Message from the Executive Director

On behalf of Career Management at Ivey, I am pleased to share the HBA Class of 2023 and HBA Class of 2024 employment report. As we celebrated our centennial year, Ivey continued its legacy of delivering a world class business education, helping to prepare and transform our HBA students into business leaders. Highlights in this report reflect:

High demand
Ivey HBAs are in high demand. 94 per cent of the Class of 2023 received at least one employment offer by October 1st, 2023 and by January 1st, 2024 this number rose to 95 per cent. In addition, 97 per cent of our HBA 2024 class seeking summer internships received at least one job offer.

Strong industry partnerships
Top organizations like Deloitte, Accenture, BMO Financial Group, CIBC, Restaurant Brands International, and Amazon amongst many others, continue to recruit Ivey students and new graduates. And over the last year we welcomed many new organizations that recognize the value in recruiting top talent. Feedback from our corporate partners reinforces what we know to be true — Ivey students and graduates are prepared to hit the ground running and make a positive impact in the organizations they join.

World-class support
Ivey HBAs are a talented group and their career journey is supported by a Career Management team that is doing more than ever to prepare students for post-graduate employment needs and long-term career success. In our career management programming, we help students reflect on the types of critical issues that they want to work on as business leaders and we use that information to help guide our programming.

We take pride in the achievements of our HBA cohorts and the outcomes documented in this report. Special thanks to the 32,000 strong Alumni network that our graduates now join, as well as all of our corporate partners for their support and confidence in our Ivey talent.

All the best,

Kim Miller
Executive Director, Career Management

$83,579
Average base salary based on a 72-per-cent salary reporting rate.

$89,650
Average total compensation (includes: base salary, signing bonus, and other guaranteed compensation), based on a 72-per-cent salary reporting rate.

94%
of those seeking employment received at least one job offer three months post-graduation based on an 89-per-cent reporting rate.

95%
of those seeking employment received an offer six months post-graduation based on a 91-per-cent reporting rate.
Class of 2023 at a glance

HBA 2023 passports represented

<table>
<thead>
<tr>
<th>Passport Representation</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Canada</td>
<td>98%</td>
</tr>
<tr>
<td>India</td>
<td>1%</td>
</tr>
<tr>
<td>Other (includes Argentina, Barbados, Bermuda, Jamaica, Malaysia, Europe)</td>
<td>1%</td>
</tr>
</tbody>
</table>

- **Total Students in Class**: 612
- **Self-Identify as Women**: 47%
- **International Citizenship**: 6%
- **Pursued Dual Degrees**: 28%
- **Industries Our Graduates Accepted Work in**: 26
- **School-Facilitated Job Offers**: 49%

Due to rounding, numbers presented throughout this report may not add up precisely to the totals indicated, as they are rounded to the nearest per cent.
### Alumni Industry of Employment

- **Finance**: 31%
- **Consulting**: 13%
- **Technology**: 11%
- **Consumer Products**: 5%
- **Education**: 5%
- **Energy/Resources**: 5%
- **Healthcare**: 5%
- **Retail**: 4%
- **Advertising/Marketing/Communications/PR**: 3%
- **Other**: 3%
- **Real Estate**: 3%
- **Entertainment**: 2%
- **Government**: 2%
- **Legal**: 2%
- **Manufacturing**: 2%
- **Automotives**: 2%
- **Construction**: 2%
- **Engineering**: 1%
- **Transportation/Distribution/Logistics**: 1%

*Other includes: Aerospace, Agriculture/Agribusiness, Charities/Not-for-profit, and Holding Companies.

### Source of Accepted Employment

- **School-facilitated**
  - Ivey summer internships: 20%
  - Career Management posting: 19%
  - Networking (with alumni and corporate partners): 6%
  - Alumni referral: 1%
  - Law school recruiting: 1%
  - Resume book/resume referral: 1%

- **Graduate-facilitated**
  - Networking (outside school): 14%
  - Company websites, external job boards/LinkedIn: 11%
  - Previous employer (before starting Ivey): 3%
  - Personal network (friends/family): 4%

- **Source of offer unknown or not reported**: 19%

### Statistics

- **323** Companies that posted jobs to the Ivey HBA 2023 class
- **226** Companies with which our HBA students accepted employment
- **25%** HBA’s returning to their summer internship employer
- **6** Students pursuing Entrepreneurship

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.
Industry of accepted full-time employment

