

# HBA 2014, 2015 Permanent and Summer Employment Report

Ivey Business School



# Recruiting at the Ivey Business School



Congratulations to the Ivey HBA classes of 2014 and 2015! This year was another successful year for our graduates and students, as they achieved 92% and 95% placement respectively across a variety of industries, functions, geographies and companies.

What follows is the summary of employment information as reported by the HBA classes of 2014 and 2015 by September 30, 2014.

This year's graduating class is typical in terms of where their careers are beginning, and indicative of a strong start to what promises to be a progressive and diverse leadership track.

Sincerely,

**Sharon Irwin-Foulon**

Executive Director

Career Management and Corporate Recruiting  
Richard Ivey School of Business

## Class of 2014

### Graduate employment at a glance

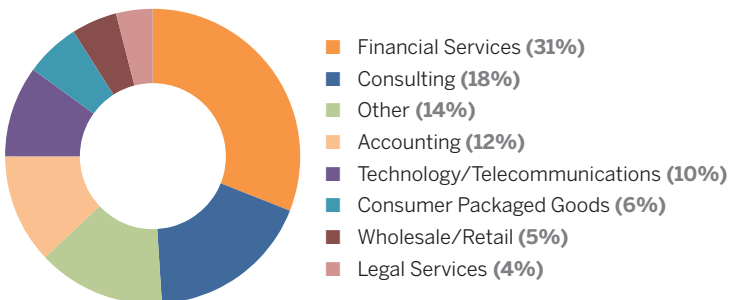
**92%**

Of those seeking received an offer by September 30, based on a 91% reporting rate

