DIRECTOR’S MESSAGE

Ivey MBA Class of 2020 – Congratulations on your achievement!

The Ivey MBA 2020 experience has certainly been a momentous one. The onset of a global pandemic posed significant challenges for many of our graduates, as in just a few short months the world and the labour market was transformed. For those who were actively working to achieve their post-MBA career goals, a slowdown in recruiting activities and employment opportunities created many obstacles. Yet in spite of this, self-reporting from our MBA 2020 graduates indicates that 77% of the class received at least one job offer as of September 1st 2020, and as of December 31st 2020, this number has risen to 90%. These statistics reflect our students’ determination and commitment to achieving their goals, and are to be commended.

In addition to strong employment rates, 95% of those who accepted employment were identified as having made at least one career transition. Ivey 2020 graduates reported 41% of students who accepted employment landed in consulting, 26% of students who accepted employment landed within our diversified industry portfolio, in areas such as technology and CPG. It is encouraging to see that our MBA graduates have been able to leverage their skills, competencies and professional experience to secure offers in a variety of sectors.

As with previous years, our 2020 graduates continue the tradition of making the transition from MBA program to careers in a variety of geographic regions, both locally and globally. Toronto and its surrounding areas continue to be the preferred destination, with 78% reporting accepting offers in this vibrant, urban area.

Our MBA 2020s have now joined more than 30,000 Ivey alumni globally. Members of this network, as well as 294 corporate partners played a critical role in their achievements by generously giving their time and sharing the market insights that help drive our students’ success.

Thank you again to all of our alumni and corporate partners for your continued support. We look forward to working with you in the year ahead.

Sincerely,

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

“I was looking for a role in investment banking or private equity in Canada, and I knew this is a very difficult industry to break into. I figured it would be a good idea to do an MBA in Canada to position myself for this kind of opportunity – and I was able to achieve the goal I set for myself.”

Fiyin Oyewo, MBA ‘20
Senior Associate, Private Equity Investments, Export Development Canada (EDC)
Understanding the data

The Employment Report is meant to provide prospective students with a snapshot of MBA outcomes to see how top programs compare, help them cull the list of schools they might want to consider and find the one that’s right for them.

Not all reports are created equal, but their intention is the same: to help prospective students understand where recent graduates have gone in their post-MBA career endeavours.

All data, except where otherwise noted, is captured as of September 1, 2020.

Offers and Reporting Rate

The best schools follow a globally held standard of how and what to report, which is driven by the MBA Career Services and Employer Alliance. But while most schools will break down the percentage of students who report having an offer, at Ivey, we believe transparency and detail are the basis of a trusting and lasting relationship with our students.

With our Employment Reports, we target a minimum of 90% of our students reporting their job status, which specifies whether they have received an offer or whether they are currently still job seeking. For the 2020 MBA class, we had a 94% reporting rate as of September 1, 2020 (which tells you how many people provided information).

We also detail offer rates at both the three- and six-month point following graduation (and exclude data from students who are travelling, taking a leave of absence or seeking entrepreneurship opportunities) to help those reading the report to understand that for some the journey is longer than for others, but in the end our graduates are successful.

Salary

Salary is reported both at an aggregate level for the class overall and broken down by industry and function. We understand that each industry has its own demands and trade-offs, and the compensation standards often reflect that. Reporting salary in these ways helps the reader better assess what the graduates have self-reported as their compensation and in some cases make decisions on what industries they want to pursue.

Career Transitions

Prior work experience is an important admissions criteria at Ivey, and it often helps our graduates make their desired changes to new geographies, industries, and/or functions in new companies or in their previous companies. Looking at how many graduates in a class have made a change as well as which companies came to look at the talent may help you answer your own questions about the viability of the MBA and its role in helping you make the personal career change that started you on this journey in the first place.
Diversity of industries, functions, geography and perspectives is one of the many strengths of the Ivey MBA. With a focus on Case Method and experiential learning, students are able to challenge each other and learn from one another as they come up with strategies to solve real-life business problems.

