We are pleased to share our MBA 2019 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 of 2019 had an exceptional placement rate with 95% of students receiving offers within three months of graduation. While consulting and financial services continue to be high growth industries for Smith MBA talent, the overall trend is diversification of student interests and increased employer demand across healthcare, consumer goods, retail and technology, including start-ups. Average total compensation (including signing bonus and other guaranteed bonuses) was $128,681 with an average base salary of $90,562. We also saw a 57% increase in base salary from pre-MBA to post-MBA. Students with multiple offers were more discerning, while others waited patiently for opportunities that aligned with their individual interests, values and goals.

Thank you to the Smith community — faculty, alumni, staff — who played a pivotal role in developing the transformational skills and experiential opportunities that position our graduates to make an impactful contribution to their employers. And, to our employers, we are truly grateful for your partnership in creating customized engagement opportunities and an excellent recruiting experience for our students. We look forward to building deeper relationships across your organizations and welcoming new companies to the Smith community.

Sincerely,

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

- **82** students in class
- **37%** female
- **63%** male
- **23-35** age range
- **5** average years of work experience
- **57%** Canadian
- **43%** international
- **650** average GMAT score

**Academic Background**
- Engineering 20%
- Business 18%
- Science 18%
- Arts 15%
- Technology 11%
- Healthcare 6%
- Economics 2%
- Other 10%
Employment Outcomes

**EMPLOYMENT OUTCOMES BY INDUSTRY**

- Financial Services 40%
- Consulting 32%
- Technology 13%
- Consumer Goods 7%
- Energy & Resources 3%
- Government 3%
- Healthcare 1%
- Real Estate 1%

<table>
<thead>
<tr>
<th>Industry</th>
<th>Avg. Base $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>$98,619</td>
</tr>
<tr>
<td>Consumer Goods</td>
<td>$80,000</td>
</tr>
<tr>
<td>Financial Services</td>
<td>$84,857</td>
</tr>
<tr>
<td>Technology</td>
<td>$87,047</td>
</tr>
<tr>
<td>Other*</td>
<td>$100,854</td>
</tr>
</tbody>
</table>

*Includes Energy & Resources, Government, Healthcare, Real Estate. These have been grouped into Other due to the low number of data points.

**EMPLOYMENT OUTCOMES BY FUNCTION**

- Consulting/Corporate Strategy 35%
- Finance* 35%
- General Management** 7%
- Product Management 4%
- Business Development 3%
- Marketing & Communications 3%
- Operations 3%
- Technology 3%
- Accounting 2%
- Data & Analytics 2%
- Sales 2%
- Other 1%

<table>
<thead>
<tr>
<th>Function</th>
<th>Avg. Base $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting/Corporate Strategy</td>
<td>$97,591</td>
</tr>
<tr>
<td>Finance*</td>
<td>$86,344</td>
</tr>
<tr>
<td>General Management**</td>
<td>$90,125</td>
</tr>
<tr>
<td>Product Management</td>
<td>$76,667</td>
</tr>
<tr>
<td>Other***</td>
<td>$88,890</td>
</tr>
</tbody>
</table>

*Includes Asset Management, Capital Markets, Corporate Finance, Private Equity, Venture Capital, Wealth Management, Commercial Banking & Financial Leadership Programs

**Includes General Leadership Programs

***Includes Accounting, Business Development, Data & Analytics, Marketing & Communications, Operations, Product Management, Sales, Technology, Other. These have been grouped into Other due to the low number of data points.
Source of Job Offer

SCHOOL-FACILITATED (72%)
- Smith Job Postings 52%
- Smith Referrals (Alumni, Faculty, Staff) 9%
- Networking with Alumni & Corporate Partners 8%
- Other Assistance From Smith 3%

GRADUATE-FACILITATED (28%)
- Personal Network 18%
- External Job Postings 5%
- Other Student-Facilitated Sources 5%

Placement by Geography
Corporate Engagement

<table>
<thead>
<tr>
<th>153</th>
<th>FIRMS ENGAGED IN MBA EVENTS*</th>
</tr>
</thead>
<tbody>
<tr>
<td>285</td>
<td>FIRMS POSTING MBA LEVEL JOBS</td>
</tr>
<tr>
<td>830</td>
<td>MBA JOB POSTINGS</td>
</tr>
<tr>
<td>41</td>
<td>FIRMS STUDENTS SIGNED WITH</td>
</tr>
<tr>
<td>91%</td>
<td>OF MBA GRADS MADE AT LEAST ONE CAREER TRANSITION **</td>
</tr>
</tbody>
</table>

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

**Function, Industry, or City

Employer Testimonials

“The most talented person cannot match the combined talents of a team working together. Successful teams make for great change and innovation. In the Smith MBA program the ‘teaming’ aspect is built into the curriculum as real-world experiences and it prepares the students for the future of work. Beyond just a project, managing real-world situations with conflict while delivering results and gaining 21st century skills is a competitive edge for Smith MBA students. Collaboration requires leadership and the Smith MBA Program is doing just that by creating leaders who understand the value of diverse skills and diversity of thought to enable the team for great success.”