- Financial Services (34%)
- Consulting (28%)
- Technology – Computer Software and Services (8%)
- Consumer Products (7%)
- Other* (4%)
- Accounting/Audit/Tax (3%)
- Real Estate (Commercial/Industrial, Investment Trust (REIT), Residential (3%)
- Technology – Information and Communication (Telecommunications) (3%)
- Automotive (2%)
- Food Service/Restaurant/Food Production (2%)
- Law and Legal Services (2%)
- Advertising (Marketing Services, Ad Agencies, Communications, Public Relations) (1%)
- Education (1%)
- Entertainment – Computer Games, Mobile Games; Animation, Leisure/Recreation, Travel/Tourism/ Accommodations (1%)
- Entertainment – Sports & Sports Management (1%)
- Manufacturing (1%)
- Retail (1%)

* Other includes: Charities/Non-Profit, Consumer Services, Government, Market Research, Recruitment Services/Executive Search, Security and Investigations, Think Tanks/Policy Institutes/Research Institute, Transportation/Distribution/Logistics, Healthcare - Hospitals, Clinics, Healthcare Providers & Services, Environmental Services - Sustainability, Cleantech.

Due to rounding, numbers presented throughout this report may not add up precisely to the totals indicated, as they are rounded to the nearest per cent.
Function of accepted full-time employment

- Finance 32%
- Consulting/Corporate Strategy 30%
- Marketing 7%
- Sales/Business Development 5%
- Leadership Development/Rotational Program 5%
- IT 4%
- Accounting 4%
- Law/Legal Service 3%
- Product Management 3%
- Data Analytics 2%
- Research and Development 2%
- Project Management 2%
- Operations/Logistics 1%
- General Management 1%

96% reported being satisfied with the job they accepted post-HBA, based on a 61-per-cent reporting rate.

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.

Compensation

<table>
<thead>
<tr>
<th>HBA 2023</th>
<th>FULL TIME</th>
</tr>
</thead>
<tbody>
<tr>
<td>REPORTING RATE</td>
<td>MIN $</td>
</tr>
<tr>
<td>Base Salary</td>
<td>72%</td>
</tr>
<tr>
<td>Signing Bonus</td>
<td>38%</td>
</tr>
<tr>
<td>Other Guaranteed Compensation</td>
<td>1%</td>
</tr>
<tr>
<td>Total Compensation</td>
<td>72%</td>
</tr>
</tbody>
</table>

Base salary by geography

<table>
<thead>
<tr>
<th>GEOGRAPHY</th>
<th>% SHARE OF TOTAL REPORTED SALARIES</th>
<th>MIN $</th>
<th>MAX $</th>
<th>AVERAGE $</th>
<th>MEDIAN $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Calgary</td>
<td>3%</td>
<td>$50,000</td>
<td>$100,000</td>
<td>$76,375</td>
<td>$74,500</td>
</tr>
<tr>
<td>London</td>
<td>2%</td>
<td>$48,000</td>
<td>$66,826</td>
<td>$59,554</td>
<td>$62,250</td>
</tr>
<tr>
<td>Toronto/GTA</td>
<td>79%</td>
<td>$40,000</td>
<td>$160,000</td>
<td>$79,110</td>
<td>$75,000</td>
</tr>
<tr>
<td>Vancouver</td>
<td>2%</td>
<td>$50,000</td>
<td>$113,800</td>
<td>$76,560</td>
<td>$66,000</td>
</tr>
<tr>
<td>Canada – Other*</td>
<td>5%</td>
<td>$49,000</td>
<td>$130,000</td>
<td>$79,966</td>
<td>$70,000</td>
</tr>
<tr>
<td>New York</td>
<td>3%</td>
<td>$87,100</td>
<td>$160,000</td>
<td>$131,513</td>
<td>$135,000</td>
</tr>
<tr>
<td>San Francisco</td>
<td>2%</td>
<td>$89,000</td>
<td>$188,000</td>
<td>$154,603</td>
<td>$162,050</td>
</tr>
<tr>
<td>USA – Other*</td>
<td>3%</td>
<td>$90,000</td>
<td>$162,150</td>
<td>$139,288</td>
<td>$137,570</td>
</tr>
<tr>
<td>International – Other*</td>
<td>2%</td>
<td>$65,000</td>
<td>$158,979</td>
<td>$99,283</td>
<td>$96,000</td>
</tr>
</tbody>
</table>

* Canada – Other includes: Montreal, Ottawa and Unknown.
* USA – Other includes: Austin, and Unknown.
* International – Other includes: Germany, Australia, Bermuda, United Kingdom.
## Base salary by industry

