MSc 2021 Employment Report

IVEY MSc BUSINESS ANALYTICS AND INTERNATIONAL BUSINESS WITH CEMS MIM 2020/2021 CLASSES:

CONGRATULATIONS ON YOUR ACHIEVEMENT!

The individuals captured in this report can best be described as competent and adaptable. The MSc Business Analytics and International Business CEMS MIM classes of 2020/2021 reached career goals at a time when their paths were altered tremendously. Many members of this report joined the Ivey community in January 2020, just three short months prior to the onset of a pandemic and complete global shutdown.

As learning delivery changed, as internships became work from home assignments and semesters abroad became middle of the night zoom classes, these students were forced to pivot and adapt in ways that could never have been predicted. Yet they did so with poise, humility and strategic action, utilizing this unprecedented experience as they planned for their futures.

The MSc graduates of 2020/2021 remained open to the shifting future of work. Companies’ needs were altered, growing in unexpected ways and shrinking in others. This diverse student body found ways to shape their own path while continuing the strong Ivey tradition of representation as global leaders in all industries.

We look forward to watching the newest MSc Ivey alumni chart their course forward and contribute to the societies in which they operate.

Ivey Career Management
Graduate Employment at a Glance

$76,482
Average total compensation (includes: base salary, signing bonus, and other guaranteed compensation), based on an 87-per-cent reporting rate.

$68,761
Average base salary, based on an 87-per-cent reporting rate.

98% of those seeking employment received at least one job offer six months post-graduation based on a 97-per-cent reporting rate.

MSc Business Analytics compensation summary

<table>
<thead>
<tr>
<th>MSc 2021 BUSINESS ANALYTICS COMPENSATION BREAKDOWN*</th>
<th>% Receiving</th>
<th>Min $</th>
<th>Max $</th>
<th>Average $</th>
<th>Median $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Salary</td>
<td>100%</td>
<td>$27,300</td>
<td>$150,000</td>
<td>$68,761</td>
<td>$67,000</td>
</tr>
<tr>
<td>Signing Bonus</td>
<td>20%</td>
<td>$2,000</td>
<td>$60,000</td>
<td>$10,072</td>
<td>$5,250</td>
</tr>
<tr>
<td>Other Guaranteed Compensation</td>
<td>22%</td>
<td>$1,300</td>
<td>$187,600</td>
<td>$21,590</td>
<td>$8,000</td>
</tr>
<tr>
<td>Total Compensation</td>
<td>100%</td>
<td>$27,300</td>
<td>$397,600</td>
<td>$76,482</td>
<td>$72,250</td>
</tr>
</tbody>
</table>

Accepted employment by company size

- 18% 5-99 EMPLOYEES
- 8% 100-499 EMPLOYEES
- 73% 500+ EMPLOYEES

Function of accepted employment

- Data Analytics (28%)
- Consulting (23%)
- Finance – Data Analytics (8%)
- Leadership Development/Rotational Program (8%)
- Internal Corporate Strategy (7%)
- Product Management (5%)
- Business Development/Corporate Development (2%)
- Engineering (2%)
- Finance – Investment Banking (2%)
- Finance – Operations (2%)
- Finance – Private Equity/Venture Capital (2%)
- Marketing/Product Marketing (2%)
- Operations (2%)
- Research and Development/Product Development (2%)

Class Facts

- 63 Total Students in Class
- 90% Graduate Job Satisfaction Rate*
- 63% International Citizenship

*based on 85-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 per cent.
Source of accepted employment

School-facilitated
- Summer internships 17%
- Career Management posting 18%
- Networking (with alumni and corporate partners) 13%
- Unknown 5%

Graduate-facilitated
- Networking (with non-Ivey alumni) 23%
- Company websites, external job boards/LinkedIn 23%

Industry of accepted full-time employment

- Consulting (37%)
- Financial Institution (23%)
- Technology (20%)
- Consumer Packaged Goods (5%)
- Marketing/PR/Advertising (5%)
- Charities/Not-for-Profit (2%)
- Engineering (2%)
- Healthcare/Pharma/Biotech (2%)
- Manufacturing (2%)
- Telecommunications (2%)
- Petroleum/Energy/Oil and Gas (2%)

Alumni industry of employment

- Financial Institutions (30%)
- Consulting (12%)
- Technology (8%)
- Education (5%)
- Healthcare (5%)
- Consumer Packaged Goods (4%)
- Energy and Resources (4%)
- Real Estate (4%)
- Retail (4%)
- Telecommunications (3%)
- Entertainment, Tourism and Leisure (2%)
- Government (2%)
- Legal (2%)
- Manufacturing (2%)
- Marketing/Advertising (2%)
- Other* (12%)

* Other includes: Aerospace, Agribusiness, Automotives, Charities/Not-for-profit, Chemicals/Plastics, Construction, Distribution/Transport, Environmental, Holding Company, Printing/Publishing/Media, and Unknown.
Graduate Employment at a Glance

$68,106
Average total compensation (includes: base salary, signing bonus, and other guaranteed compensation), based on a 61-per-cent reporting rate.

