45,000 – $190,000, with a median salary of $92,000 and where other compensation was offered, it ranged from $2,000 – $54,000

<table>
<thead>
<tr>
<th>Industry</th>
<th>Base Salary</th>
<th>Other Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting/Corporate Strategy</td>
<td>46%</td>
<td>71%</td>
</tr>
<tr>
<td>Finance - Other</td>
<td>5%</td>
<td>Not Enough Data*</td>
</tr>
<tr>
<td>Finance - Private Equity/Venture Capital</td>
<td>5%</td>
<td>Not Enough Data*</td>
</tr>
<tr>
<td>Finance - Wholesale Banking/Capital Markets</td>
<td>10%</td>
<td>75%</td>
</tr>
<tr>
<td>Leadership Development Program</td>
<td>11%</td>
<td>64%</td>
</tr>
<tr>
<td>Operations</td>
<td>4%</td>
<td>75%</td>
</tr>
<tr>
<td>Product Management</td>
<td>5%</td>
<td>Not Enough Data*</td>
</tr>
<tr>
<td>Sales/Business Development</td>
<td>4%</td>
<td>Not Enough Data*</td>
</tr>
<tr>
<td>Other*</td>
<td>12%</td>
<td>Not Enough Data*</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Industry</th>
<th>Min $</th>
<th>Max $</th>
<th>Median $</th>
<th>Min $</th>
<th>Max $</th>
<th>Median $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting/Corporate Strategy</td>
<td>68,000</td>
<td>190,000</td>
<td>100,000</td>
<td>2,500</td>
<td>44,600</td>
<td>15,500</td>
</tr>
<tr>
<td>Finance - Other</td>
<td>70,000</td>
<td>92,000</td>
<td>85,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Finance - Private Equity/Venture Capital</td>
<td>60,000</td>
<td>92,000</td>
<td>87,500</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Finance - Wholesale Banking/Capital Markets</td>
<td>60,000</td>
<td>120,000</td>
<td>92,500</td>
<td>7,500</td>
<td>30,000</td>
<td>12,500</td>
</tr>
<tr>
<td>Leadership Development Program</td>
<td>70,000</td>
<td>150,000</td>
<td>87,000</td>
<td>2,000</td>
<td>50,000</td>
<td>37,000</td>
</tr>
<tr>
<td>Operations</td>
<td>80,000</td>
<td>150,000</td>
<td>92,500</td>
<td>4,000</td>
<td>6,000</td>
<td>5,000</td>
</tr>
<tr>
<td>Product Management</td>
<td>80,000</td>
<td>120,000</td>
<td>85,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sales/Business Development</td>
<td>45,000</td>
<td>87,000</td>
<td>78,500</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other*</td>
<td>75,000</td>
<td>125,000</td>
<td>110,000</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Finance Other Includes:** Asset Management, Commercial Banking, and Real Estate

**Finance - Wholesale Banking/Capital Markets Includes:** Corporate Banking, Equity Research, Investment Banking, and Risk Management

Given Ivey’s commitment to privacy when collecting student data, the functions contained within ‘Other’ include less than 1% and/or less than 3 graduates of the graduating class in the following functions: Corporate Development, Engineering, Human Resources, IT, Legal, Marketing/Product Management, Research and Development/Product Development.

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Below is a list of companies who engaged with Ivey's MBA students in the last three years through networking, company-sponsored education leave, formal postings, and/or on-campus recruiting. Companies who have been one of our top hiring firms throughout the past three years are in bolding. Those companies denoted with an (*) have hired at least one Ivey MBA grad in the past three years.

24/7 Intouch*
3M Canada Company*
44 North Digital Marketing*
A.T. Kearney*
Absolute Software
Accenture*
AccorHotels
Acerta Analytics Solutions Inc.*
Acklands-Grainger Inc.
ACR Alpine Capital Research
Adidas Canada Limited
Adlib
Advanced Analytics and Research Lab
Agentis Capital
AGF Investments Inc.