<table>
<thead>
<tr>
<th>INDUSTRY</th>
<th>% SHARE OF TOTAL REPORTED SALARIES</th>
<th>MIN $</th>
<th>MAX $</th>
<th>AVERAGE $</th>
<th>MEDIAN $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting/Audit/Tax</td>
<td>3%</td>
<td>$48,000</td>
<td>$60,000</td>
<td>$57,400</td>
<td>$59,000</td>
</tr>
<tr>
<td>Consulting</td>
<td>20%</td>
<td>$60,000</td>
<td>$136,000</td>
<td>$86,437</td>
<td>$80,000</td>
</tr>
<tr>
<td>Consulting – Financial Advisory</td>
<td>5%</td>
<td>$57,000</td>
<td>$104,000</td>
<td>$74,150</td>
<td>$73,500</td>
</tr>
<tr>
<td>Consulting – IT/Technology/Digital</td>
<td>3%</td>
<td>$60,000</td>
<td>$80,000</td>
<td>$74,375</td>
<td>$75,000</td>
</tr>
<tr>
<td>Consulting – Other*</td>
<td>4%</td>
<td>$58,000</td>
<td>$75,000</td>
<td>$73,000</td>
<td>$75,000</td>
</tr>
<tr>
<td>Consumer Products – All*</td>
<td>5%</td>
<td>$52,525</td>
<td>$90,000</td>
<td>$74,231</td>
<td>$75,000</td>
</tr>
<tr>
<td>Entertainment</td>
<td>2%</td>
<td>$50,000</td>
<td>$96,000</td>
<td>$64,680</td>
<td>$62,400</td>
</tr>
<tr>
<td>Financial Services</td>
<td>6%</td>
<td>$45,000</td>
<td>$160,000</td>
<td>$87,380</td>
<td>$80,000</td>
</tr>
<tr>
<td>Financial Services – Asset Management (Investment, Portfolio, Wealth)</td>
<td>5%</td>
<td>$60,000</td>
<td>$110,000</td>
<td>$88,125</td>
<td>$82,500</td>
</tr>
<tr>
<td>Financial Services – Business/Commercial Banking</td>
<td>2%</td>
<td>$67,500</td>
<td>$80,000</td>
<td>$73,500</td>
<td>$70,000</td>
</tr>
<tr>
<td>Financial Services – Corporate Banking</td>
<td>2%</td>
<td>$90,000</td>
<td>$120,000</td>
<td>$97,500</td>
<td>$90,000</td>
</tr>
<tr>
<td>Financial Services – Investment Banking</td>
<td>10%</td>
<td>$40,000</td>
<td>$163,000</td>
<td>$108,874</td>
<td>$100,000</td>
</tr>
<tr>
<td>Financial Services – Private Equity/ Venture Capital</td>
<td>3%</td>
<td>$65,000</td>
<td>$162,150</td>
<td>$96,559</td>
<td>$85,000</td>
</tr>
<tr>
<td>Financial Services – Other*</td>
<td>2%</td>
<td>$65,000</td>
<td>$115,000</td>
<td>$88,714</td>
<td>$90,000</td>
</tr>
<tr>
<td>Food Service/Restaurant/ Food Production</td>
<td>3%</td>
<td>$65,000</td>
<td>$70,000</td>
<td>$68,750</td>
<td>$70,000</td>
</tr>
<tr>
<td>Government</td>
<td>2%</td>
<td>$60,000</td>
<td>$75,400</td>
<td>$70,786</td>
<td>$73,528</td>
</tr>
<tr>
<td>Other*</td>
<td>8%</td>
<td>$41,600</td>
<td>$137,570</td>
<td>$75,496</td>
<td>$68,500</td>
</tr>
<tr>
<td>Real Estate</td>
<td>3%</td>
<td>$50,000</td>
<td>$80,500</td>
<td>$70,000</td>
<td>$70,000</td>
</tr>
<tr>
<td>Technology – Information and Communication (Telecommunications)</td>
<td>4%</td>
<td>$60,000</td>
<td>$75,000</td>
<td>$67,333</td>
<td>$68,000</td>
</tr>
<tr>
<td>Technology – Computer Software and Services</td>
<td>9%</td>
<td>$50,000</td>
<td>$188,000</td>
<td>$94,545</td>
<td>$84,000</td>
</tr>
</tbody>
</table>

* Other includes: General Management, Human Resources and Operations/Logistics.

