We are pleased to share our MBA 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, hybrid recruiting events, and strong employer demand for MBA talent.

Once again, Smith MBA students demonstrated exceptional competencies and skills in the recruiting process with an outstanding placement of 96% of the class accepting an offer before graduation. The average base salary increased to $100,406, which represents a 73% increase from pre-MBA salaries.

The consulting sector showed significant growth and is now the industry where most students land, at 51% employment. Financial Services and Technology/Telecommunications were the next highest, at 25%, and 12%, respectively. Placement for the remainder of the class was highly diversified across airlines, consumer goods, energy, government, healthcare, and retail. Over 70% of placements were jobs facilitated by the school, including postings from the Smith job board, referrals from alumni, classmates, and networking with alumni, and Smith corporate partners.

The year was indeed one filled with gratitude for the renewed choice of returning to on-campus career events and connecting over coffee chats. Thank you to the entire Smith community and our employers for your continued partnership and supporting our students in achieving their career goals.

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

- **88**: Students in Class
- **40%**: Women
- **60%**: Men
- **27**: Average Age
- **4**: Average Years of Work Experience
- **65%**: Canadian/Permanent Resident
- **35%**: International
- **640**: Average GMAT Score

**Academic Background**
- Business: 25%
- Arts: 20%
- Science: 16%
- Engineering: 13%
- Economics: 10%
- Technology: 10%
- Healthcare: 6%

Class profile data is based on the incoming class of 2022 as of 2020.
Employment Outcomes

EMPLOYMENT OUTCOMES BY INDUSTRY

- Consulting 51%
- Financial Services 26%
- Technology 8%
- Telecommunications 5%
- Media & Entertainment 3%
- Airlines 1%
- Consumer Goods 1%
- Energy & Resources 1%
- Government 1%
- Healthcare 1%
- Other 2%

EMPLOYMENT OUTCOMES BY FUNCTION

- Consulting 50%
- Finance 26%
- General Management 8%
- Product Management 4%
- Business Development 3%
- Sales 3%
- Technology 3%
- Data & Analytics 2%
- Other 1%

<table>
<thead>
<tr>
<th>Industry</th>
<th>Avg. Base $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>$111,652</td>
</tr>
<tr>
<td>Financial Services</td>
<td>$93,100</td>
</tr>
<tr>
<td>Technology</td>
<td>$73,250</td>
</tr>
<tr>
<td>Telecommunications</td>
<td>$97,333</td>
</tr>
</tbody>
</table>

Note: In accordance with MBA CSEA regulations, salaries are not published for industries with fewer than 3 data points.

<table>
<thead>
<tr>
<th>Function</th>
<th>Avg. Base $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>$111,886</td>
</tr>
<tr>
<td>Finance</td>
<td>$94,033</td>
</tr>
<tr>
<td>General Management</td>
<td>$74,500</td>
</tr>
</tbody>
</table>

Note: In accordance with MBA CSEA regulations, salaries are not published for functions with fewer than 3 data points.
Source of Job Offer

School Facilitated (73%)
- Quest Posting 57%
- Networking with Alumni and Corporate Partners 5%
- Referral from Smith Alumni/Classmate 5%
- Case Competition 4%
- SmithConnect 2%

Graduate Facilitated (27%)
- Personal Network 13%
- External Job Posting (Indeed, LinkedIn, etc) 9%
- Returned to Previous Employer/Promotion 2%
- Other 3%

Placement by Geography

- 74% Toronto (GTA)
- 5% Vancouver
- 3% Calgary
- 4% Ottawa
- 5% Montreal
- 3% Kingston
- 1% Halifax
- 3% USA
- 2% Latin America & Caribbean
- 5% USA
Corporate Engagement