Brien K. Convery
Director Early Talent Acquisition, RBC

“Smith School of Business continues to be a source of exceptional talent for P&G. Students from Smith continuously display the strong leadership, critical thinking and grit required to be successful in today’s business environment. Many candidates have begun their career at P&G … and quickly move into positions of leadership early into their careers. Smith’s Career Advancement Center makes it seamless each year to participate in on-campus recruiting and a variety of events throughout the year, making it easy to keep coming back year after year to meaningfully engage with students.”

Sean Connacher
Senior Account Executive, Procter & Gamble

“Smith students and the career center does not disappoint! I’ve met many students this past year and I’ve always found that they are well-prepared, polished, they’ve researched into our firm and they have a clear idea about their goals. We have the possibility to meet students on campus through info sessions or other events like our ‘Deloitte Days’ and we have nothing but a cooperative attitude from the career center team and a high level of attendance from students. It’s always a pleasure to go on campus to meet students. All our service lines recruit at Queen’s.”

Belen Quiroga
Campus Recruitment Advisor, Deloitte
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
- A.T. Kearney
- Accenture
- Alvarez & Marsal
- Bain & Company
- BCG
- Capco
- Carly Rian Group
- Carpeida
- Deloitte
- EY
- Fusion Analytics
- Gallup
- Gartner
- Hatch Advisory
- Hillgate
- Hugessen
- Idea Couture
- Intangent
- Invictus Analytics & Strategy
- IQVIA
- Jackman Reinvents
- Juniper
- Konrad Group
- KPMG
- Level5
- Mastercard Advisors
- McKinsey & Company
- Mendicant Group
- Mensana
- Mercer
- Moresby Group
- Novantas
- Optimus SBR
- Predictive Success Corporation
- Pricing Solutions
- PwC
- Quinn & Partners
- Revenue Management Labs
- Sapient
- Sapling Financial Consultants
- Sensei Labs
- Slalom Consulting
- Strategic Insight
- Tata Consultancy Services Management Labs
- SBR
- Mercer
- Moresby Group
- Novantas
- Optimus SBR
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- Sensei Labs
- Slalom Consulting
- Strategic Insight
- Tata Consultancy Services Management Labs
- SBR

### Consumer Goods, Pharmaceutical, Retail, Marketing Services
- A&W Canada
- Abbott
- ACE Bakery
- Arterra Wines Canada
- Campbell’s
- Canada Bread
- Canadian Tire Corporation
- Canopy Growth
- Coca-Cola
- Environics
- E&J Gallo Winery
- FGF Brands
- General Mills
- Grip Limited
- Holt Renfrew
- Hootsuite
- Hudson’s Bay Company
- Iconic Brewing
- Johnson & Johnson
- Juniper Park
- TBWA
- Klick
- Kraft Heinz
- Labbatt
- Lift
- & Co
- Loblawns
- London Drugs
- L’Oreal
- Lowe’s
- LoyaltyOne
- Maple Leaf Foods
- Mars
- McCain Foods
- Metro
- Molson Coors
- Mondelez
- LoyaltyOne
- Maple Leaf Foods
- Mars
- McCain Foods
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- Molson Coors
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- Tata Consultancy Services Management Labs
- SBR

### Energy and Resources
- BC Hydro
- Brookfield Energy Marketing
- Brookfield Renewable Energy Partners
- Direct Energy
- EnergyGeeks Corporation
- Ensyn Technologies
- Exalton
- GE
- Grafoid
- High Ground Energy
- Hydro One
- Ontario Power Generation
- Reliance Home Comfort
- RS Energy Group
- Schneider Electric
- Shell
- Syncrude
- Vestas