## Base salary by function

<table>
<thead>
<tr>
<th>FUNCTION</th>
<th>% SHARE OF TOTAL REPORTED SALARIES</th>
<th>MIN $</th>
<th>MAX $</th>
<th>AVERAGE $</th>
<th>MEDIAN $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>4%</td>
<td>$48,000</td>
<td>$70,000</td>
<td>$58,000</td>
<td>$60,000</td>
</tr>
<tr>
<td>Consulting/Corporate Strategy</td>
<td>33%</td>
<td>$55,000</td>
<td>$136,000</td>
<td>$81,518</td>
<td>$75,000</td>
</tr>
<tr>
<td>Data Analytics</td>
<td>2%</td>
<td>$60,000</td>
<td>$115,000</td>
<td>$83,667</td>
<td>$82,500</td>
</tr>
<tr>
<td>Finance</td>
<td>29%</td>
<td>$40,000</td>
<td>$163,000</td>
<td>$94,971</td>
<td>$90,000</td>
</tr>
<tr>
<td>IT</td>
<td>3%</td>
<td>$65,000</td>
<td>$158,000</td>
<td>$104,870</td>
<td>$100,000</td>
</tr>
<tr>
<td>Law/Legal Service</td>
<td>2%</td>
<td>$70,000</td>
<td>$130,000</td>
<td>$89,488</td>
<td>$82,700</td>
</tr>
<tr>
<td>Leadership Development/ Rotational Program</td>
<td>6%</td>
<td>$58,000</td>
<td>$110,000</td>
<td>$71,444</td>
<td>$69,000</td>
</tr>
<tr>
<td>Marketing</td>
<td>7%</td>
<td>$41,600</td>
<td>$82,000</td>
<td>$66,391</td>
<td>$66,000</td>
</tr>
<tr>
<td>Other*</td>
<td>2%</td>
<td>$55,000</td>
<td>$125,000</td>
<td>$89,714</td>
<td>$96,000</td>
</tr>
<tr>
<td>Product Management</td>
<td>3%</td>
<td>$60,000</td>
<td>$188,000</td>
<td>$104,939</td>
<td>$80,000</td>
</tr>
<tr>
<td>Project Management</td>
<td>2%</td>
<td>$49,000</td>
<td>$137,570</td>
<td>$80,262</td>
<td>$69,000</td>
</tr>
<tr>
<td>Research and Development</td>
<td>3%</td>
<td>$60,000</td>
<td>$80,000</td>
<td>$67,831</td>
<td>$66,413</td>
</tr>
<tr>
<td>Sales/Business Development</td>
<td>4%</td>
<td>$50,000</td>
<td>$89,000</td>
<td>$63,830</td>
<td>$58,660</td>
</tr>
</tbody>
</table>

* Other includes: General Management, Human Resources and Operations/Logistics.
Class of 2024
summer employment
at a glance

$1,152
Average weekly base salary based on an 87-per-cent reporting rate.

97%
of those seeking received at least one job offer based on a 96-per-cent reporting rate.

758
Total Students in Class

47%
Self-Identify as Women

3%
International Citizenship

14
Different Functions That the Students Worked in

30
Different Industries That Students Worked in

41%
School-Facilitated Accepted Job Offers

Company size of accepted summer employment

16%
2-50 EMPLOYEES

7%
51-200 EMPLOYEES

4%
201-500 EMPLOYEES

8%
501-1,000 EMPLOYEES

13%
1,001-5,000 EMPLOYEES

4%
5,001-10,000 EMPLOYEES

1%
UNKNOWN

Due to rounding, numbers presented throughout this report may not add up precisely to the totals indicated, as they are rounded to the nearest per cent.
HBA 2024 geography of accepted summer employment

- Toronto/GTA 74%
- Canada other 5%
- Montreal 1%
- Ottawa 1%
- United States 4%
  - New York 2%
  - U.S. other 3%
    (includes: Menlo Park, Fort Lauderdale, Los Angeles, Irvine, Atlanta, Boulder, Redmond, San Francisco, Boston, and Philadelphia)
- Vancouver 3%
- Calgary 3%
- United States 4%
- Canada other 5%
- International 1%
  (includes: China, Jamaica, and Ireland)
- Unknown 6%

Source of accepted summer employment

- 41%
  School-facilitated
    - Career Management posting 29%
    - Networking (with alumni and corporate partners) 6%
    - Summer Internships 3%
    - Classmate Referral 2%
    - Alumni referral 1%
- 48%
  Student-facilitated
    - Company websites, external job boards/LinkedIn 17%
    - Networking (outside school) 14%
    - Personal network (friends/family) 12%
    - Previous employer (before starting Ivey) 4%
    - Third party sources (i.e. executive recruiters) 1%
- Source of offer unknown or not reported: 11%

