Employment & Salary Report
2017–2018

Full-Time MBA Employment and Internship Statistics
I am pleased to share with you the Employment and Salary Report for the Rotman Full-Time MBA classes of 2017 and 2018.

The 2017 class has achieved an 85% employment rate within 3 months of graduation, an increase of 5% from the previous year. We now have the highest placement rate of any Canadian business school ranked by Financial Times.

Growth occurred in a number of areas indicating greater diversity in the roles graduates are seeking.

We saw a significant increase in Rotation and Leadership Development Programs - evidence of our students’ ability to compete effectively for sought-after opportunities on a national and global scale. In addition, placement in internal strategy roles in Telecom, Real Estate, Retail and the Public Sector increased, and there is growing interest in start-up ventures, healthcare, government and transportation/logistics.

Our Flexible Internship Program has gained traction from employers and prospective students as an important differentiator. The Class of 2018 had access to double the volume of historical internships with our year-round talent model, and applications to the Rotman Full-Time MBA program are up 40% year over year.

In addition to internships, over 100 students participated in a variety of experiential learning opportunities including study tours and global and local consulting projects. These experiences position our students to contribute deeply to communities and businesses, putting their experiences, skills and MBA learnings into action.

There will be significant curriculum changes starting with the Class of 2020, including the introduction of electives to the 1st year of the program. This will allow students to focus early on and select courses closely aligned with their career goals. We anticipate that this will result in a richer internship experience for both students and employers.

In the following pages, you can learn more about our full-time and internship placement results and also read some of the incredible career stories from the talented and diverse graduates in the Class of 2017.

Whether you are a prospective student, or a future employer, I hope you will partner with us and explore the opportunities at Rotman. We are excited about our ongoing commitment to bring together top employers and experienced MBA talent on a local, national and global scale.
Full-Time Employment
Class of 2017 Profile

FULL-TIME EMPLOYMENT SALARIES

Mean Total Salary (inclusive of base, bonus, and other compensation) $120,874
Mean Base Salary $92,734
Median Base Salary $85,000
Salary data based on information from 78% of employed students.

Mean Signing Bonus $17,146
Median Signing Bonus $15,000
Signing Bonus Range $4,000 - $40,000
31.4% of employed students who reported salary information received signing bonuses.

FULL-TIME EMPLOYMENT SALARIES BY INDUSTRY

<table>
<thead>
<tr>
<th>Industry</th>
<th>% of Total Employed</th>
<th>Mean</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial Services</td>
<td>37%</td>
<td>$87,188</td>
<td>$85,000</td>
<td>$60,000 - $200,000</td>
</tr>
<tr>
<td>Consulting</td>
<td>20%</td>
<td>$107,158</td>
<td>$90,000</td>
<td>$45,500 - $175,000</td>
</tr>
<tr>
<td>Tech</td>
<td>9%</td>
<td>$103,036</td>
<td>$95,000</td>
<td>$60,000 - $180,000</td>
</tr>
<tr>
<td>Consumer Goods &amp; Retail</td>
<td>9%</td>
<td>$85,104</td>
<td>$80,000</td>
<td>$63,000 - $158,000</td>
</tr>
<tr>
<td>Other</td>
<td>8%</td>
<td>$80,515</td>
<td>$72,000</td>
<td>$50,000 - $147,000</td>
</tr>
<tr>
<td>Healthcare</td>
<td>5%</td>
<td>$79,532</td>
<td>$80,000</td>
<td>$49,950 - $114,000</td>
</tr>
<tr>
<td>Law / Legal Services</td>
<td>5%</td>
<td>$156,125</td>
<td>$154,000</td>
<td>$86,500 - $230,000</td>
</tr>
<tr>
<td>Government</td>
<td>1%</td>
<td>$80,000</td>
<td>$80,000</td>
<td>$80,000 - $80,000</td>
</tr>
<tr>
<td>Entrepreneurship / Start-up</td>
<td>1%</td>
<td>$77,500</td>
<td>$75,000</td>
<td>$80,000 - $80,000</td>
</tr>
<tr>
<td>Real Estate</td>
<td>1%</td>
<td>$91,667</td>
<td>$85,000</td>
<td>$70,000 - $120,000</td>
</tr>
<tr>
<td>Energy</td>
<td>1%</td>
<td>$93,500</td>
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</tr>
<tr>
<td>Not-for-profit &amp; Social Enterprise</td>
<td>1%</td>
<td>$90,000</td>
<td>$90,000</td>
<td>$90,000 - $90,000</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>1%</td>
<td>$40,000</td>
<td>$40,000</td>
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<tr>
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<tbody>
<tr>
<td>Finance</td>
<td>22.1%</td>
<td>$88,142</td>
<td>$85,000</td>
<td>$40,000 - $153,000</td>
</tr>
<tr>
<td>Strategy</td>
<td>29.7%</td>
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<td>$90,000</td>
<td>$45,500 - $200,000</td>
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<tr>
<td>Marketing</td>
<td>12.0%</td>
<td>$80,767</td>
<td>$80,000</td>
<td>$50,000 - $114,500</td>
</tr>
<tr>
<td>Rotational Program</td>
<td>13.4%</td>
<td>$89,853</td>
<td>$83,500</td>
<td>$50,000 - $116,000</td>
</tr>
<tr>
<td>Other</td>
<td>9.4%</td>
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<tr>
<td>General Management</td>
<td>3.3%</td>
<td>$102,538</td>
<td>$90,000</td>
<td>$65,000 - $180,000</td>
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<tr>
<td>Operations</td>
<td>2.9%</td>
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<td>$75,000</td>
<td>$49,950 - $158,000</td>
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<tr>
<td>Business Design</td>
<td>1.8%</td>
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<td>Technology</td>
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FULL-TIME EMPLOYMENT RATES