Agoda
AIMIA
Air Canada
Akler Browning LLP
Alberta Investment Management Corporation (AIMCo)
Afghanim Industries
All Seniors Care Living Centres
AltaCorp Capital
Amazon*
American Express Canada*
AMP Finance*
Anson Funds
AnyCard
Apotex Inc.*
Appficiency Inc.
Apple*
Appnovation Technologies Inc.
AquaMobile
Aramark Canada
Architect Hair Design
ArcTern Ventures*
Artscape
AstraZeneca
ATCO Gas*
Aurora Cannabis Inc.
Autodata Solutions
Avanti Software Inc.
Avid Solutions*
Bain & Company Canada Inc.*
Bank of America-Merrill Lynch
Bank of Canada
Barclays*
Baxter
Bay Street HR
Bayer Inc.
Bayliss Medical Company Inc.*
BCI
Bell Canada*
Best Buy Canada
Big Blue Bubble
Big Viking Games
Birch Hill Equity Partners
BlackBerry Limited
Blackhawk Network
Blair Franklin Capital Partners
Blu Ivy Group
BMO Financial Group*
Bombardier
Borden Ladner Gervais LLP*
Borrowell
BottomLine Group
Brainworks*
Brambles
Brand Institute Canada
BrandActive
Bridgeable
British Columbia Investment Management Corporation (bcIMC)*
Brock Solutions
Brookfield Renewable Partners*
Brooklin Consulting
BRP - Bombardier
Recreational Products
Burlington Economic Development Corporation
Business Development Bank of Canada (BDC)*
Butterfield & Robinson*
Cadillac Fairview
Cameron Stephens Mortgage Capital* fd
Canaccord Genuity Group Inc.*
CANA High Voltage*
Canada Bread Company Limited
Canada Goose Inc.
Canada Post
Canadian Addiction Treatment Centre
Canadian Tire Corporation, Limited*
CanFirst Capital Management
Capco*
Capgemini
Capital One
Cargill
Carpeedia International Ltd.*
CarProof
Carswell Partners Inc.
Cascadia Partners
CBRE Caledon Capital Management Inc.
CCRM
Celestica
CEM Benchmarking
Century Inc.*
Ceridian*
CGI Group
Charity Intelligence Canada
Charleston Homes
China Investment Management*
ChrysaliX
CIBC*
Cidel
Cineplex
Cisco Systems Canada Co.*
Citibank Canada*
Citron Hygiene*
City of Brampton
City of Toronto
Clarke Inc.*
CMLS Financial
CNIB
Coca-Cola Canada
Coco Group*
Coeur Mining*
Cohesys*
Coinberry*
Comwave
ConeTec Investigations Ltd*
Cormark Securities
Corporate Consultants
Corus Entertainment
Cosmos Sports & Entertainment
CPP Investment Board
Crosslinx Transit Solutions*
Crowe Soberman LLP
CSA Group
Cubane Consulting
CWD
Cystic Fibrosis Foundation
D2L Corporation
Dah Makan
Dalberg
Damsar Inc*
Daraz Group
Davies Ward Phillips & Vineberg LLP*
DB Schenker
Deloitte*
Desa Global Leadership Inc.
Desjardins Group
Devencore
Dhandho Capital Management
Dialog Telecommunications
Diamante Development Corporation*
Digital Assets International
Digital Extremes
Direct Energy
DLL Financial
DoctorCare
Donville Kent Asset Management*
DoseBiome
DREAM Unlimited
DRI Capital*
Driven Brands
DSGNFy Inc.
Eaton Canada
ecobee
Ecopia Tech Corporation
EFESO CONSULTING
EFS
Eight Capital
ELEMENT AI
Eli Lilly Inc.*
EllisDon Corporation*
ENDY
Entertainment One Group*
EPCOR
Ericsson Canada Inc.*
ESAM Group*
EventMobi
Everest Group*
EWB Canada
Execusource Intl.
Extract Capital
EY*
Facebook
FactSet
Fasken*
Fathom Health
Federal Express Canada Ltd.