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.
Industry of accepted summer employment

- Financial Services (39%)
- Consulting (36%)
- Consumer Products (6%)
- Accounting/Audit/Tax (5%)
- Other* (5%)
- Technology – Computer Software and Services (9%)
- Technology – Information and Communication (Telecommunications) (3%)
- Charities/Non Profit (2%)
- Education (2%)
- Energy/Resources (2%)
- Entertainment – Sports & Sports Management (2%)
- Manufacturing (2%)
- Real Estate – Commercial/Industrial (2%)
- Advertising (Marketing Services, Ad Agencies, Communications, Public Relations) (1%)
- Entertainment – Other* (1%)
- Food Service/Restaurant/Food Production (1%)
- Healthcare – Hospitals, Clinics, Healthcare Providers & Services (1%)
- Healthcare – Other* (1%)
- Real Estate – Investment Trust (REIT) (1%)
- Real Estate – Property Management (1%)
- Real Estate – Residential (1%)
- Retail (1%)


* Entertainment – Other includes: Leisure/Recreation, Gambling & Casinos, Arts & Media (Broadcast Media, Performing Arts, Production, Radio/TV/Film) and Travel/Tourism/Accommodations.

* Healthcare – Other includes: Biotechnology, Medical Technology, Pharmaceuticals and Medical Devices and Equipment.

* Financial Services – Other includes: Equity Research, Corporate Banking, Risk and Retail Banking.


Due to rounding, numbers presented throughout this report may not add up precisely to the totals indicated, as they are rounded to the nearest per cent.
Function of accepted summer employment

Finance 35%
Consulting/Corporate Strategy 18%
Marketing 9%
Accounting 7%
Sales/Business Development 6%
Data Analytics 5%
IT 5%
Leadership Development/Rotational Program 3%
Product Management 3%
Research and Development 3%
Other 2%
Project Management 2%
General Management 1%
Law/Legal Service 1%

94% reported being satisfied with the summer internship job they accepted, based on a 98-per-cent reporting rate.

Weekly base salary by function

<table>
<thead>
<tr>
<th>FUNCTION</th>
<th>% SHARE OF TOTAL REPORTED SALARIES</th>
<th>MIN $</th>
<th>MAX $</th>
<th>AVERAGE $</th>
<th>MEDIAN $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>7%</td>
<td>$640</td>
<td>$1,125</td>
<td>$975</td>
<td>$990</td>
</tr>
<tr>
<td>Consulting/Corporate Strategy</td>
<td>18%</td>
<td>$462</td>
<td>$6,000</td>
<td>$1,198</td>
<td>$1,077</td>
</tr>
<tr>
<td>Data Analytics</td>
<td>5%</td>
<td>$180</td>
<td>$1,500</td>
<td>$897</td>
<td>$960</td>
</tr>
<tr>
<td>Finance</td>
<td>35%</td>
<td>$231</td>
<td>$5,083</td>
<td>$1,348</td>
<td>$1,154</td>
</tr>
<tr>
<td>IT</td>
<td>5%</td>
<td>$715</td>
<td>$2,800</td>
<td>$1,274</td>
<td>$1,120</td>
</tr>
<tr>
<td>Marketing</td>
<td>9%</td>
<td>$300</td>
<td>$4,667</td>
<td>$935</td>
<td>$885</td>
</tr>
<tr>
<td>Operations/Logistics</td>
<td>3%</td>
<td>$700</td>
<td>$1,200</td>
<td>$905</td>
<td>$920</td>
</tr>
<tr>
<td>Other*</td>
<td>4%</td>
<td>$577</td>
<td>$1,482</td>
<td>$902</td>
<td>$870</td>
</tr>
<tr>
<td>Product Management</td>
<td>3%</td>
<td>$800</td>
<td>$1,830</td>
<td>$1,155</td>
<td>$1,020</td>
</tr>
<tr>
<td>Project Management</td>
<td>2%</td>
<td>$554</td>
<td>$2,885</td>
<td>$978</td>
<td>$800</td>
</tr>
<tr>
<td>Research and Development</td>
<td>3%</td>
<td>$462</td>
<td>$3,333</td>
<td>$943</td>
<td>$720</td>
</tr>
<tr>
<td>Sales/Business Development</td>
<td>6%</td>
<td>$500</td>
<td>$1,250</td>
<td>$830</td>
<td>$806</td>
</tr>
</tbody>
</table>