### Class of 2020 at a glance

<table>
<thead>
<tr>
<th>Metric</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Students in Class</td>
<td>169*</td>
</tr>
<tr>
<td>Average Age at Entry</td>
<td>28.5</td>
</tr>
<tr>
<td>Age Range</td>
<td>24-35</td>
</tr>
<tr>
<td>Average Years of Work Experience</td>
<td>5.5</td>
</tr>
<tr>
<td>GMAT Range (middle 80%)</td>
<td>590-720</td>
</tr>
<tr>
<td>Women</td>
<td>33%</td>
</tr>
<tr>
<td>Non-Canadian as defined by Citizenship</td>
<td>42%</td>
</tr>
<tr>
<td>Average salary (includes: Base salary, signing bonus, and other guaranteed compensation)</td>
<td>$117,997</td>
</tr>
<tr>
<td>MBA Program in Canada as ranked by Bloomberg Businessweek 6 years in a row</td>
<td>#1</td>
</tr>
<tr>
<td>of those seeking received an offer by September 1st 2020, based on a 94% reporting rate.</td>
<td>77%</td>
</tr>
<tr>
<td>of those seeking received an offer by December 31st, 2020 based on a 95% reporting rate.</td>
<td>90%</td>
</tr>
</tbody>
</table>

* Includes MBA Direct Students which are former Ivey HBA students.
MBA 2020 Citizenship by Geography

14% Other
Other includes: Australia, Bangladesh, Brazil, France, Hong Kong, Indonesia, Kenya, Nepal, Peru, the Philippines, Russia, Singapore, Sri Lanka, Syria, Tanzania, the United States, and Vietnam.

58% Canada
5% China
3% Pakistan
2% Nigeria
18% India

“I was coming from abroad, and it’s not easy speaking in front of 80 or 90 new people every day. Getting out of my comfort zone was important for my career, and at Ivey I was able to do that in a safe environment.”

Sathya Eswaran, MBA ‘20,
Senior Associate, Partners in Performance

Industry of Accepted Employment

- Consulting (41%)
- Financial Institution (26%)
- Information Technology (15%)
- Consumer Packaged Goods (5%)
- Real Estate/Property (2%)
- Restaurant/Food-Services (2%)
- Wholesale/Retail (2%)
- Automotive (1%)
- Chemicals/Plastics (1%)
- Electricity/Gas/Water (1%)
- Government (1%)
- Healthcare (1%)
- Manufacturing (1%)

Alumni Industry of Employment

- Financial Institutions (32%)
- Consulting (12%)
- Information Technology (10%)
- Manufacturing (6%)
- Telecommunications/Communications (5%)
- Education (5%)
- Biotech/Healthcare/Pharma (5%)
- Real Estate/Property (3%)
- Wholesale/Retail (3%)
- Consumer Packaged Goods (3%)
- Other (56%)

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.
Ivey’s employment success is largely supported by its world-class Career Management department, which guides MBAs through the recruiting and interview process, providing students with tools and resources and helping them develop solid career management acumen.

Although it is up to students to land the post-MBA job, the integrated curriculum and expertise from Ivey’s Career Management team are unmatched.

“At Ivey, they don’t just give you the tools and technical know-how to do something, they make sure you can ground it in a practical application that is repeatable in a personal or business sense.”

Fletcher Courage, MBA ’20, TD Business Banking Associate
Recruiting at the Ivey Business School

The power of the Ivey network was evident for the Class of 2020, which relied not only on recruiting events with corporate partners and alumni or postings by Career Management, but the networking skill set developed during their MBA, which helped students access additional opportunities and build resilience. In fact, this year, 22.4% of students created their own opportunities through networking outside the school, in addition to the 63.3% of offers facilitated by the school.