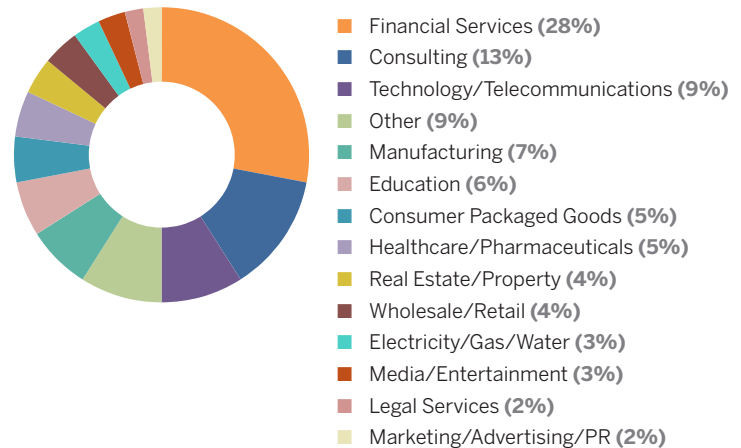
**\$63,677**

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

## Distribution of Industries for HBA Class of 2014



## Distribution of Industries of our 22,000 alumni worldwide



**371**

Companies that posted jobs to the Ivey HBA Class of 2014

**221**

Companies our HBA 2014 students signed with

**14**

Number of students pursuing Entrepreneurship

**105**

HBAs returning to their 2013 summer employer

# Demographics

## Class of 2014 at a Glance

Total Students in Class	586
Percent Women	40%
Percent Non-Canadian*	6%

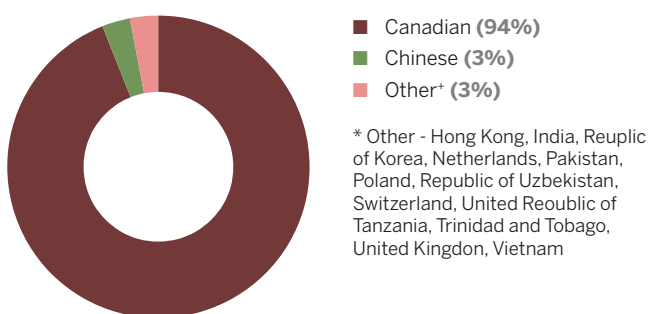
\*as defined by Citizenship

## 2014 Graduates Compensation Summary\*

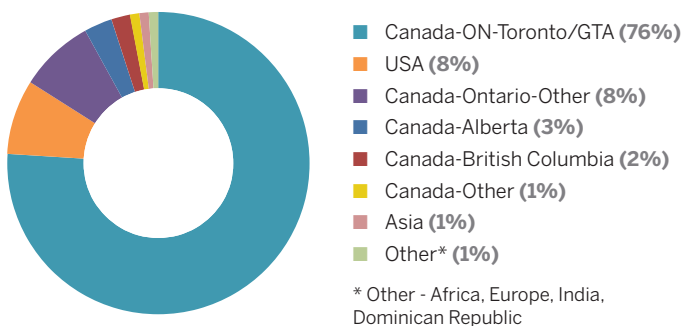
Base Salary		
% Receiving	Median	Range
100%	\$59,000	\$35,000-\$92,000
Signing Bonus		
% Receiving	Median	Range
37%	\$5,000	\$600-\$50,000
Other Guaranteed Compensation		
% Receiving	Median	Range
6%	\$5,000	\$1,300-\$45,000

\*Data reflects students who reported compensation. These figures do not include the number of students starting their own business.

## Citizenship by Geography



## Offers accepted by Geography



## Source Of Offer

(as reported by 91% of the class of 2014)

<b>School-Facilitated</b>	<b>80.4%</b>
Summer Internships	22.6%
Career Management Posting	52.3%
Networking (with Alumni and Corporate Partners)	1.3%
Alumni/Classmate/Faculty Referrals	2.0%
Other *	2.2%
<b>Graduate-Facilitated</b>	<b>19.5%</b>
Networking (outside School)	17.8%
Previous Employer	0.2%
Other **	1.5%
Unknown	0.1%

\* School-Facilitated Other - Law School Recruiting

\*\* Graduate-Facilitated Other - Internet, Company Websites, Executive Search Firms, and Newspaper Postings

# Compensation by Industry

## HBA2 Class of 2014

Base salary ranged from \$35,000 - \$92,000, with a median salary of \$59,000 and where other compensation was offered, it ranged from \$600 - \$50,000

Industry		Base Salary (\$)		Other Compensation (\$)		
Accounting	12%	42,000-50,000	45,000	Not enough data*		
Consulting	18%	45,000-75,000	60,000	1,300-15,000	5,000	77%
Consumer Packaged Goods	6%	45,000-65,000	63,000	5,000-6,000	5,000	36%
Financial Services	31%	42,900-92,000	70,000	5,000-50,000	10,000	46%
Legal Service	4%	Not enough data*				
Technology/Communications	10%	50,000-60,000	53,000	Not enough data*		
Wholesale / Retail	5%	40,000-52,500	50,000	Not enough data*		
Other*	14%	40,000-70,000	50,000	Not enough data*		
<b>Overall</b>	<b>100%</b>	<b>35,000-92,000</b>	<b>59,000</b>	<b>600-50,000</b>	<b>5,000</b>	<b>55%</b>

\* Given Ivey's commitment to anonymity when collecting student data, the industries contained within 'Other' include less than 3% of the graduating class in the following industries: Construction, Education, Energy/Natural Resources, Government, Healthcare/Pharmaceuticals, Manufacturing, Real Estate/Property Management

\* This denotes either not enough data to sustain anonymity and/or no data was provided

# Compensation by Function

## HBA2 Class of 2014

Base salary ranged from \$35,000 – \$92,000, with a median salary of \$59,000 and where other compensation was offered, it ranged from \$600 – \$50,000

Function	Base Salary (\$)			Other Compensation (\$)		
	%	Range	Median	Range	Median	%
Accounting	12%	42,000-50,000	45,000	Not enough data <sup>+</sup>		
Consulting	20%	45,000-77,400	60,000	1,300-15,000	5,000	27%
Finance - Corporate Office	5%	47,000-65,000	52,000	Not enough data <sup>+</sup>		
Finance - Other	6%	42,900-65,000	55,000	Not enough data <sup>+</sup>		
Finance - Wholesale/Capital Markets	19%	50,000-92,000	72,500	5,000-50,000	10,000	26%
Graduate Leadership Programs	6%	50,000-63,000	53,000	Not enough data <sup>+</sup>		
Marketing	6%	40,000-65,000	61,250	5,000-6,000	5,500	15%
Operations	9%	44,373-55,000	50,000	Not enough data <sup>+</sup>		
Sales	6%	35,000-65,000	59,000	Not enough data <sup>+</sup>		
Other*	10%	43,386-60,000	52,798	Not enough data <sup>+</sup>		
<b>Overall</b>	<b>100%</b>	<b>35,000-92,000</b>	<b>59,000</b>	<b>750-93,000</b>	<b>8,000</b>	<b>55%</b>