Due to rounding, numbers presented throughout this report may not add up precisely to the totals indicated, as they are rounded to the nearest per cent.
## Weekly base salary by industry

<table>
<thead>
<tr>
<th>INDUSTRY</th>
<th>% SHARE OF TOTAL REPORTED SALARIES</th>
<th>MIN $</th>
<th>MAX $</th>
<th>AVERAGE $</th>
<th>MEDIAN $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting/Audit/Tax</td>
<td>5%</td>
<td>$923</td>
<td>$1,154</td>
<td>$1,023</td>
<td>$1,038</td>
</tr>
<tr>
<td>Charities/Non-Profit</td>
<td>2%</td>
<td>$577</td>
<td>$900</td>
<td>$716</td>
<td>$710</td>
</tr>
<tr>
<td>Consulting</td>
<td>9%</td>
<td>$577</td>
<td>$2,952</td>
<td>$1,225</td>
<td>$1,154</td>
</tr>
<tr>
<td>Consulting – Financial Advisory</td>
<td>2%</td>
<td>$980</td>
<td>$1,269</td>
<td>$1,143</td>
<td>$1,168</td>
</tr>
<tr>
<td>Consulting – IT/Technology/Digital</td>
<td>4%</td>
<td>$700</td>
<td>$2,080</td>
<td>$1,067</td>
<td>$1,077</td>
</tr>
<tr>
<td>Consulting – Other*</td>
<td>3%</td>
<td>$960</td>
<td>$1,385</td>
<td>$1,087</td>
<td>$1,077</td>
</tr>
<tr>
<td>Consumer Products*</td>
<td>6%</td>
<td>$500</td>
<td>$1,200</td>
<td>$907</td>
<td>$885</td>
</tr>
<tr>
<td>Entertainment *</td>
<td>3%</td>
<td>$346</td>
<td>$1,442</td>
<td>$787</td>
<td>$745</td>
</tr>
<tr>
<td>Financial Services</td>
<td>12%</td>
<td>$577</td>
<td>$1,827</td>
<td>$1,062</td>
<td>$1,000</td>
</tr>
<tr>
<td>Financial Services – Asset Management (Investment, Portfolio, Wealth)</td>
<td>8%</td>
<td>$750</td>
<td>$3,077</td>
<td>$1,289</td>
<td>$1,120</td>
</tr>
<tr>
<td>Financial Services – Business/Commercial Banking</td>
<td>2%</td>
<td>$743</td>
<td>$1,038</td>
<td>$933</td>
<td>$960</td>
</tr>
<tr>
<td>Financial Services – Capital Markets</td>
<td>2%</td>
<td>$231</td>
<td>$2,576</td>
<td>$1,406</td>
<td>$1,538</td>
</tr>
<tr>
<td>Financial Services – Investment Banking</td>
<td>7%</td>
<td>$692</td>
<td>$3,450</td>
<td>$1,988</td>
<td>$1,923</td>
</tr>
<tr>
<td>Financial Services – Other*</td>
<td>5%</td>
<td>$800</td>
<td>$2,115</td>
<td>$1,242</td>
<td>$1,158</td>
</tr>
<tr>
<td>Financial Services – Private Equity/ Venture Capital</td>
<td>2%</td>
<td>$678</td>
<td>$3,000</td>
<td>$1,420</td>
<td>$1,119</td>
</tr>
<tr>
<td>Other*</td>
<td>14%</td>
<td>$192</td>
<td>$1,600</td>
<td>$880</td>
<td>$840</td>
</tr>
<tr>
<td>Real Estate</td>
<td>5%</td>
<td>$462</td>
<td>$1,800</td>
<td>$854</td>
<td>$840</td>
</tr>
<tr>
<td>Retail</td>
<td>2%</td>
<td>$180</td>
<td>$1,200</td>
<td>$786</td>
<td>$800</td>
</tr>
<tr>
<td>Technology – Information and Communication (Telecommunications)</td>
<td>3%</td>
<td>$530</td>
<td>$1,575</td>
<td>$934</td>
<td>$910</td>
</tr>
<tr>
<td>Technology – Computer Software and Services</td>
<td>5%</td>
<td>$720</td>
<td>$2,885</td>
<td>$1,259</td>
<td>$1,004</td>
</tr>
</tbody>
</table>

* Consumer Products includes: Beverage/Food, Alcohol, Household/Personal/Cosmetics, Tobacco, and Sporting Goods.
* Entertainment includes: Leisure/Recreation, Gambling & Casinos, Arts & Media (Broadcast Media, Performing Arts, Production, Radio/TV/Film), and Travel/Tourism/ Accommodations, Sports, and Sports Management.
* Financial Services – Other includes: Equity Research, Corporate Banking, Risk and Retail Banking, Sales & Trading, and Insurance.

