We are pleased to share our MBA 2021 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 MBA 2021 class faced the challenge of online learning, an uncertain job market with the rapid transition to virtual recruiting and onboarding remotely. Our students demonstrated agility and resilience with an outstanding placement rate of 98% of the class receiving offers within three months of graduation.

Average base salary is $88,270, which represents a 69% increase from their pre-MBA salary. The average signing bonus was $14,939 and the average other guaranteed bonuses were $17,643 for a total of $32,582 in additional bonuses when offered.

While consulting and financial services continued to dominate class placements at 26% and 36% respectively, placement for the remainder of the class was highly diversified across technology, consumer goods, retail, healthcare, real estate, government and others. Half of the placements were jobs facilitated by the school, including postings from the Smith job board, referrals from Smith staff, classmates, faculty and networking with alumni, advisory board members and Smith corporate partners.

Thank you to the entire Smith community and our corporate partners who stepped up to support our students through countless virtual events: coffee chats, networking, referrals and ongoing recruiting events. And, our heartfelt congratulations to the Class of 2021 on their perseverance and exceptional success.

We look forward to celebrating with you on campus in the near future!

Sincerely,

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

- **Students in Class**: 91
- **Average Age**: 28
- **Average Years of Work Experience**: 4.4
- **Women**: 44%
- **Men**: 56%
- **Canadians**: 58%
- **International**: 42%
- **Average GMAT Score**: 654

**Academic Background**
- **Sciences**: 23%
- **Business**: 21%
- **Engineering**: 20%
- **Arts**: 13%
- **Technology**: 10%
- **Economics**: 9%
- **Healthcare**: 4%
Employment Outcomes

**EMPLOYMENT OUTCOMES BY INDUSTRY**

- Financial Services 36%
- Consulting 26%
- Technology 13%
- Healthcare 6%
- Retail 5%
- Consumer Goods 4%
- Government 2%
- Non-Profit 2%
- Real Estate 2%
- Telecommunications 1%
- Marketing Services 1%
- Other 2%

<table>
<thead>
<tr>
<th>Industry</th>
<th>Avg. Base $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>$97,675</td>
</tr>
<tr>
<td>Consumer Goods</td>
<td>$95,624</td>
</tr>
<tr>
<td>Financial Services</td>
<td>$84,633</td>
</tr>
<tr>
<td>Technology</td>
<td>$79,920</td>
</tr>
<tr>
<td>Other*</td>
<td>$89,979</td>
</tr>
</tbody>
</table>

* Includes Energy, Government, Healthcare, Manufacturing, Non-Profit, Real Estate, Retail, Telecommunications, Transportation, Other

**EMPLOYMENT OUTCOMES BY FUNCTION**

- Consulting 30%
- Finance 26%
- General Management 9%
- Business Development 8%
- Marketing & Communications 8%
- Product Management 5%
- Operations & Logistics 5%
- Data & Analytics 4%
- Innovation 1%
- Other 6%

<table>
<thead>
<tr>
<th>Function</th>
<th>Avg. Base $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operations &amp; Logistics</td>
<td>$102,500</td>
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<tr>
<td>Consulting</td>
<td>$99,217</td>
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<tr>
<td>General Management</td>
<td>$91,000</td>
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<tr>
<td>Innovation</td>
<td>$90,000</td>
</tr>
<tr>
<td>Finance</td>
<td>$81,196</td>
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<tr>
<td>Product Management</td>
<td>$79,000</td>
</tr>
<tr>
<td>Data &amp; Analytics</td>
<td>$75,000</td>
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<tr>
<td>Business Development</td>
<td>$67,033</td>
</tr>
<tr>
<td>Other*</td>
<td>$87,408</td>
</tr>
</tbody>
</table>

* Includes Marketing & Communications
Source of Job Offer

School Facilitated (50%)
- Smith Job Postings 38%
- Smith Referrals (Alumni, Faculty, Staff, Classmates) 10%
- Networking with Alumni & Corporate Partners 1%
- Student-led Conferences 1%

Graduate Facilitated (50%)
- Personal Network 20%
- External Job Postings 19%
- Other Student-Facilitated Sources 8%
- Returned to Previous Employer 3%

Placement by Geography

- 77% Toronto (GTA)
- 5% Ottawa
- 4% Montreal
- 4% Kingston
- 3% USA
- 2% Vancouver
- 2% Calgary
- 2% Asia
- 1% Halifax
Corporate Engagement