$66,146
Average base salary, based on a 61-per-cent reporting rate.

97%
of those seeking employment received at least one job offer six months post-graduation based on an 86-per-cent reporting rate.

MSc International Business CEMS MIM compensation summary

<table>
<thead>
<tr>
<th>MSc 2021 INTERNATIONAL BUSINESS CEMS MIM COMPENSATION BREAKDOWN*</th>
<th>% Receiving</th>
<th>Min $</th>
<th>Max $</th>
<th>Average $</th>
<th>Median $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Salary</td>
<td>100%</td>
<td>$42,500</td>
<td>$90,000</td>
<td>$66,146</td>
<td>$66,000</td>
</tr>
<tr>
<td>Signing Bonus</td>
<td>9%</td>
<td>$1,500</td>
<td>$10,000</td>
<td>$6,800</td>
<td>$7,500</td>
</tr>
<tr>
<td>Other Guaranteed Compensation</td>
<td>7%</td>
<td>$3,600</td>
<td>$19,050</td>
<td>$10,883</td>
<td>$10,000</td>
</tr>
<tr>
<td>Total Compensation</td>
<td>100%</td>
<td>$42,500</td>
<td>$100,000</td>
<td>$68,106</td>
<td>$66,500</td>
</tr>
</tbody>
</table>

* based on 61-per-cent reporting rate of salary detail for class.

Accepted employment by company size

- 30% 5-99 EMPLOYEES
- 13% 100-499 EMPLOYEES
- 57% 500+ EMPLOYEES

Function of accepted employment

- Consulting (20%)
- Operations & Project Management (20%)
- Sales (16%)
- Finance (7%)
- Internal Corporate Finance & Strategy (7%)
- Leadership Development Program (7%)
- Business Development/Corporate Development (5%)
- Marketing/Product Marketing (5%)
- Data Analytics (4%)
- Product Management (4%)
- Accounting (2%)
- Entrepreneurship/Startup (2%)

Class Facts

- 70 Total Students in Class
- 97% Graduate Job Satisfaction Rate*
- 44% International Citizenship

* 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 per cent.
MSc IB CEMS MIM 2021
geography of accepted employment

International
- United Kingdom 5%
- China 4%
- Germany 2%
- Europe (Other) 2%
- South America 2%
- Boston 2%
- Unknown 7%

24%

Source of accepted employment

43%
School-facilitated
- Career Management posting 27%
- Networking (with alumni and corporate partners) 4%
- Unknown 13%

57%
Graduate-facilitated
- Previous employer (before starting Ivey) 5%
- Internet, Company websites, Executive search firms and Newspaper postings 16%
- Networking (with non-Ivey alumni) 36%

Industry of accepted full-time employment

- Technology (27%)
- Consulting (18%)
- Consumer Packaged Goods & Retail (13%)
- Financial Services & Accounting (11%)
- Healthcare (5%)
- Arts/Media/Entertainment (4%)
- Foodservice/Restaurant (4%)
- Government, Non-Profit & Charities (4%)
- Other* (14%)

* Other includes: Aerospace, Agribusiness, Automotives, Charities/Not-for-profit, Chemicals/Plastics, Construction, Distribution/Transport, Environmental, Holding Company, Printing/Publishing/Media, and Unknown.

Alumni industry of employment

- Financial Institutions (30%)
- Consulting (12%)
- Technology (8%)
- Education (5%)
- Healthcare (5%)
- Consumer Packaged Goods (4%)
- Energy and Resources (4%)
- Real Estate (4%)
- Retail (4%)
- Telecommunications (3%)
- Entertainment, Tourism and Leisure (2%)
- Government (2%)
- Legal (2%)
- Manufacturing (2%)
- Marketing/Advertising (2%)
- Other* (12%)

* Other includes: Aerospace, Agribusiness, Automotives, Charities/Not-for-profit, Chemicals/Plastics, Construction, Distribution/Transport, Environmental, Holding Company, Printing/Publishing/Media, and Unknown.
Companies that engaged with students

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

ACCOUNTING
Richter LLP

AGRICULTURE/AGRIBUSINESS/FORESTRY/FISHING
Cargill
Farmland LP
Marcatus QED
Mercer International Inc.