Source of Accepted Employment

<table>
<thead>
<tr>
<th>School Facilitated</th>
<th>Graduate Facilitated</th>
<th>Unknown</th>
</tr>
</thead>
<tbody>
<tr>
<td>■ Career Management Posting 53.1%</td>
<td>■ Networking (Outside School) 22.4%</td>
<td>4%</td>
</tr>
<tr>
<td>■ Networking (Alumni and Corporate Partners) 9.2%</td>
<td>■ Previous Employer (Before Starting Ivey) 5.1%</td>
<td></td>
</tr>
<tr>
<td>■ Alumni/Classmate/ Faculty Referrals 1%</td>
<td>■ Internet, Company Websites, Executive Search Firms and Newspaper Postings 5.1%</td>
<td></td>
</tr>
</tbody>
</table>

“As an international student, recruiting in another country is a different story. What I found really valuable were the workshops and the ongoing advice around how to network and how to familiarize yourself with the Canadian recruiting landscape.”

Charmaine Uy, MBA ’20,
Assistant Brand Manager, Johnson & Johnson
Alumni Spotlight

Fiyin Oyewo, MBA ’20
Senior Associate, Private Equity Investments at Export Development Canada (EDC)

Despite having worked in the financial services field in Nigeria for seven years, Fiyin Oyewo, MBA ’20, knew getting into capital markets in Canada wouldn’t be easy.

“One of the reasons I went to Ivey was to break into this small, difficult industry, and it made a huge difference,” said Oyewo, now a senior associate in private equity investments at Export Development Canada.

“When the opportunity came, he’d be ready,” Oyewo began his MBA in 2019, and was part of the Ivey MBA Class of 2020, which graduated at the peak of the pandemic. The shutdown made the path more difficult than the cohort expected, and even though Ivey’s corporate partnerships were strong and its alumni network quick to help out.

For Oyewo, the pandemic meant taking a short-term contract before landing his current job at EDC, and working to make sure that if the opportunity came, he’d be ready.

“Ivey really helped in developing a structured way to prepare for the interviews, both from Career Management and some of my peers in the program who were able to provide regular support,” he said.

“Having Ivey on my resume (also) validates the experience I had before and makes it easier for employers to take the risk of hiring someone from a different market. I was able to achieve the goals I set for myself. Analyzing the prospects, working on deals - this is where I always wanted to be.”

Peter Sigalos, MBA ’20
Associate at McKinsey & Company

Peter Sigalos, MBA ’20, wasn’t looking to change fields when he began his MBA at Ivey.

As a finance grad working as a national key account manager for L’Oreal Canada’s professional division, he was simply looking to consolidate his business knowledge and expand his network.

“It was about going back and filling in any gaps I had in my knowledge and learning from others – making sure I met people from different industries that had worked in different functions,” said Sigalos, now an associate at management consulting firm McKinsey & Company.

“Changing industries or changing functions wasn’t on my radar.”

Once at Ivey, he decided to explore his options with the help of the Career Management team.

“There’s a lot of facilitation that goes on in the background in terms of organizing networking events with the different companies, bringing in experts, preparing for interviews and coaching.”

He also discovered new ways of thinking through interactions with classmates with backgrounds in different industries, functions and geographies.

“In an Ivey setting, where it’s a case-based method, you get a lot of different discussions that give you pause and help you reflect on some different ways to see business problems and situations.”

Sigalos said.

“You had people who were trained engineers or plastic surgeons – that’s not typically someone you’re going to meet in your business career. We all helped each other and we all learned from each others’ experience.”

Charmaine Uy, MBA ’20
Assistant Brand Manager, Johnson & Johnson

For Charmaine Uy, MBA ’20, the Ivey network proved invaluable in securing a role as a brand manager at Johnson & Johnson.

With nine years of prior work experience in human resources, internal communications and corporate branding for one of the top pharmaceutical companies in the Philippines, Uy became interested in the prospect of working for Johnson & Johnson.

And while she connected with the company through Ivey’s fall recruitment program, Uy was able to develop a network at the company with the help of Ivey alumni in order to further the relationship and secure the job.

“Recruiting in another country is a different story. I didn’t know how crucial networking was in landing a job in Canada. The workshops and the ongoing advice from Career Management were really valuable,” she said. “They were with me end to end.”

Ivey’s case-based teaching method and focus on group work were equally valuable once Uy started her new job just a few months after the onset of the COVID-19 pandemic.

“What really helped me was the practice I got in terms of working in a team, especially as I onboarded with a new team and tried to adjust to different working styles, preferences, personalities,” she said.