<table>
<thead>
<tr>
<th>h</th>
<th>134</th>
<th>FIRMS ENGAGED IN MBA EVENTS*</th>
</tr>
</thead>
<tbody>
<tr>
<td>t</td>
<td>339</td>
<td>FIRMS POSTING MBA LEVEL JOBS</td>
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<tr>
<td>d</td>
<td>1,220</td>
<td>MBA JOB POSTINGS</td>
</tr>
<tr>
<td>p</td>
<td>62</td>
<td>FIRMS STUDENTS SIGNED WITH</td>
</tr>
<tr>
<td>r</td>
<td>93%</td>
<td>OF MBA GRADS MADE AT LEAST ONE CAREER TRANSITION **</td>
</tr>
<tr>
<td>c</td>
<td>160</td>
<td>EMPLOYER EVENTS</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
National Campus Recruiting Manager, Consulting at 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
Program Manager, Early Talent TD Bank Group

"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 your next class!"

Tenzin Zongdho
Senior Manager, Early Talent Acquisition, Functions, LDP, WMGP 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, TD Bank Graduate Leadership Program
## 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.

### Consulting

### Energy and Resources
- BC Hydro, Bruce Power, Enbridge, Ontario Power Generation, Schneider Electric, Shell, Syncrude

### Financial Services, Insurance, Real Estate

### Healthcare
- Abbott, AlayaCare, eSight Eyewear, GSK, Marcan Pharmaceuticals, Merck, Ontario Bioscience Innovation Organization (OBIO), Ontario Health Association, Sanofi Pasteur, Shift Health, Sinai Health System, Therapure Biopharma, Trillium Health Partners

### Technology
- Amazon, AppArmor, Borrowell, Canadian Bank Note, CDW, Cisco, Coinsquare, Communitech, Dell, Ecobee, Element AI, Equifax Canada, Freshbooks, Gameloft, Geotab, Google, HelloFresh, HP, IBM, Ideal.com, Ingram Micro, Maxsold, Microsoft, Oracle, Peak Power, Pinterest, Plum, RepRisk AG, SAP, SAS, Shopify, Skip the Dishes, SOTI, Street Contxt, Top Hat, TouchBistro, Trend Micro, Twitter, Uber

### Telecom, Media & Entertainment
- Bell, Cineplex, MLSE, Rogers Communications, Telesat, TELUS, The Walt Disney Company, T-Mobile, Toronto Blue Jays Baseball Club, Vidyard

### Other
- Air Canada, BMW, Bombardier, BRP, Ford, GM, Heart and Stroke Foundation, Mazda, Porsche, Toyota, TTC, Westjet

### Consumer Goods, Pharmaceutical, Retail, Marketing Services

### Consulting

### Energy and Resources
- BC Hydro, Bruce Power, Enbridge, Ontario Power Generation, Schneider Electric, Shell, Syncrude

### Financial Services, Insurance, Real Estate

### Healthcare
- Abbott, AlayaCare, eSight Eyewear, GSK, Marcan Pharmaceuticals, Merck, Ontario Bioscience Innovation Organization (OBIO), Ontario Health Association, Sanofi Pasteur, Shift Health, Sinai Health System, Therapure Biopharma, Trillium Health Partners

### Technology
- Amazon, AppArmor, Borrowell, Canadian Bank Note, CDW, Cisco, Coinsquare, Communitech, Dell, Ecobee, Element AI, Equifax Canada, Freshbooks, Gameloft, Geotab, Google, HelloFresh, HP, IBM, Ideal.com, Ingram Micro, Maxsold, Microsoft, Oracle, Peak Power, Pinterest, Plum, RepRisk AG, SAP, SAS, Shopify, Skip the Dishes, SOTI, Street Contxt, Top Hat, TouchBistro, Trend Micro, Twitter, Uber

### Telecom, Media & Entertainment
- Bell, Cineplex, MLSE, Rogers Communications, Telesat, TELUS, The Walt Disney Company, T-Mobile, Toronto Blue Jays Baseball Club, Vidyard

### Other
- Air Canada, BMW, Bombardier, BRP, Ford, GM, Heart and Stroke Foundation, Mazda, Porsche, Toyota, TTC, Westjet

### Consumer Goods, Pharmaceutical, Retail, Marketing Services
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

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Financial Services (Canadian Banks, Insurance, Payment Cards)
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Associate Director, Corporate Relations
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Keith McWhirter
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Brennan Jones
Relationship Manager,
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Clare Hein
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Kate Lussier-Purdy
Client Experience Coordinator
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