<table>
<thead>
<tr>
<th>Firms Engaged in MBA Events</th>
<th>Firms Posting MBA Level Jobs</th>
<th>MBA Job Postings</th>
<th>Firms Students Signed With</th>
<th>Employers Events</th>
</tr>
</thead>
<tbody>
<tr>
<td>92</td>
<td>288</td>
<td>916</td>
<td>35</td>
<td>346</td>
</tr>
</tbody>
</table>

*Number of firms engaging in networking or other career centre events

**Function, Industry, or City

Employer Testimonials

“I have worked with the Smith Career Advancement Centre for a number of years and through that time they have been a trusted recruiting partner. The team is proactive in creating opportunities for us to meet their students and always make time to answer questions I have or provide helpful feedback on how we can best position our firm to engage their students.”

Caitie Harries
Manager, Learning Programming — Learning & Development
Deloitte Canada

“Finding great talent is hard work and partnering with Smith School of Business to achieve this makes it easier! It is a pleasure to work with a responsive Career Centre that knows exactly what we seek and to hire talented graduate students with ease and support. We appreciate and value the opportunities to connect with Smith’s impressive MBA cohorts and look forward to recruiting this talent year after year.”

Christine Keleshian
Senior Manager, Talent Acquisition
Royal Bank of Canada

“When RBC is looking for high caliber MBA students, we know we will meet them at Smith School of Business. It’s always a pleasure to connect with your students and they have been a great match for our Leadership Development Program and our Wealth Management Generalist Program. Can’t wait to meet the next class!”

Tenzin Zongdho
Senior Manager, Early Talent Acquisition
Royal Bank of Canada

“It has been a pleasure working with Smith School of Business in our annual recruitment to TD’s Graduate Leadership Program. The campus team provides great opportunities for promoting rotational program opportunities at TD and networking with MBA candidates. The MBA candidates have consistently impressed our recruitment team with their confident presence and thoughtful questions.”

Elissa Mowat
Talent Manager, Graduate Leadership Development
TD Bank Group
Corporate Engagement

This is a sampling of the companies that have posted or engaged with Smith MBA students in the past 3 years through job postings, networking and other career centre events. Companies highlighted in blue hired one or more Smith MBA students in the past 3 years.

Accounting, Consulting

Consumer Goods, Pharmaceuticals, Retail, Marketing Services

Energy & Resources
BC Hydro, Bruce Power, Enbridge, ExxonMobil, Liberty, Nexus Energy, Ontario Power Generation, Powerex, Shell, Suncor, TC Energy

Financial Services, Real Estate

Government

Healthcare
AltaM Health, CBS Health, DNA Genotek, GE Healthcare, GoodLife Fitness, Mackenzie Health, McKesson, Ontario Bioscience Innovation Organization, Ontario Home and Community Care Support Services Central, Ontario Hospital Association, PRA Health Sciences, Providence Care, SickKids, Stryker, Synaptive Medical, University Health Network

Technology

Telecom, Media & Entertainment
Bell, Brizi, Canadian Hockey League, CBC, Cineplex, Clipwire Games, Corus Entertainment, Huawei, LUG Sports Group, Makership, MLSE, Rogers, TELLUS, The Walt Disney Company, Toronto Blue Jays, Vidyard, Wasserman

Other
3M, A&W Food Services of Canada, Air Canada, Amica Senior Lifestyles, BMW, BrainStation, BRP, Canadian Red Cross, Celestica, Enterprise Holdings, Ford, Kingston Economic Development Corporation, Leder, Mattamy Homes, Mazda, Metrolix, Mitacs, Philips, Porsche, Restaurant Brands International, Shawcor, Specialistere, Starbucks, Techtronic Industries, Toyota, Venture for Canada, WestJet
Corporate Relations Team

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

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

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

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

Lora Sprigings  
*Relationship Manager,*  
Technology, Telco, Media and Entertainment  
lora.sprigings@queensu.ca

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

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

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

Erika Boone  
*Relationship Manager,*  
Consulting, Accounting  
e.boone@queensu.ca

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

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