I am delighted to share our Employment Report for the Commerce Class of 2023. This report has been developed for prospective and current students, recruiters, alumni, faculty, and staff, and highlights student placement statistics, student desires, and corporate engagement.

The Class of 2023 marked the transition back to "normal" in many ways, as they experienced the dynamic return of on-campus recruitment with many employers participating in Information Sessions, Industry Nights and Coffee Chats in Goodes Hall. While they faced an uncertain economic climate that impacted hiring across industries, we are very pleased to report that 96% accepted offers within 6 months post-graduation with an increase in average base salary compared to $72,833 in 2022. This is a testament to the exceptional resilience of our students and the continued demand for their skills in the marketplace.

Overall, graduate placements remained fairly diversified with 63% of placements across financial services (32%), consulting (20%) and accounting (11%); the remaining 37% were spread across technology, consumer goods, telecommunications, real-estate, retail and other industries. Geographically, 95% of our students are employed in Canada, with U.S. employment returning to 4% from a high of 8% in 2022. International employment remains minimal at 1%, consistent with a longstanding inclination for students to remain in North America after graduation.

We extend our heartfelt congratulations to the Commerce Class of 2023 for their outstanding achievements. Thank you to the entire Smith community for their remarkable dedication to our students and supporting their ongoing personal and professional growth. As our graduates embark on this next step, we eagerly anticipate their continued success and contributions to business and society.

Congratulations to the Class of 2023! 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

445 students in class
51% women
48% men
1% prefer not to disclose
Employment Outcomes

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.

### EMPLOYMENT OUTCOMES BY INDUSTRY

- Financial Services **32%**
- Consulting **20%**
- Accounting **11%**
- Technology **7%**
- Consumer Goods **5%**
- Real Estate **4%**
- Telecommunications **4%**
- Retail **3%**
- Media & Entertainment **2%**
- Other **12%**

### EMPLOYMENT OUTCOMES BY FUNCTION

- Finance **30%**
- Consulting **21%**
- Accounting **12%**
- Marketing **8%**
- Sales **7%**
- General Management **6%**
- Data & Analytics **4%**
- Business Development **3%**
- Other **9%**

Note: In accordance with MBA CSEA regulations, salaries are not published for functions with fewer than 3 data points. Functions with less than 2% have been combined in "Other" and all salaries are in CAD.
Source of Job Offer

**School Facilitated (76%)**
- Rehired from Smith-Facilitated Internship 45%
- Quest Posting 26%
- Smith Referrals (Alumni & Classmates) 2%
- Student-Led Conferences 1%
- Networking with Alumni and Corporate Partners 1%
- Other School-Facilitated Sources 1%

**Graduate Facilitated (24%)**
- External Job Posting (Indeed, Linkedin, etc) 8%
- Personal Network 7%
- Rehired from Student-Facilitated Internship 6%
- Other Graduate-Facilitated Sources 3%
Placement by Geography

*Includes New Brunswick & Nova Scotia
Corporate Engagement

- 186 Unique firms hiring students from the Class of 2023
- 201 Firms engaged in BCom events over the 4-year program for the Class of 2023
- 283 Unique firms posting BCom level jobs during 4th year of 2023 class
- 5,101 BCom job postings throughout all 4 years of the 2023 class
- 1,278 Employer events throughout all 4 years of the 2023 class
- 647 Unique firms posting BCom level jobs throughout all 4 years of the 2023 class

SMITH SCHOOL OF BUSINESS | BCom 2023 EMPLOYMENT REPORT
Corporate Engagement — Employers

Here are some of the firms that have engaged in recruiting the Class of 2023

Accenture
Adidas
Air Canada
Alvarez & Marsal
Amazon
American Express
Apple
Aritzia
AstraZeneca
Bain & Company
Bank of America Merrill Lynch
Barclays
Bayer
BCG
BDC
BDO
Bell
Birch Hill Equity Partners
BlackBerry
Blackrock
Blue J
BMO Financial Group
Bridgehouse Asset Managers
Brookfield Asset Management
Bruce Power
Burgundy Asset Management
Burnbrae Farms
Cadillac Fairview
Canaccord Genuity
Canada Life
Canada Mortgage and Housing Corporation (CMHC)
Canada Post
Canada Revenue Agency (CRA)
Canadian Tire Corporation
Canucks Sports & Entertainment
Capco
Capgemini
Capital One
Carpedia International
CBRE
Charity Intelligence Canada
Chubb
CIBC
Cineplex Entertainment
Cisco
Citigroup
City of Kingston
Clearco
CN Rail
Coactuate
Colliers
Cordelio Power
Cormark Securities
Corus Entertainment Inc
CPA Ontario
CPP Investment Board
Credit Suisse
D2L
Danone
Dell Technologies
Deloitte
dentalcorp
Disney
Dream
Dropbox
Eli Lilly Canada
Empire Life Insurance Company
Enbridge
Enterprise Mobility
Equitable Bank
Evercore
Export Development Canada
EY (Ernst & Young)
First National Financial
Ford
Freshbooks
Fusion Analytics
General Mills
General Motors
Geotab
Goldman Sachs
Golf Canada
Google
Grant Thornton LLP
Great Circle Solar Management Corporation
Greenhill
Hatch
HBC (Hudson’s Bay Company)
Healthcare of Ontario Pension Plan
Hershey
Hockey Canada
HOOPP
CORPORATE ENGAGEMENT — EMPLOYERS continued

HSBC
Huawei
Hub International Limited
Hugessen Consulting
Huron
IBM
Imperial Oil Limited
Intact Financial Insurance Company
Interac
Kearney
Kenvue
KPMG
Kraft Heinz
Labatt Brewing Company Limited
Level5 Strategy
LinkedIn
Loblaw Companies Limited
L’Oreal
Lululemon Athletica Canada Inc
Mackenzie Investments
Manulife Financial Corporation
Mark Anthony Group
Marsh McLennan
Mastercard
Mazda
McCain Foods
McKinsey & Company
Metrolinx
Microsoft
MLSE
MNP LLP
Moelis & Company
Molson Coors Brewing Company
Moneris
Morgan Stanley
National Bank of Canada
Nestlé
Nokia
Office of the Auditor General of Canada (OAG)
OLG
Oliver Wyman
Omers
Onex Corporation
Ontario Securities Commission
Oxford Properties Group
PepsiCo
Pfizer
Pratt & Whitney
Procter & Gamble
Publicis Canada
Purves Redmond
PwC
Rakuten Kobo Inc.
Raymond James
Reckitt
Restaurant Brands International
Richter
Rogers Communications
Royal Bank of Canada
RSM
Salesforce
Sanofi
SAP
Scotiabank
Shaw Communications
Shell
Shopify
SickKids Foundation
Slate Asset Management
Sofina Foods Inc
Statistics Canada
Strategy&
Suncor
Tangerine Bank
TC Energy
TD Bank Group
Tealeaves
Techtronic Industries Canada Inc. (TTI)
TELUS
Tesla
The Co-operators
The Globe and Mail
Thomson Reuters
TikTok
TJX Canada
T-Mobile
Top Hat
Toronto Transit Commission (TTC)
Travelers Insurance
Trend Micro
Uber
Unilever
Visa
Wasserman
Wells Fargo
WestJet Airlines
Whitehorse Liquidity Partners
Women in Capital Markets
World Bank Group
WSIB (Workplace Safety and Insurance Board)
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, National Early Talent & Campus Recruitment, KPMG

"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.

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Director of Corporate Relations  
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Relationship Manager, CPG, Retail, Marketing Services, Loyalty, Hospitality, Cannabis  
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