We are pleased to share our Commerce 2022 Employment Report on student placement statistics, student desires, and corporate engagement. This report has been developed for prospective and current students, recruiters, alumni, faculty, and staff. The class was extremely successful in adapting and navigating the rapid shift from online learning to in-person classes, virtual recruiting events, and two consecutive summers of remote internships. Overall, there was extremely strong employer demand for Commerce talent, as the virtual recruiting environment opened up more opportunities for our students, while increasing competitive pressures.

Once again, Smith Commerce students demonstrated exceptional competencies and skills in the recruiting process with 96% of the class accepting a job offer within 6 months post-graduation. The average base salary increased significantly from $64,932 to $72,833, as companies raised compensation to attract top talent.

Overall, graduate placements remained fairly diversified, with 62% of placements across financial services (33%), consulting (17%) and accounting (12%); the remaining 38% were spread across technology, consumer goods, telecommunications, real-estate, retail, and other industries. Notably, placements within consumer goods declined to 4% after several years at 8-9%. Geographically, 91% of our students are employed in Canada, with a notable increase in US employment from 4% to 8%. International employment remains flat at 2%.

Thank you to our Smith community and industry partners for supporting and hiring our students during another challenging year. Jobs facilitated by the school through our corporate partners and referrals from alumni, classmates, advisory board, faculty, and staff continue to be the main source of jobs for Commerce students at 83%. Close to 50% of the Class of ’22 were converted to full-time employment from an internship, demonstrating the exceptional performance of Smith talent within organizations.

Congratulations to the Class of 2022! We look forward to seeing you back on campus as alumni and future recruiters.

Sincerely,

Karen Jackson-Cox
Executive Director, Career Advancement Centre
Smith School of Business
Class Profile

495
STUDENTS IN CLASS

43%
WOMEN

55%
MEN

2%
PREFER NOT TO DISCLOSE
Employment Outcomes

**EMPLOYMENT OUTCOMES BY INDUSTRY**

- Financial Services 33%
- Consulting 17%
- Accounting 12%
- Technology 11%
- Consumer Goods 4%
- Telecommunications 4%
- Retail 3%
- Marketing Services 3%
- Manufacturing 2%
- Media & Entertainment 2%
- Real Estate 2%
- Other 7%

**EMPLOYMENT OUTCOMES BY FUNCTION**

- Finance 30%
- Consulting 18%
- Marketing 13%
- Accounting 11%
- Sales 8%
- Business Development 6%
- General Management 3%
- Data & Analytics 2%
- Human Resources 2%
- Other 7%

Note: In accordance with MBA CSEA regulations, salaries are not published for industries with fewer than 3 data points. Industries with less than 2% have been combined in “Other” and all salaries are in CAD.

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Source of Job Offer

School Facilitated (83%)
- Rehired From Internship 49%
- Quest Posting 30%
- Smith Referrals (Alumni & Classmates) 2%
- Networking with Alumni and Corporate Partners 2%

Graduate Facilitated (17%)
- Personal Network 8%
- External Job Posting (Indeed, LinkedIn, etc) 6%
- Other Graduate-Facilitated 3%
Placement by Geography

*Includes New Brunswick & Nova Scotia
Corporate Engagement

- **193** Unique firms hiring students from the Class of 2022
- **429** Unique firms posting BCom level jobs during 4th year of 2022 class
- **209** Firms engaged in BCom events over the 4-year program for the Class of 2022
- **4,699** BCom job postings throughout all 4 years of the 2022 class
- **1,249** Employer events throughout all 4 years of the 2022 class
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Corporate Engagement — Employers

Here are some of the firms that have engaged in recruiting the Class of 2022

A&W Food Services of Canada
Accenture
Accuracy
Agentis Capital Partners
Albourne Partners
Alpha FMC
Altas Partners
Alvarez & Marsal
Amazon
American Express
Apollo Insurance
Aritzia
Armstrong Partnership
Aspire International
Bain & Company
Bank of America Merrill Lynch
BC Partners
BCG
BCIMC
BDC
BDO
Bell
Beringer Capital
Best Buy

BGIS
Birch Hill Equity Partners
BMO Financial Group
Bond Brand Loyalty
BrainStation
Brookfield Asset Management
BRP
Burgundy Asset Management
Canaccord Genuity Group
Canada Border Services Agency
Canada Revenue Agency (CRA)
Canadian Business Growth Fund (CBGF)
Canadian Tire Corporation
Canadian Venture Capital and Private Equity Association (CVCA)
Capco
Capgemini
Capital One
Carpedia International
Celestica
Cenovus Energy
CGI
Chubb
CIBC
Cisco
Citigroup
Clearco
Coactuate
Cognizant
Communitech
Competition Bureau Canada
Convictional
Cormark Securities
Corus Entertainment
CPP Investment Board
Credit Suisse
Curinos
D2L
Databook
Deloitte
DentsuOne (Formerly Grip Limited)
Diagram Ventures
Enterprise Holdings
Equitable Bank
Eragon Capital
Evercore
EY (Ernst & Young)
Fidelity Investments