ARTS/MEDIA/ENTERTAINMENT
Delina Finance*
Lug Hockey Group
Monsters Aliens Robots Zombies VFX
XSET*

AUTOMOTIVE
Epic Car Conversions Ltd.
Trader Corporation

CHARITIES/NON-PROFIT
Charity Intelligence Canada
DreamRider Productions
Four County Labour Market Planning Board
Greater Vancouver Board of Trade*
Manitoba Technology Accelerator (Formerly Juna Growth)
National Career Development Association*
Oakville Choice for Children & Youth
Startup Canada
Sunshine Foundation of Canada
The Cambridge Fellowship
The Upside Foundation of Canada
Venture for Canada

CONSTRUCTION & ENGINEERING
Hilti
Johnson Controls Inc.*
Ledcor
Linwood Custom Homes
Mitrex
Smith and Long Limited

CONSULTING
Accenture*
Adaptovate
Alpha FMC
Analysis Group*
Bain & Company Canada Inc.
BDG*
Boston Consulting Group
Brooklin Consulting
Business Transition Consulting
Capco
Carly Rian Group
Carpedia International Ltd.*
CGI Business Consulting*
Coastcut
Cognizant Consulting
Dalberg
Deloitte*
Dusa Global Leadership Inc.
DuPont Sustainable Solutions*
Eastwood & Cleef LLC
Ernst & Young (EY) *
Fusion Analytics
Geric
Hugessen Consulting Inc.
iDriveCareer (IDC) HR Consulting Canada Ltd.
Inxtius Analytics and Strategy Inc.
IQVIA (formerly IMS Health)
Iris Pricing Solutions*
Isaac Operations
Juno Growth
KPMG Consulting*
LEVEL5 Strategy Group
Mastercard Advisors
McKinsey & Company
McLean & Company*
Mensana Change Management
Meridian Compensation Partners
MNP *

CONSUMER PACKAGED GOODS
3M Canada
Aitch Ltd.
beiersdorf
Birko Canada (Formerly Canada Bread Company Limited)
British American Tobacco (BAT)*
Equitas Brewing Company Inc.
Fable Home
Freepour Controls
General Mills*
Green Hedge
Humboldt Distillery
Imperial Tobacco Canada
Johnson & Johnson
Kabo
Labatt Breweries of Canada
L’Oréal*
Maple Leaf Foods Inc.*
NorLand Limited
Nou Group*
Nuclear Promise X*
PMP Conseil
PwC (PricewaterhouseCoopers LLP)*
Consulting*
Revenue Management Labs
Roland Berger
Safeguard Advisors
Sapling Financial Consultants Inc.
Shift Health
Southlea Group
Strategy & Througline Strategy Inc.
Visionary.is
ZS

EDUCATION
Acadum
Chimera Firearms Training
Inspirely
Ivey Business School
Jain University
Incubation Centre
Kingsway Academy
Matthews Hall
The Princeton Review Canada
UMCA Rich Tree Academy*
University of British Columbia (UBC)
Yao2*

ENVIRONMENTAL SERVICES/CLEANTECH
Chantier’s Environmental Services*
The Starfish
Trojan Technologies
Youth Climate Lab

EXECUTIVE SEARCH
Cygil Inc.
Day Communications
Fintos
Insight Global
Janet David + Associates Inc.
Loberto & Associates
Peloton Search Partners
Pertus Group
Ross & Company
Seedstages
Spencer Stuart & Associates
Tundra Technical Solutions
Unicredit Staffing

FINANCIAL SERVICES
3iQ Corp*
Agencies Capital
Alberta Investment Management Corporation (AIMCo)
Aviva Canada
Bank of Montreal
Berkeley Canada
Birch Hill Equity Partners
Bitbuy
Blackstone
Bluave Capital Group
Brex*
Bristol Capital Management
Burgundy Asset Management Ltd.
Canada Life*
Canada Pension Plan Investment Board
Canadian Imperial Bank of Commerce (CIBC)*
Cantor Fitzgerald
CapriCenn
Capital One

CBRE Investment Management
Citibank
DeepBlue Partners*
Desjardins Group
Eight Capital
Equitable Bank
Euclid Transactional
Evans Investment Counsel
Ficax
Finaxor Inc.*
FirePower Capital*
Fort Capital Partners
FrontFundr
Gazelle Capital
Global Infrastructure Partners
Greenhill & Co., Inc.
GreenSky Capital Inc.
Hines
HSBC
Huobi Global*
IIFM Financial
Institutional Mortgage Capital
Invictus RG Pte. Ltd.
Korea Search Investment Partners
Leatherback
Left Lane Associates
LendCare Capital
Manulife Financial
Massey Capital
Mawer
Minsheng Securities*
Moneris Solutions
Morgan Stanley
Ontario Teachers’ Pension Plan Board
Osprey Capital Partners Inc.
Pendragon Capital
Peakall Capital