## Weekly base salary by geography

<table>
<thead>
<tr>
<th>GEOGRAPHY</th>
<th>% SHARE OF TOTAL REPORTED SALARIES</th>
<th>MIN $</th>
<th>MAX $</th>
<th>AVERAGE $</th>
<th>MEDIAN $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Calgary</td>
<td>3%</td>
<td>$231</td>
<td>$1,923</td>
<td>$1,022</td>
<td>$937</td>
</tr>
<tr>
<td>London</td>
<td>2%</td>
<td>$577</td>
<td>$1,482</td>
<td>$871</td>
<td>$822</td>
</tr>
<tr>
<td>Montreal</td>
<td>1%</td>
<td>$960</td>
<td>$1,827</td>
<td>$1,230</td>
<td>$1,154</td>
</tr>
<tr>
<td>Toronto/GTA</td>
<td>74%</td>
<td>$293</td>
<td>$2,625</td>
<td>$1,104</td>
<td>$1,038</td>
</tr>
<tr>
<td>Vancouver</td>
<td>3%</td>
<td>$626</td>
<td>$1,860</td>
<td>$1,023</td>
<td>$960</td>
</tr>
<tr>
<td>Ottawa</td>
<td>1%</td>
<td>$819</td>
<td>$1,154</td>
<td>$1,031</td>
<td>$1,108</td>
</tr>
<tr>
<td>Canada – Other*</td>
<td>6%</td>
<td>$650</td>
<td>$1,000</td>
<td>$842</td>
<td>$826</td>
</tr>
<tr>
<td>New York</td>
<td>2%</td>
<td>$1,635</td>
<td>$3,450</td>
<td>$2,658</td>
<td>$2,785</td>
</tr>
<tr>
<td>USA – Other*</td>
<td>3%</td>
<td>$678</td>
<td>$3,136</td>
<td>$1,951</td>
<td>$1,830</td>
</tr>
<tr>
<td>International*</td>
<td>1%</td>
<td>$180</td>
<td>$577</td>
<td>$446</td>
<td>$500</td>
</tr>
<tr>
<td>Unknown</td>
<td>6%</td>
<td>$192</td>
<td>$2,885</td>
<td>$837</td>
<td>$750</td>
</tr>
</tbody>
</table>

* Canada – Other includes: Ailsa Craig, Barrie, Brighton, Cambridge, Cornwall, Edmundston, Guich, Hamilton, Kitchener, Langley, Little Current, Maple, and Waterloo.
* USA – Other includes: Atlanta, Boston, Boulder, Fort Lauderdale, Irvine, Los Angeles, Metro Park, Philadelphia, Redmond, and San Francisco.
* International includes: China, China Mainland, Jamaica, and Ireland.
Ivey Corporate Partners

Below is a list of companies that engaged with Ivey’s HBA students this year through networking, hiring, formal or informal job postings, and/or on-campus recruiting. Companies that have been among our top hiring firms this year are bolded. Those companies denoted with an (*) have hired at least one Ivey HBA grad this year.

ACCOUNTING
- BDO Canada*
- Clear Insight
- Deloitte*
- EV*
- Grant Thornton LLP*
- KPMG*
- Lipton LLP
- MNP*
- Oakbrook Corporation
- PwC*
- Williams & Partners*

ADVERTISING (MARKETING SERVICES, AD AGENCIES, COMMUNICATIONS, PUBLIC RELATIONS)
- BBbrand
- Bond Brand Loyalty*
- Canadian Marketing League
- Cossette
- FCB Global*
- Klick
- Konrad Group*
- Lightyear Media*
- M&K Media
- Maven
- Mediaplus*
- Northern Commerce
- Publicis Sapient
- REALquated Inc.
- Salt XC*
- The Canadian Marketing Association
- TTG Canada*
- UM Worldwide*
- Vantage Marketing Canada
- Wasserman*
- WebHealth
- Network Media

AEROSPACE (SPACE EXPLORATION, SATELLITE COMMUNICATIONS, COMMERCIAL SPACE, DRONES, AIRLINES/AVIATION)
- Armatec Survivability
- Bombardier
- Magnestar Inc.