“The case method, where in every class you have to be comfortable making your voice heard, was a key skill that I was able to sharpen through my Ivey experience that I now find very valuable as I adjust to a new virtual work environment where it’s easy to not be heard.”
Compensation by industry and function

The Ivey MBA Class of 2020 saw 95% of grads that had accepted an offer make at least one career transition (change in industry, function and/or geography) in the three months after graduation, more than the previous year. Of the transitions, over two-thirds made two transitions both in industry, function and/or geography.

While many students embark on their MBA journey to move into a new function or industry, those who, this year, found they needed to pivot their approach because of the pandemic were also able to leverage their backgrounds and branch into areas that were growing despite the worldwide shutdown.

Base Salary by Industry

Base salary ranged from $43,000 – $190,000, with a median salary of $98,000. Where other compensation (moving expenses, signing bonuses, annual bonuses) was offered, it ranged from $2,000 – $84,425, with a median of $15,000.

<table>
<thead>
<tr>
<th>INDUSTRY</th>
<th>MIN $</th>
<th>MAX $</th>
<th>MEDIAN $</th>
<th>AVERAGE $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>80,000</td>
<td>190,000</td>
<td>100,000</td>
<td>118,917</td>
</tr>
<tr>
<td>Financial Institution</td>
<td>63,000</td>
<td>130,000</td>
<td>87,000</td>
<td>89,737</td>
</tr>
<tr>
<td>Technology</td>
<td>90,000</td>
<td>120,000</td>
<td>99,500</td>
<td>105,002</td>
</tr>
<tr>
<td>Consumer Packaged Goods</td>
<td>80,000</td>
<td>85,000</td>
<td>82,000</td>
<td>82,333</td>
</tr>
<tr>
<td>Other¹</td>
<td>43,000</td>
<td>150,000</td>
<td>97,950</td>
<td>98,994</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>INDUSTRY</th>
<th>MIN $</th>
<th>MAX $</th>
<th>MEDIAN $</th>
<th>AVERAGE $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>5,000</td>
<td>84,425</td>
<td>22,500</td>
<td>22,016</td>
</tr>
<tr>
<td>Financial Institution</td>
<td>2,000</td>
<td>25,000</td>
<td>7,000</td>
<td>9,833</td>
</tr>
<tr>
<td>Technology</td>
<td>2,500</td>
<td>40,000</td>
<td>23,800</td>
<td>26,396</td>
</tr>
<tr>
<td>Consumer Packaged Goods</td>
<td>8,000</td>
<td>13,500</td>
<td>10,000</td>
<td>10,500</td>
</tr>
<tr>
<td>Other¹</td>
<td>5,000</td>
<td>40,000</td>
<td>5,100</td>
<td>12,820</td>
</tr>
</tbody>
</table>

¹ The other industries include: Automotive, Chemicals/Plastics, Electricity/Gas/Water, Government, Healthcare, Manufacturing, Metals/Mining, Real Estate/Property, Restaurant/Food Services, and Wholesale/Retail
Base Salary by Function

### MBA 2020 BASE SALARY BY FUNCTION

<table>
<thead>
<tr>
<th>FUNCTION</th>
<th>MIN $</th>
<th>MAX $</th>
<th>MEDIAN $</th>
<th>AVERAGE $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting - Management/Strategy</td>
<td>80,000</td>
<td>190,000</td>
<td>100,000</td>
<td>120,176</td>
</tr>
<tr>
<td>Operations</td>
<td>92,000</td>
<td>120,000</td>
<td>119,800</td>
<td>109,360</td>
</tr>
<tr>
<td>Finance - Asset Management</td>
<td>65,000</td>
<td>105,000</td>
<td>95,000</td>
<td>88,333</td>
</tr>
<tr>
<td>Sales</td>
<td>85,000</td>
<td>120,000</td>
<td>90,000</td>
<td>98,333</td>
</tr>
<tr>
<td>Business Development/Corporate Development</td>
<td>80,000</td>
<td>110,000</td>
<td>95,800</td>
<td>92,750</td>
</tr>
<tr>
<td>Leadership Development/Rotation Program</td>
<td>81,000</td>
<td>150,000</td>
<td>92,710</td>
<td>104,105</td>
</tr>
<tr>
<td>Finance - Commercial Banking</td>
<td>63,000</td>
<td>90,000</td>
<td>75,000</td>
<td>74,800</td>
</tr>
<tr>
<td>Other</td>
<td>43,000</td>
<td>130,000</td>
<td>97,000</td>
<td>95,944</td>
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</table>