Ficanex
Fidelity Investments
Fintos
FirePower Capital*
FlyEasy Software
Focused Improvement Consulting*
Fogler Rubinoff LLP*
Format
Four Seasons Hotels and Resorts
Freedom 55
FreshBooks
Fruit of the Loom
Fuller Landau LLP
Fusion Analytics
Future Buildings*
GALE Partners
Gallant Advisors LP
Gemic
General Mills Canada*
George Weston Limited
GlaxoSmithKline (GSK)*
Google*
Government of Canada
Government of Ontario
Grant Thornton LLP
Gravitas Financial
Great-West Life
Greenhouse Juice Co.
Greenrock Real Estate Advisors/Green Group of Companies
GreenSky Capital Inc.
Greenspace Mental Health
Greystone Managed Investments
H.H. Angus & Associates*
Hatch Ltd.*
Haywood Securities Inc.
Hello Prosper*
HFG CHINA
Hiku
Hillsdale Investment Management Inc.
Hilti*
Hilton Hotels & Resorts
Hines
HollisWealth
Home Depot Canada*
Hotspx
HRS Group
HSBC Bank*
Hudson’s Bay Company
IBM Canada Ltd.*
ICICI Bank*
Idea Couture
Ideal Candidate
Imperial
Imperial Tobacco Canada
In the Funnel
InComm Canada Prepaid
Indigo
Inuitive
INFOR Financial Group Inc*
Info-Tech Research Group Inc.
Intact Financial Corporation
ITPS Canada*
INTEGRA Technologies*
Interact China
Interward Asset Management Limited
Invesco
Invictus Analytics and Strategy Inc.
iPrice Group Sdn Bhd
IQVIA (formerly IMS Health)
Ivey Business School*
J.M Smucker Company*
Jackman
Jacob Capital Management*
Janet David & Associates Inc.
Janssen Canada*
Jarlowsky Fraser
Jerry Van Dyke Travel Service LTD
John Deere Financial
Johnson & Johnson*
Joint Inspection Unit of the United Nations System
JP Morgan
JRP Employee Benefit Solutions
JTE Claims Consultants Ltd.
KBS Agency
KEV Group Inc.
KGK Science Inc.
Kiewit Corporation*
KIK Custom Products Inc.
Kimberly-Clark Inc.
Kingsdale Advisors
Klick Inc.
Kluane Partners
Konrad Group
Korn Ferry
KPMG*
Kwantlen Polytechnic University
Lafarge Canada Inc.*
Lambton Conveyor Ltd*
LBC Capital Inc.*
LCBO
League Inc.*
Legend Star*
Legislative Assembly of Ontario
<table>
<thead>
<tr>
<th>LendCare Capital</th>
<th>Metex Inc.</th>
<th>Ontario Bioscience Innovation Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Letko Brosseau</td>
<td>Microsoft*</td>
<td>Ontario Chamber of Commerce*</td>
</tr>
<tr>
<td>LifeLabs*</td>
<td>Mikutech</td>
<td>Ontario Die International</td>
</tr>
<tr>
<td>limelight</td>
<td>Ministry of Government and Consumer Services</td>
<td>Ontario Institute for Cancer Research</td>
</tr>
<tr>
<td>Loblaw Companies Limited</td>
<td>MNP LLP</td>
<td>Ontario Non-Profit Housing Association</td>
</tr>
<tr>
<td>London Cross Cultural Learner Centre</td>
<td>Molson Coors Canada</td>
<td>Ontario Secondary School Teachers Federation*</td>
</tr>
<tr>
<td>London Health Sciences Centre</td>
<td>Mondelez International</td>
<td>Ontario Securities Commission</td>
</tr>
<tr>
<td>London Life Insurance Company*</td>
<td>Monteith Building Group</td>
<td>Ontario Teachers’ Pension Plan Board</td>
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<td>Loopio Inc.</td>
<td>Moresby Group Tech-enabled consulting</td>
<td>OPENCARE</td>
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<tr>
<td>LoyaltyOne</td>
<td>Morgan Stanley</td>
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<tr>