\* Given Ivey's commitment to anonymity when collecting student data, the functions contained within 'Other' include less than 3% of the graduating class in the following functions: Finance - Asset Management, Finance - Private Equity, Human Resources, Lecturer, Legal Services

<sup>+</sup>This denotes either not enough data to sustain anonymity and/or no data was provided

# Summer Internship, Class of 2015 Employment

Summer employment offers our students great opportunities to put their first year of HBA into action. A large number of our students benefit from strong corporate partnerships with Ivey and the reputation our students have for being great talent. This past year, 20% of the graduating class of 2014 who reported their status, translated their summer employment opportunity to a full-time role with the same organization upon graduation.

## Class of 2014 at a Glance

Total Students in Class	597
Percent Women	41%
Percent Non-Canadian*	8%

\*as defined by citizenship

## 275

**Number of companies posting summer roles to the HBA Class of 2015**

## 358

**Number of companies HBA 2015 students signed with**

## 447

**Number of HBA 2015 students accepting positions with summer employers they had not worked with before their HBA studies**

## Class of 2015 Summer employment at a glance

**95%** Of those seeking received an offer based on a 95% reporting rate

**\$868** Average weekly base salary

## Source Of Opportunity

(as reported by 95% of the class of 2015)

<b>School Facilitated</b>	<b>52.8%</b>
Career Management Posting	48.5%
Networking	1.7%
Alumni/Classmate/Faculty Referrals	2.6%
<b>Student Facilitated</b>	<b>47.2%</b>
Networking	5.8%
Previous Employer	3.8%
Other*	4.2%
Undeclared	32.5%
<b>Unknown</b>	<b>0.9%</b>

\*Student Facilitated- Other - Internet, Company Websites, Executive Search Firms, and Newspaper postings.

# Summer Employment Compensation (by Industry and Function)

Industry		Base Weekly Salary (\$)	
		%	Range
Accounting	7%	\$600-\$1,750	\$790
Advertising/Promotion/ Public Relations	4%	\$125-\$600	\$425
Consulting	7%	\$250-\$2,250	\$900
Consumer Packaged Goods	6%	\$400-\$942	\$764
Financial Services	34%	\$120-\$1,792	\$975
Government	3%	\$399-\$1,110	\$624
Leisure / Tourism	5%	\$200-\$500	\$350
Manufacturing	3%	\$440-\$900	\$800
Technology / Telecommunications	7%	\$550-\$1,680	\$923
Wholesale / Retail	4%	\$563-\$1,000	\$760
Other*	18%	\$167-\$1,175	\$675

Function		Base Weekly Salary (\$)	
		%	Range
Accounting	8%	\$573-\$1,750	\$789
Consulting	9%	\$250-\$2,250	\$937
Finance - Asset Management <sup>+</sup>	3%	\$250-\$1,000	\$668
<i>*This includes Investment, Portfolio, Wealth Management</i>			
Finance - Corporate Office	5%	\$560-\$1,500	\$678
Finance - Private Equity	5%	\$350-\$1,725	\$857
Finance - Wholesale/ Capital Markets	19%	\$120-\$1,792	\$1,475
Finance - Other	4%	\$500-\$900	\$750
Leadership/Rotational Programs	2%	\$769-\$923	\$920
Information Technology	2%	\$600-\$950	\$775
Marketing	13%	\$250-\$1,100	\$741
Operations	19%	\$167-\$1,680	\$600
Sales	7%	\$125-\$980	\$680
Other*	3%	\$375-\$850	\$525

\* Given Ivey's commitment to anonymity when collecting student data, the industries contained within 'Other' include less than 3% of the graduating class in the following industries: Construction, Education, Energy/Natural Resources, Healthcare/Pharmaceuticals, Media/Entertainment, Not for Profit, Real Estate/Property Management