First Derivatives Plc
Ford
Fusion Analytics
General Mills
George Weston
Geotab
GGA Partners
Glo3D
Goldman Sachs
Grant Thornton LLP
Guidehouse
Gutenberg Certs
Healthcare of Ontario Pension Plan
HealthHub
Hershey
HP
HSBC
Huawei Technologies
Hugessen Consulting
IBM
IGM Financial
Imperial Oil
Imperial Tobacco Canada
Intact Insurance
InvesTarget
Invictus Analytics & Strategy
ISN
Jarislowsky Fraser
Johnson & Johnson
JP Morgan
Kearney
Konrad Group
KPMG
Labatt Brewing Company
Level5 Strategy
Lime Connect
Loblaw Companies
L’Oreal
M2T Collective
Mackenzie Investments
Manulife
Mars
MaRS Discovery District
Marsh McLennan
Mastercard
McKinsey & Company
Mensana Change Management
Microsoft
MLSE
MNP LLP
Model Living
Molson Coors Brewing Company
MondouxRollins Partners
Morgan Stanley
National Bank
Navacord
Nestlé
Nicola Wealth
Nielsen Corporation
Noibu Technologies
Office of the Auditor General of Canada (OAG)
Oliver Wyman
Omers
Onex Corporation
Ontario Securities Commission
Ontario Teachers’ Pension Plan
Paradigm Capital
PepsiCo
Perpetua
Primera+
Procter & Gamble
PSP Investments
Pure Industrial
PwC
QuadReal Property Group
Queen’s University
RBC
Reckitt
Reliance Home Comfort
Restaurant Brands International
Revenue Management Labs
Richter
Rogers Communications
Roland Berger
RSM
Sagard Holdings
Salesforce
SAP
Sapling Financial Consultants
Scotiabank
SendinBlue
Shell Canada
Shopify
Slate Asset Management
Smith School of Business
Societe Generale Corporate Investment
Strategy &
Sun Life Financial
Tangerine Bank
TD Bank Group
Tealeaves
TELUS
Tesla
TJX Canada
Top Hat
Toronto Blue Jays
TouchBistro
Trend Micro
Tridentent Management Consulting
Unilever
United Airlines
Vantage Marketing Canada
Volaris Software Group
Walmart
Wells Fargo
Whitehorse Liquidity Partners
Women in Capital Markets
Xerox Authorized Agents
YouGov
ZS
Employer Testimonials

"I’ve worked with Smith’s Career Advancement Centre (CAC) and they have always been proactive and trusted advisors. Our CAC Relationship Manager makes it easy for us to connect with Smith Commerce students through innovative campus engagement strategies. They have great ideas to share and are open to feedback and suggestions. It’s a pleasure partnering with them."

**Swati Sriram**
Manager, Early Talent Acquisition
RBC Capital Markets and Wealth Management

"EY has worked closely with Smith’s Career Advancement Centre for many years and continues to rely on their trusted advisors to assist in our recruitment process. Our career centre contacts are dedicated to ensuring a smooth, successful process for both students and employers. They consistently assist with creating and promoting fantastic events for employers and students to connect, as well as providing great feedback to employers individually on how to best secure top talent from Smith. We look forward to many successful recruitment seasons to come!"

**Ellie Lear**
Manager, Toronto Audit Group
EY

"Students from Smith School of Business are very bright, enthusiastic, and active within their clubs and community. Recruiting summer interns is always exciting, as students perform well academically, are involved with their school clubs and associations, and have transferable soft skills that we look for in our interns. Students come prepared and do the appropriate research for our information sessions, events and interviews. Connecting with Smith student clubs and associations always runs smoothly."

**Lea Gashi**
Manager, Co-op Program
UBC Sauder School of Business

"The students who attend our information sessions and apply to our internship program are well prepared and enthusiastic about opportunities to learn. The quality of applications received is of the highest standard. The students that represent Smith School of Business and the Commerce program are driven, well-rounded individuals who have moved the needle on our investment research during their internships at Burgundy. When I think about Smith School of Business Commerce students and the Career Advancement Centre, I think about forward thinkers, who approach life with energy, passion, and a call to the highest of standards."

**Robyn Ross**
Vice President, Head of People & Talent
Burgundy Asset Management
Corporate Relations Team

Our team is based in Toronto and Kingston to assist with your recruitment needs.

Andrea Cuthbert
Director of Corporate Relations
andrea.cuthbert@queensu.ca

Clare Hein
Relationship Manager,
CPG, Retail, Marketing Services,
Loyalty, Hospitality, Cannabis
clare.hein@queensu.ca

Nancy Sammon
Relationship Manager,
Financial Services (Canadian Banks,
Insurance, Payment Cards)
nancy.sammon@queensu.ca

Brennan Jones
Relationship Manager,
Financial Services (Global Banks, Pension Funds,
Private Equity/Venture Capital, Real Estate)
brennan.jones@queensu.ca

Alison Darrach
Client Experience Coordinator
alison.darrach@queensu.ca

Melissa Shorrock
Associate Director, Corporate Relations
melissa.shorrock@queensu.ca

Keith McWhirter
Relationship Manager, Technology, Telco,
Media and Entertainment
keith.mcwhirter@queensu.ca

Sandra King
Relationship Manager,
Big 4 Consulting/Accounting, Energy,
Government, Healthcare, Other
sandra.king@queensu.ca

Lora Sprigings
Relationship Manager,
Consulting, Accounting
lora.sprigings@queensu.ca

Jenoa Meagher
Client Experience Coordinator
j.meagher@queensu.ca