<td>lululemon athletica</td>
<td>Morneau Shepell</td>
<td>Optimus SBR</td>
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<td>M&amp;C Associates Consulting</td>
<td>Mosaic Sales Solutions*</td>
<td>Orbis Investment Management Ltd</td>
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<td>Mackenzie Investments</td>
<td>Motoinight</td>
<td>Origin House</td>
</tr>
<tr>
<td>Macquarie</td>
<td>Mount Sinai Hospital</td>
<td>Osler, Hoskin &amp; Harcourt LLP*</td>
</tr>
<tr>
<td>Makeship</td>
<td>MPC Film</td>
<td>Osprey Capital Partners Inc</td>
</tr>
<tr>
<td>Manulife Financial</td>
<td>Munich Re</td>
<td>Overbond</td>
</tr>
<tr>
<td>Maple Leaf Foods Inc.</td>
<td>Municipal Property Assessment Corporation (MPAC)</td>
<td>Oxford Properties Group</td>
</tr>
<tr>
<td>Marriott International</td>
<td>myBlueprint.ca</td>
<td>P1 Consulting*</td>
</tr>
<tr>
<td>Marris &amp; Miller*</td>
<td>N.S. Retisnas Professional Corporation</td>
<td>P3 Advisors Inc.*</td>
</tr>
<tr>
<td>MaRS Discovery District</td>
<td>Nanocnet Ltd</td>
<td>Pandora Canada</td>
</tr>
<tr>
<td>MasterCard Advisors*</td>
<td>National Bank of Canada*</td>
<td>Parkland Fuel Corporation*</td>
</tr>
<tr>
<td>Match Marketing Group</td>
<td>NATIONAL Public Relation Inc.</td>
<td>Partners In Performance*</td>
</tr>
<tr>
<td><strong>Mattamy Homes Limited</strong></td>
<td>Natural Resources Canada</td>
<td>PC Urban Properties Corp.*</td>
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<td>Mattel</td>
<td>Nestle Canada Inc.</td>
<td>Peak Power Inc.*</td>
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<td>Mavennet</td>
<td>Newport Private Wealth</td>
<td>Peekapak*</td>
</tr>
<tr>
<td>Mawer Investment Mangement</td>
<td>NiceJob</td>
<td>People Scout</td>
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<td>Mazars*</td>
<td>Nicoya Lifesciences Inc.</td>
<td>PepsiCo Canada</td>
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<td>McCain Foods</td>
<td>Noble</td>
<td>Peters and Co.*</td>
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<tr>
<td>McCarthy Tétrault LLP*</td>
<td>Norland Limited*</td>
<td>Peter Watson Investments*</td>
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<tr>
<td>McDonald’s Restaurants of Canada</td>
<td>Nova Scotia Health Authority*</td>
<td>PointClickCare</td>
</tr>
<tr>
<td>McKesson</td>
<td>Nuilogy</td>
<td>Polychain Capital</td>
</tr>
<tr>
<td>McKinsey &amp; Company*</td>
<td>Nuvis Ventures (Nuvis Technologies Inc)</td>
<td>President’s Choice Financial (PC Financial)*</td>
</tr>
<tr>
<td>Medcan Health Management Inc.*</td>
<td>Oliver Wyman*</td>
<td>Procter &amp; Gamble Inc.*</td>
</tr>
<tr>
<td>Medtronic of Canada Ltd.</td>
<td>OMERS</td>
<td>Propel Entrepreneurship Centre</td>
</tr>
<tr>
<td>Mensana Change Management Ltd.*</td>
<td>OnTarget Real Estate Research Ltd.</td>
<td>Propel Solutions Ltd.</td>
</tr>
<tr>
<td>Mercer (Canada) Limited</td>
<td>Ontario Life Insurance Company*</td>
<td>Property Assessment Appeal</td>
</tr>
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<td>Meridia Recruitment</td>
<td>Ontario Health Insurance</td>
<td>PSP Investments</td>
</tr>
<tr>
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