### MBA 2020 OTHER GUARANTEED COMPENSATION BY FUNCTION

<table>
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<tr>
<th>FUNCTION</th>
<th>MIN $</th>
<th>MAX $</th>
<th>MEDIAN $</th>
<th>AVERAGE $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting - Management/Strategy</td>
<td>5,000</td>
<td>84,425</td>
<td>20,000</td>
<td>21,756</td>
</tr>
<tr>
<td>Operations</td>
<td>5,000</td>
<td>40,000</td>
<td>39,900</td>
<td>31,200</td>
</tr>
<tr>
<td>Finance - Asset Management</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td>*</td>
</tr>
<tr>
<td>Sales</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td>*</td>
</tr>
<tr>
<td>Business Development/Corporate Development</td>
<td>4,000</td>
<td>9,000</td>
<td>5,000</td>
<td>6,000</td>
</tr>
<tr>
<td>Leadership Development/Rotation Program</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td>*</td>
</tr>
<tr>
<td>Finance - Commercial Banking</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td>*</td>
</tr>
<tr>
<td>Other</td>
<td>2,500</td>
<td>25,000</td>
<td>10,000</td>
<td>12,425</td>
</tr>
</tbody>
</table>

* Not Enough Data

Companjes who Engaged with Students

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

24/7 Intouch*
3M Canada Company*
Accenture*
AccorHotels
Ace Transportation Group
Acerta Analytics Solutions Inc.*
Acklands-Grainger Inc.
ACR Alpine Capital Research
ACTO
Adams & Miles LLP
Adidas Canada Limited
Adib
Advanced Analytics and Research Lab
Aga Khan Foundation Canada
Agorize Information Session
AgScape
Ainhoa Consulting (formerly Carswell Partners)
AiMIA
Air Canada
Air Products and Chemicals, Inc.*
Akler Browning LLP
Alberta Investment Management Corporation (AIMCo)
AltaCorp Capital
AM Solutions Worldwide
Amazon*
American Express
AMP Finance*
Anson Funds
AOMS Technologies
Apollo Health and Beauty Care*
Apotex Inc.*
Applifinciy Inc.
Apple*
Approval Technologies Inc.
AquaMobile
Aracmark Canada
ArcoTenn Ventures*
Artiz*?
AstraZeneca
Athrari
Aurora Cannabis Inc.
Autodata Solutions
Bain & Company Canada Inc.*
Barad Drywear
Baxter
Bayer Inc.
Baylis Medical Company Inc.*
BCE
Bell Canada*
BleMo Academic Consulting Inc.
Best Buy Canada
BIEworks
BicDroid Inc.
Birch Hill Equity Partners
Blackhawk Network
Blair Franklin Capital Partners
Blu Ivy Group
Bomberdier
Borrowell
Boss Insights
Boston Consulting Group*
Brambles
Brand Institute Canada
Breakthru Beverage Group
British Columbia Investment Management Corporation (bcIMC)*
Brock Solutions
Brookfield*
Brooklin Consulting
Budget Environmental Disposal
Burgundy Asset Management
Burlington Economic Development Corporation
Business Development Bank of Canada (BDC)*
Butterfield & Robinson*
Buzzerboy
Cadillac Fairview
Calgary Trusted Cleaners
Cameron Stephens Mortgage Capital Ltd.
Canada Goose Inc.
Canada Life Assurance Company*
Canada Post
Canadian Coalition for Good Governance (CCGG)
Canadian Imperial Bank of Commerce*
Canadian Tire Corporation*
CanFirst Capital Management
Cannaroyalty & Trichome
Capco*