91% of Full-Time MBA students seeking employment were employed within six months of graduation.
85% of Full-Time MBA students seeking employment were employed within three months of graduation.

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<td>$90,000</td>
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</tr>
</tbody>
</table>

Statistics are based on 97% of the FullTime MBA Class of 2017 as of three months after graduation. 93% of students reported seeking full-time employment within three months of graduation.
Internships
Class of 2018 Profile

**INTERNSHIP SALARIES**
Mean Total Monthly Salary (inclusive of base, bonus, and other compensation) $5,253
Mean Monthly Salary $5,047
Median Monthly Salary $4,800
Salary data based on information from 84% of employed students.

**INTERNSHIP EMPLOYMENT RATES**
90% of Full-Time MBA students seeking employment were employed for an internship.

**INTERNSHIP SALARIES**
Mean Total Monthly Salary (inclusive of base, bonus, and other compensation) $5,253
Mean Monthly Salary $5,047
Median Monthly Salary $4,800
Salary data based on information from 84% of employed students.

**INTERNSHIPS AND MONTHLY SALARIES BY INDUSTRY**

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</tr>
</thead>
<tbody>
<tr>
<td>Financial</td>
<td>38%</td>
<td>$5,623</td>
<td>$5,300</td>
<td>$500 - $12,000</td>
</tr>
<tr>
<td>Consulting</td>
<td>16%</td>
<td>$4,332</td>
<td>$5,800</td>
<td>$1,750 - $14,500</td>
</tr>
<tr>
<td>Other</td>
<td>9%</td>
<td>$3,650</td>
<td>$3,700</td>
<td>$999 - $10,000</td>
</tr>
<tr>
<td>Consumer Goods &amp; Retail</td>
<td>8%</td>
<td>$4,759</td>
<td>$3,675</td>
<td>$1,000 - $25,000</td>
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<tr>
<td>Tech and Telecom</td>
<td>7%</td>
<td>$4,848</td>
<td>$5,000</td>
<td>$758 - $10,472</td>
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<tr>
<td>Healthcare</td>
<td>6%</td>
<td>$3,575</td>
<td>$3,400</td>
<td>$2,000 - $4,800</td>
</tr>
<tr>
<td>Real Estate</td>
<td>4%</td>
<td>$4,071</td>
<td>$4,000</td>
<td>$3,000 - $5,000</td>
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<tr>
<td>Entrepreneurship / Start-up</td>
<td>4%</td>
<td>$3,087</td>
<td>$3,200</td>
<td>$200 - $4,500</td>
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<tr>
<td>Not-for-profits &amp; Social Enterprises</td>
<td>3%</td>
<td>$2,317</td>
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<td>$18,000 - $18,000</td>
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<tr>
<td>Energy Utilities and Gas</td>
<td>2%</td>
<td>$4,205</td>
<td>$4,134</td>
<td>$3,300 - $5,250</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>1%</td>
<td>$3,608</td>
<td>$3,890</td>
<td>$1,650 - $5,000</td>
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<tr>
<td>Government</td>
<td>1%</td>
<td>$3,552</td>
<td>$3,346</td>
<td>$2,476 - $5,040</td>
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<tr>
<td>Law / Legal Services</td>
<td>1%</td>
<td>$18,000</td>
<td>$18,000</td>
<td>$18,000 - $18,000</td>
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</tbody>
</table>