# Recruiting Companies

## Companies engaging with Ivey HBA students this year including formally posting on campus and hiring

108 Securities*	Atomic Energy of Canada Limited	BOON Rewards Inc.*	Canadian Cancer Society, Ontario Division*
3M Canada Company*	Avaya*	Borden Ladner Gervais LLP*	Canadian Football League
5th Business	Avison Young Commercial Real Estate*	Borrowell	Canadian Growth Investments*
A.T. Kearney*	B Riley & Co.*	BottomLine Group*	Canadian Nuclear Safety Commission*
Abilities Centre*	Baha'i Community of Ontario*	Boxx Cosmetics/Sensu Communications Inc.*	Canadian Pacific
Acasta Capital*	Bain & Company Canada Inc.*	Brainrider	Canadian Tire Corporation Limited*
Accenture*	Bank of America-Merrill Lynch Canada*	Brainworks Corporation*	Cancer Care Ontario*
Addis Ababa University*	Bank of Canada*	Brand Finance Plc*	Canon Canada
Adidas Canada Limited	Bank of China*	BrandActive*	Canso Investment Counsel Ltd.*
ADP Canada*	Bank of East Asia*	BrandHealth Communications Inc.*	Canucks Sports & Entertainment*
Aga Khan Foundation Canada	Barclays Capital*	Brendan Wood International	Capco*
Agellan Capital*	Bay Street HR	Bridging Finances Inc*	Capgemini
AIG*	BD - Canada	Brookfield *	CardSwap Inc.*
Air Canada	Beacon Securities*	Brookfield Financial	Carestream Health, Inc.
Akler Browning Frimet Landzberg LLP*	Beehive Design - Novella Magazine*	Brookfield Renewable Energy Partners	Cargill Limited*
Alberta Energy Regulator	Bell - Corporate Strategy	Buchanan Group Inc.*	Carpedia International Ltd.
Alberta Investment Management Corp. (AIMCo)	Bell Canada Enterprises*	Buckland Customs Brokers Ltd.*	CarProof Vehicle History Reports
Alignvest Capital Management	Bell Media	Burns and Wilcox	Casale Media Inc.
AllerGen NCE*	Bellotti Goodman Partners*	Business by Philosophy*	Cassels, Brock and Blackwell LLP*
AltaGas Ltd.	Bench.co	Business Development Bank of Canada	CBRE*
Altalink Management Ltd*	Bennett Jones LLP*	Buytopia	Celestica Inc.
Altas Partners LP*	Bentall Kennedy LP	CAITONG Securities Co. Ltd.*	CEMS Global Alliance in Management Education
Altus Group	BG Distribution & Marketing*	Camp Kandalore*	Centerview Partners LLC*
Alvarez & Marsal Canada ULC*	Big Tree Capital Partners*	Camp Ramah*	Centre for Addiction and Mental Health*
American Eagle	Big Viking Games	Camp Shalom*	Cervus Equipment Corporation*
American Express*	Birch Hill Equity Partners*	Camp White Pine*	CGI*
American Income Life (AIL)	Bison Transportation	Campbell Company of Canada	Charity Intelligence Canada
Amundi Asset Management*	Blackberry	Canaccede Financial Group	Chestnut Park Real Estate Limited*
Aquasafi*	Blackhawk Network*	Canaccord Genuity*	China Construction Bank Trust Private Equity (CCBTPE)*
Aramark Canada	Blake, Cassels & Graydon*	Canada Basketball*	Chippingham Financial*
ARC Financial Corp.	Blinds-To-Go	Canada Bread Company*	CI Investments Inc.*
ARC Resources Ltd.	Bloomberg*	Canada Cutlery	
Arts Music Festival York Region*	BMO Capital Markets*	Canada Goose*	
Ashlar Urban Realty Inc.	BMO Financial Group*	Canada Post Corporation	
AstraZeneca Canada Inc.	BMO Wealth Management*	Canada Post Pension Plan*	
Asturias Consulting Ltd	BNP Paribas*	Canadian Armed Forces*	
ATCO Gas	Bombardier Aerospace		
Atma			