AGRICULTURE/AGRIBUSINESS
- Good Food Farms*
- Nutrien

ARCHITECTURE & PLANNING
- Infrastructure Ontario
- Mercedes and Singh
- Innovative Ventures*
- id directory*
- Lime Connect
- Nanny Angel Network
- Onyx Initiative
- Parkinson Canada*
- The Cambidge Fellowship
- The Leacock Foundation
- The Sunshine Foundation of Canada*
- The Upside Foundation of Canada*
- Venture for Canada*
- Volunteer Toronto
- World Vision Canada*
- Yellow Brick House*
- Youth Challenge International
- Youth Opportunities Unlimited

CONSTRUCTION
- Aeon Group Inc.*
- Bissett Fasteners Ltd.
- Computer Room Services Corporation – CRSC*
- Condrain Group
- Goodwills Industries
- Ontario Great Lakes
- Grand Challenges Canada
- Hilti
- Ledco*

CONSULTING
- Accenture*
- Accuracy*
- Actemium*
- Adaptovate
- Alpha FMC*
- Alvarez & Marsal*
- Amaris Consulting*
- Analysis Group
- Aon Canada*
- AppDirect
- Appiciency Inc.*
- Avasent
- Avison Young
- Hatch*
- HINICIO
- Hoist*
- Hugessen Consulting Inc.
- Huron*
- iDriveCareer (IDC)
- Isaac Operations
- Jackmart*
- JTE Claims Consultants Ltd.
- Kearney*
- Korn Ferry
- KPMG*
- Legal Track*
- Level5 Strategy*
- Marsh & McLennan Companies*
- Mastercard Advisors*
- Mastermind Solutions
- McKinsey & Company*
- Mensana Change Management Ltd.
- Mercer*
- Meridian Compensation Partners*
- Morark Tech*
- Monitor Deloitte*
- NielsenQ
- Nous Group*
- Oliver Wyman*
- Onova*
- Partnership in Performance
- Proventure Advisors Inc.
- PwC*
- Quinn+Partners*
- Revenue Management Labs
- Roland Berger*
- RSM Canada*
- Satov*

CONSUMER PRODUCTS
- AB InBev*
- ABB
- Athena Cultivation Inc.
- Barilla*
- Bayer
- Beiersdorf
- Bimbo Canada (Formerly Canada Bread Company Limited)
- Branch Furniture Inc.
- Danone Canada*
- Dava International
- Earth Fresh Foods
- Ferrero*
- General Mills*
- Greenhouse
- HOUSE:ID
- How To Cake It*
- Imperial Tobacco
- Johnson & Johnson*
- Kenvue*
- Kepir Dr Pepper*
- Kotn
- Labatt Breweries of Canada*
- Levant Cakes*

CONSULTING SERVICES
- Haloeon (former division of GSX)
- JEM Events*
- Simply Group*
- Techtronic Industries Canada Ltd. – TTI*

ECONOMIC DEVELOPMENT
- MaRS Discovery District
HealthHub – Patient Engagement Solutions
HelloFresh
Honk Mobile
HubSpot
IBM
Info-Tech Research Group Inc.
Innovapost
InTouchCX
ISNetworld
Jitto
Jonas Software
Kooltra
LineZero
LinkedIn
Litespace
Lumine Group
Mark43
Microcad
Computer Corp
Microsoft
Mikutech
MineOS
Mobsquad
MoveMate
NetDynamic Consulting Inc.
Notch
Numerator
Omatic Software
Oracle
PaperDoDo Inc.
PAR Technology
Peggy
Perpetua
Phoenix Health Canada
Plative
Powtoon – a Visual Native company
PureFacts Financial Solutions
Qualcomm
Realtor.com
Replit
RideCo
On-Demand Transit
Riipen
Rogers
Communications
S&P Global
Sage Group
Sairyo
Salesforce.com
SES Technologies
SharpStakes
Shopify
SignAgent
Sphera
Tech Mahindra
Tech Talent
TELUS
Teranet Inc.
Thentia
Toronto Product Management Association
Trapeze Group
Tucows
Uber
Unity
Vidyard
vivo
Volaris Group
Xerox
Xplor
Xtivity Inc.
Zebra Technologies
ZoomInfo
THINK TANKS/POLICY INSTITUTE/RESEARCH INSTITUTE
Delphic Research Group
Network for Business Sustainability (NBS)
TRANSPORTATION/DISTRIBUTION/LOGISTICS
Ahmadiyya Muslim Jama’at Canada
Blocksyte
Metro Supply Chain
Metrolinx
Quarterback
Transportation
Universal Logistics Inc.
WHOLESALE TRADE
POOLCORP