### Financial Services, Insurance, Real Estate
- Acassa Capital
- Agentis Capital Partners
- AIG
- American Express
- ATB Financial
- Atlas Property Group
- Aviva
- Azimuth Capital Management
- Bank of America
- Merrill Lynch
- Baskin Wealth Management
- BCIMC
- BGIS
- BMO Financial Group
- BNP Paribas
- Brookfield Asset Management
- Burgundy Asset Management
- Business Development Bank of Canada
- Cadillac Fairview
- Caledon Capital
- Canaccord Genuity Group
- Canada Life
- Canalest
- Capital One Financial Corporation
- Chubb
- CIBC
- Clearbank
- Cormark
- Mortgages
- Duca Financial Services Credit Union
- DW Healthcare Partners
- Eight Capital
- Equitable Bank
- Fidelity Investments
- Fiera Capital
- Firepower Capital
- Freedom 55 Financial
- GMP Securities
- Goeasy
- Greenhill
- Greystone Managed Investments
- Hemlock Capital Partners
- HollisWealth
- HSBC
- IIROC
- Intact Insurance
- Jarislowsky Fraser
- Letko
- Broussard & Associates
- Mackenzie Investments
- Macquarie
- Manulife
- Mastercard
- National Bank
- Novacap
- Omers
- Onex Corporation
- Ontario Teachers’ Pension Plan
- Oxford Property Group
- PSP Investments
- RBC
- Realstar Group
- ScotiaBank
- Setter Capital
- Sirius International Insurance Corporation
- Sun Life Financial
- Tangerine Bank
- TD Bank Group
- The Investment Funds Institute of Canada
- Valitas Capital Partners
- Wealthsimple
- Wells Fargo
- Western Union
- World Bank Group

### Government
- Accreditation Canada
- Bank of Canada
- City of Brampton
- Export Development Canada
- Greater Kingston Chamber of Commerce
- Library of Parliament
- Ontario Ministry of Children and Youth Services
- Ontario Ministry of Health and Long Term Care
- Ontario Public Service Treasury Board Secretariat
- Opportunities New Brunswick
- Property Assessment Appeal Board
- Statistics Canada
- Town of Pictou
- Treasury Board of Canada Secretariat

### Healthcare
- AlayaCare
- Alberta Health Services
- Cardinal Health
- Central Local Health Integration Network
- Eli Lilly
- eSight Eyewear
- GSK
- Health Quality of Ontario
- Kingston Health Sciences Centre
- Life Labs
- Marcan Pharmaceuticals
- McMaster University Medical Center
- Medcan
- Medcor
- Medisys Health Group
- MedSleep
- Merck
- Ontario Bioscience Innovation Organization (OBIO)
- Ontario Health Association
- Ontario Telemedicine Network
- Sanofi Pasteur
- SIDRA Medical and Research Centre
- Sinai Health System
- Smart Nora
- South West LHIN
- Sunnybrook Healthcare Sciences/Sunnybrook Research Institute
- Therapure Biopharma
- Trillium Health Care Products
- Trillium Health Partners

### Technology
- Amazon
- AppArmor
- Borrowell
- Canadian Bank Note
- Canarmony Corp
- CDW
- Cisco
- Coinsquare
- Communitche
- Dealer-FX
- Group
- Dell
- Ecobee
- Element AI
- Equifax
- Canada
- Freshbooks
- Gameloft
- GAV Global
- Geotab
- Google
- HelloFresh
- Homestars
- HP
- IBM
- Ideal.com
- Ingram Micro
- Maple
- Microsoft Canada
- Newcomp Analytics
- Nudge Rewards
- Oracle
- Plum
- Plusgrade
- PointClickCare
- Questrade
- Rangle.io
- RepRisk AG
- SalesChoice
- Salesforce
- SAP
- SAS
- Shopify
- Skip the Dishes
- SOTI
- StackAdapt
- Street Context
- Top Hat
- TouchBistro
- Trend Micro
- Tulip
- Twitter
- Uber
- UberEats
- Zoom.ai

### Telecom, Media & Entertainment
- Bell
- CBC
- Cineplex
- Cirque du Soleil
- Fongo
- IMAX
- Innovada
- MLSE
- NFL
- Rogers Communications
- SBX Group
- Sweeven
- Telesat
- TELUS
- The Walt Disney Company
- T-Mobile
- Toronto Blue Jays Baseball Club
- Travelzoo
- Vidyard
Recruitment and New Business Development Team

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

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

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

Janette Miller  
Associate Director, Business Development  
Government, Manufacturing, Energy, Transportation  
janette.miller@queensu.ca

Amy McLellan  
Relationship Manager,  
Technology, Telco, Media and Entertainment  
amy.mclellan@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

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

Kate Lussier-Purdy  
Client Experience Coordinator  
k.lussier@queensu.ca

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