CIBC Bank*	CWD	Emerson White-Rodgers*	Fraser Mackenzie Merchant Capital (FMMC)*
CIBC Mellon*	Cypli International Services*	Emerson	Free The Children
CIBC Wholesale Banking*	Cypress Land Capital*	EMO Workforce Planning & Development Board*	Freshii*
Cineplex*	D+H*	Enbridge Gas Distribution	Fries With Benefits
Cintas	Damco	EnerCare Inc.	Fujitsu
Cisco Systems Canada Inc.	DBRS Limited	Energizer Holdings Inc.	Fuller Landau*
Citi Private Bank	DDB Public Relations*	Enerplus	Function Point
Citibank*	Deloitte (Audit, Tax & ERS)*	ENN Canada	Fusion Retail Analytics
Citigroup Global Markets Canada	Deloitte (Consulting)*	Enterprise-Rent-a-Car	Gallup Consulting
City Internships	Deloitte (Financial Advisory)	Entrepreneurial Solutions Partners (ESPartners)*	GE Capital Solutions*
City of Brampton*	Demand Metric Research Corp.*	Epsilon	General Dynamics Land Systems Canada*
City of Calgary*	Department of National Defense*	Equitable Bank*	General Electric (GE) Canada*
City of Toronto*	Desire2Learn*	Etsy	General Mills*
Clark Wilson LLP*	Destiny Solutions Inc.	Eventi Capital Partners	General Motors*
Clek*	Devon Energy Corporation	EventMobi*	GFL Environmental Inc. *
CN	DGAM*	Evercore Partners*	GlaxoSmithKline Inc.
Coca Cola Refreshments Canada*	Diageo	Export Development Canada	Global Business Reports
Cognera*	Difference Capital*	Extencare	Global Golf Advisors*
Cole and Parker	Digital Blackmagic*	ExxonMobil Canada	Golden Boy Foods and Nature*
Colgate-Palmolive Canada Inc.	Dillon Consulting Limited	EY*	Goldman Sachs & Co.*
Collette	Discovery Summer Sales*	Family Channel*	Goldman Sloan Nash & Harber LLP*
Colliers International Canada*	Duff & Phelps*	Family Counselling Centre	Goldmount Financial*
Collins Barrow*	Dundee Capital Markets*	Far & Wide Collective	Golf Canada
Combined Metal Industries	DYTREM Corporation	Farm Credit Canada*	Goodmans LLP*
Connect Legal*	East West Investment Management Corporation	Fermatq*	Goodwill*
Conoco Phillips	Eckler Ltd.	Fernando Kerr Design*	Google Online Marketing Challenge*
Constellation Software*	Ecopia Tech Corporation*	Fidelity Investments	Government of Canada
Consult-Myanmar Co Ltd	ECS Engineering & Construction Ltd.*	Financeit*	Government of Saskatchewan
Cormark Securities Inc.*	EDge Interactive	Finning (Canada)	Granite Tower Capital*
Cornerstone Research	Edgecrest Capital*	Firepower Capital*	Grant Thornton LLP
Corus Entertainment*	Edward Jones*	First Gulf Corporation*	Great Wall Securities*
CPG Connect	Eli Lilly and Company*	Fitneff Inc.	Greek Community of Toronto
CPP Investment Board*	Elizabeth Arden (Canada) Limited*	Focus Reports	Greenhill & Co., Inc.*
Credit Suisse*	EllisDon Corporation*	Foodie Bloggers*	Greystone Managed Investments Inc.*
Crestpoint Real Estate Investments Ltd	Embassy Flavours Ltd.*	Forum Family Office GmbH	Grip Limited*
Crosbie & Company*	Ember Advisory Ltd.*	Foundation Markets*	Groundlayer Capital*
Crowe Mackay LLP*	EMCO Corporation	Four Seasons Hotels and Resorts	Groupe Dynamite*
Crowe Soberman LLP*	EMD - Affiliates of Merck KGaA*	Franklin Templeton Investments (FTI)*	
Cummins Western Canada LP			
Cundari Group*			

Guillevin International Co.	Imperial Tobacco Canada	Joey Restaurant Group*	L'Occitane en Provence
Guillevin International Company	IMS Health Consulting Inc.,IMS Brogan	John Swire & Sons (H.K.) Ltd.	Lock Search Group
Halogen Software*	In the Funnel*	Johnson & Johnson Inc.*	London Health Sciences Centre
Hamilton Tiger-Cats Football Club	inCode Consulting*	Jones Lang LaSalle	London Hydro*
Hampton Securities*	Industrial and Commercial Bank of China (Canada)*	Jones Packaging*	London Life
Handybook	Influitive*	Joshua Creek Heritage Centre*	Longview Asset Management Ltd.
Hang Seng Bank*	Info-Tech International	JP Morgan*	Longview Communications Inc.
Hard Wire*	Info-Tech Research Group Inc.*	JRP Insurance Solutions Inc.	L'Oreal*
Hay Group*	ING*	JSN Jewellery*	Lowe & Partners Worldwide (China)*
HC Matcon*	Innovate Burlington	Kelsey Ramsden*	LS Travel Retail North America*
H.J. Heinz*	Inspire Charity*	KEV Group	lululemon athletica
Hewlett Packard	Intact Financial Corporation	Keyence Canada Inc.	m2 Canada*
Highland Creek Partners*	Intellitix*	Kinder Morgan	MacKay LLP
Hi-Rise Capital Ltd.	Inter Medico*	Kinross Gold Corporation*	Mackenzie Investments*
Hockey Night in Canada's Play On!	Interac Association	Klass Capital*	MacLAREN McCANN
Hoffman-La Roche Limited	Intercontinental in Shanghai*	Knactivate	Macquarie
Hollister Co.*	International Development Research Center	Knix Wear Inc.*	Made by Uppercut
HollisWealth	Invasive Species Centre	Koch Industries Inc.	Made Clothing
Holt Renfrew	Invesco Canada Ltd.	Koge Vitamins*	Make-A-Wish Foundation*
Home Depot	Investors Group Financial Services	Kovacs Group	Manitoba Public Insurance
Honda Canada Inc.*	Invictus Global Capital*	KPMG Advisory*	Manulife Financial*
Houlihan Lokey Howard & Zukin*	iPerceptions	KPMG LLP*	Manulife Treasury Associate Program*
HSBC Bank*	IPG Mediabrands	KPMG Management Consulting*	Maple Leaf Foods Inc.*
Hua You Decoration Company Ltd.*	iProspect	Kraft Canada*	Maple Leaf Sports and Entertainment*
Huatai Securities*	Ipsos Reid*	Labatt Breweries of Canada*	Mark Anthony Group
Hudson's Bay Company*	Irving Group*	Ladies Golf Club of Toronto*	Market IQ*
Hugessen Consulting Inc.*	IUGO Mobile Entertainment*	Lakeview Management/Embassy of Canada*	Marketpsych Hedge Fund*
Hungry Brew Hops - Public House and Eatery*	Ivey Business School*	Laserfiche	MaRS Discovery District
Huron Consulting Group	Ivey Connects	Lawrence National Centre for Policy & Management*	Marsh Canada Ltd.*
Hydro One Networks*	Ivy Capital Group*	Lazard Ltd.*	MARZ Studioz
Hydro Ottawa	Ivey International Centre for Health Innovation	Leonard Green & Partners LP*	Mastercard Canada
IA Clarington Investments Inc.	J.D. Irving, Limited	Level5 Strategy Group	Mastercard Advisors*
IBK Capital	Jack Astor's*	Leviev Ltd.	Mastronardi Produce
IBM Canada Ltd.*	Jackman	Lewkowitz Financial	Mawer Investment Management Ltd.
IBM Global Business Services	Jacob Securities Inc.*	Liberty International Underwriters (LIU)	MCAN Mortgage Corporation
IC Funding Financial	Jamieson Vitamins*	Lincoln Wu	McCague Borlack LLP*
IMG*	Jarislowsky Fraser Ltd*	Linedata	McDonald's Canada*
Impakt*	Jianghai Securities Co.*	Litens Automotive Partnership	McGraw-Hill Education
Imperial Oil Limited*	JMA Group*	Loblaw Companies Limited*	

McIntosh Petroleum Industries	Moody's Investors Service*	Onex Corporation	Plan Canada
McKinsey & Company*	Morgan Ramsay. Glowienka Inc.*	OnResearch*	PowerConsumer Inc.*
McLean & Company*	Morgan Stanley*	Ontario Global Edge	Premier Polmarex Inc.*
McLean & Kerr LLP*	Morguard Investments Limited.*	Ontario Government*	Prezi Inc.*
MDS Aero Support Corporation*	Morneau Shepell	Ontario Internal Audit Division*	Process & Steam Specialties
Me to We/Outreach 360*	Mosaic Sales Solutions	Ontario Ministry of Agriculture and Rural Affairs*	Procter & Gamble Inc.*
Medcan Health Management Inc.	Municipal Property Assessment Corporation (MPAC)	Ontario Ministry of Natural Resources*	Property Vista Software Inc.
MEG Energy Corp.*	Municipality of Chatham-Kent Engineering and Trans*	Ontario Power Generation	PSP Investments*
Meltwater News Canada	My Clean City*	Ontario Public Service	Public Inc.*
Menkes Developments Ltd.*	MyCityGossip.com*	Ontario Teachers Pension Plan Board*	Public Sector Digest Inc.
Mensana Change Management Ltd.*	MyPackage Apparel Inc.	Oribt Group Partners*	Public Sector Pension Plan Investment Board (PSP)*
Mercedes-Benz Canada*	Myplanet Digital*	Origin Merchant Partners	Pure Octane Talent*
Mercer (Canada) Limited*	National Bank of Canada	Orion Health	Purolator Courier Ltd.
Mercer International Inc.	National Research Council Canada	Ornge	PwC (Consulting & Deals)*
Meridian Partners*	nD Insight	Osler, Hoskin & Harcourt LLP*	PwC*
Metroland Media Group Ltd.	Nestle*	Osprey Capital Partners*	Q.E.D. Consulting*
MGM Resorts International - Bellagio*	Nevinomics	OTEC	Qatalyst Partners LP
Microsoft*	New Point Capital Partners*	OTT Capital*	Quebecor*
Middlesex Hospital Alliance	NEWALTA	Ottawa Senators Hockey Club*	QV Investors*
Mikutech	Newcomp Inc.*	Overhang Adventures*	Radar Capital Inc.*
Milestone Investment Council (Toronto)*	Newcon Optik	Oxford Properties Group*	Radin Capital*
Mimik Technology Inc.	News Marketing Canada*	Pack-Age Inc.*	Randstad Canada
Ministry of Education	Nextopia	Palagon Ventures Corporation	Raymond James Ltd.*
Ministry of Government Services*	Nickelodeon*	Pan - Parapan Am Games*	Raymond Turner Small Batch Distillery*
Ministry of Health and Long Term Care*	Nielsen*	Paradigm Capital Inc.*	RBC Capital Markets*
Ministry of the Attorney General*	Nissan Canada Inc.	Park Hyatt*	RBC Dominion Securities*
Minto Group	Northbridge Financial Corporation	Parks & Recreation*	RBC Global Asset Management*
Mixed Company Theatre*	Novantas Inc.	PC Financial*	RBC Investor & Treasury Services*
MLB	NPT LLP*	PCCW Limited	RBC Wealth Management
MMM Group*	Nulogy	Peak Sales Recruiting*	RBC*
MNP LLP*	NYJ*	Peoples Christian Academy Inc.*	Real Tech Inc
Moelis & Company*	Oberfeld Snowcap*	PepsiCo Beverages	Rebate4U*
Molson Coors Canada*	Office of the Auditor General of Canada	PepsiCo Canada*	Reckitt Benckiser (Canada) Inc.*
Mommies First*	OLG*	Pets 4 Life*	Red Hat
Mondelez International*	Oliver Wyman*	Pfizer*	Redwood Strategic
Monitor Deloitte*	OMERS	Pfizer Inc. (China)*	RedY Group*
Monsanto	One Capital Management LLC*	Pharmascience	Regent Properties
		Phillip Morris International	Region of Peel*
		Picton Mahoney Asset Management*	

Reitmans	Scotiabank, Global Banking and Markets*	Stikeman Elliott LLP*	The Greenest Workforce
Resilience Capital	ScotiaMcLeod*	Strategic Group	The Hershey Company
Revera Inc.	SDI Marketing*	Strategy&*	The JMA Group*
Rexton Commercial Realty Advisors*	Seaspan*	STS Capital Partners*	The Lightning Group*
Reynolds and Reynolds (Canada) Ltd.	Security ONE*	Sun Life Financial*	The Next 36
Richardson GMP*	Semgroup Corp.*	Sun Life Global Investments*	The Nielsen Company
Rio Tinto	Servette FC*	Suncor Energy*	The North West Company
Roadtrek*	Shad Valley*	Sunshine Foundation*	The Original Cakerie
Robert Half*	Shell Canada Limited	Suske Capital Management*	The Stephenson Cardiovascular MR Centre*
Roger Martin Institute for Competitiveness and Prosperity*	Shenyin & Wanguo Securities Co. Ltd.*	SW Market Strategists*	The University of New Brunswick
Rogers Communications Inc.*	Sherwin-Williams Canada Inc.	Swicorp*	ThirtyThree
Rogers Corporate Strategy and Planning Group	Shopify	Taipei Medical University*	Tim Horton's*
Roland Berger*	Shoppers Drug Mart*	Taishin International Bank*	TJX Canada*
Ross Smith Asset Management Inc.	SickKids Hospital*	TalentEgg Inc.	TMG International Inc.
RP Investments*	SickKids Foundation	Tangerine*	TMX Group
Russell Square Partners*	Sid Lee	Tanxia International Inc.*	Torche Financial Group
Ryan	Silver Lake Partners*	Target Canada*	Toronto AMI International Asset Management*
Ryder Canada	Simalam Inc.	Taste of Life*	Toronto 2015 Pan Am
S&P Capital IQ*	Sincere Finance Holding Limited*	TD Bank Financial Group*	Toronto District School Board*
S.F. Express	SINOLINK SECURITIES CO LTD.*	TD Direct*	Toronto International Film Festival*
S.I. Systems*	Sixsense Strategy Group	TD Securities*	Toskan-Casale Foundation*
SABRE*	Smart Employee Benefits*	Tealeaves	Towers Watson
SafeBridge Financial Group	Smucker Foods Canada Corp.	TeamBuy	Town Inn Suites*
Safety Seal Plastics Inc.*	SNC Lavalin Capital*	TechAlliance*	Township of East Zorra-Tavistock
Sales Spider Inc	SoapBox	Telecon Design*	Township of Lake of Bays
Salit Steel*	Sobeys Inc.	TELUS*	Trader Corporation
Samsung Electronics*	Spectrum Capital Partners*	Tempo Academy*	TransAlta Corporation
Samsung Mobile	Spicy Subscriptions	Tennis Canada*	TransCanada
SAP Canada Inc.*	Spork*	Tequila Tromba*	TransForm Shared Service Organization
Sarona Asset Management	Springcreek Cemetary*	Terra Verde	Transperfect Translations
Sarona Fund	Sprott Asset Management*	Thames Valley District School Board	Travelers Canada*
Saskatchewan Chamber of Commerce*	Sproule*	The Aber Group*	Trellis Capital*
Satov*	Standard & Poor's	The Achievement Centre International Inc*	Trican
SC Johnson*	Standard Bank Group*	The Boston Consulting Group*	Trimaven Capital Advisors Inc*
SCENE*	Standard Chartered Bank	The Business Development Bank of Canada*	Trident
Schmittzehe & Partners*	StarTech.com*	The Canadian Council for Public-Private Partnership	TrojanOne Integrated Brand Activation
Scotia Waterous*	State Farm Insurance	The Canderel Group*	True Ad Consultants*
Scotiabank*	State Street Global Services*	The City of Ottawa*	True North Commercial REIT*
	Stern Cohen LLP*	The City Scavenger	
	Stewart McKelvey*	The Climate Corporation*	
		The Elmira Group*	

TSC Stores\*  
Turtle Creek Asset Management\*  
U.S. Commercial Service  
Uberflip  
UBS Securities Canada Inc.\*  
Ultrabrand\*  
Unhaggle Inc.\*  
Uniiverse\*  
Unilever Canada\*  
Union Creative\*  
Union Gas  
Union Square Advisors\*  
United Bank Ltd.  
University Health Network\*  
UPS Canada Ltd.  
Utilismart Corporation  
Venterra Realty  
VentureLAB (York Region)\*  
Vigilant Global  
Vision Capital Corporation  
Voices.com  
Volaris\*  
Vox Pop\*  
Vusion  
W4 Performance Ad Market\*  
Walker Industries Holdings Limited\*  
Walmart Canada\*  
Watt International\*  
WattsWorth Analysis Inc  
Wealthsimple\*  
Wells Fargo & Company\*  
Westcourt Capital\*  
Western Founders Network\*  
Western Heads East\*  
Western University\*  
Weston Bakeries Ltd.  
Wheels Group  
Whisky Run Golf Club\*  
WiderFunnel Marketing Optimization\*  
Willard Meats International

William Blair\*  
Wisely  
Wishabi Corporation  
Wisynco Group\*  
Wonder Shuttle Media Inc.\*  
Workers' Compensation Board  
World Wide Marketing & Technology Solutions Inc.\*  
WorleyParsons\*  
WSP Group\*  
Xaxis  
Xerox Canada  
Yamaha Motor Canada Ltd.  
Yellow Point Equity Partners  
YMCA\*  
Youth Challenge International\*  
Zel Human Capital Inc.\*  
ZS Associates\*  
Zurich Canada

\*Denotes organizations who successfully hired our graduates or summer students in the HBA Program