**INTERNSHIPS AND MONTHLY SALARIES BY FUNCTION**

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<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Finance</td>
<td>30%</td>
<td>$5,741</td>
<td>$5,265</td>
<td>$500 - $11,000</td>
</tr>
<tr>
<td>Strategy</td>
<td>28%</td>
<td>$5,405</td>
<td>$5,000</td>
<td>$200 - $14,500</td>
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<td>Marketing</td>
<td>16%</td>
<td>$3,962</td>
<td>$3,775</td>
<td>$1,600 - $12,000</td>
</tr>
<tr>
<td>Other</td>
<td>16%</td>
<td>$4,390</td>
<td>$3,750</td>
<td>$758 - $25,000</td>
</tr>
<tr>
<td>Management</td>
<td>3%</td>
<td>$4,086</td>
<td>$4,950</td>
<td>$1,650 - $5,830</td>
</tr>
<tr>
<td>Business Design</td>
<td>3%</td>
<td>$3,925</td>
<td>$4,000</td>
<td>$2,500 - $5,250</td>
</tr>
<tr>
<td>Operations</td>
<td>2%</td>
<td>$4,724</td>
<td>$4,400</td>
<td>$2,220 - $8,500</td>
</tr>
<tr>
<td>Technology</td>
<td>1%</td>
<td>$4,990</td>
<td>$4,990</td>
<td>$4,480 - $5,500</td>
</tr>
<tr>
<td>Lawyer / Legal Professional</td>
<td>1%</td>
<td>$18,000</td>
<td>$18,000</td>
<td>$18,000 - $18,000</td>
</tr>
</tbody>
</table>

351 TOTAL STUDENTS
26 JD/MBA
5 MGA/MBA
6 Skoll BASc/MBA
AVERAGE AGE
27 Range 22 - 39
AVERAGE YEARS WORK EXPERIENCE
4.1 Range 0 - 18
AVERAGE OMAT
662
AVERAGE UNDERGRAD GPA
3.4 Range 1.7 - 4.0

26 NATIONALITIES REPRESENTED
Based on citizenship

0.0% 1.6% 1.6% 2.0% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6%

Statistics are based on 94% of the Full-Time MBA Class of 2018 representing internship employment. 95% of students reported seeking an internship.
On any given workday, Arohie Chopra (MBA ’17), a planning and performance manager, is making sure that operations at Labatt Breweries are running as smoothly as possible.

She’s the best person for the job. Since joining the company, six months ago, she’s worked within various departments and handled machinery malfunctions, supply issues and staffing shortages.

“There are constantly unexpected challenges coming up,” she says. “What makes my job so exciting is that there’s no such thing as a typical day.”

Perhaps the most surprising thing about Chopra’s job is that it has turned out to be everything she was looking for, though she hadn’t initially considered working in this industry or type of role. Looking back, given her background in engineering, as well as the knowledge and skills she’s acquired through the Rotman School of Management, her current role is a perfect fit.

From engineer to business professional

As a teenager, Chopra was fascinated by the mechanics of how things work and how to make things bigger and grander.

Engineering was a perfect match for her interests. After earning a degree in mechanical engineering, she started working in the sales side of engineering. As she progressed further in this career, she found herself, again, wondering about how things worked and how to increase her impact.

If we’re acquiring a new brewery or launching a new product, it goes beyond optimizing the production process,” she explains. “It’s about making sure that everyone in the organization understands why we’re making changes and how they will strengthen our position as a major beer manufacturer. That’s where those concepts about leadership and change management really come into play.”

How she got the job

When it comes to getting the career you want, it all comes down to networking, says Chopra. In her case, she made an effort to meet and connect with Rotman students, alumni and guest speakers during her MBA.

Her focus paid off. In her first year, she approached the CEO of Canada Post when he came to speak at the School. By putting herself on his radar and connecting with others at the corporation, she eventually landed a summer internship, the first of its kind, with the organization’s internal strategy team.

In addition, she introduced herself to a recruiter from Labatt at a School event that she helped organize as Rotman Operations Management Association president. This meeting helped her land her current role with the company.

The recruiter saw how Chopra’s strong technical background, management knowledge and quick thinking would make her the perfect person to troubleshoot problems and ensure that the brewery’s production lines could run smoothly. After a series of interviews, she earned a spot in the organization’s three-month rotational trainee program, was subsequently offered a position overseeing packaging operations at Labatt’s Montreal plant and promoted to her current role.

Ultimately, meaningful networking is a long-term investment, says Chopra. “Don’t go into every conversation with the single purpose of finding a job. Instead, treat every exchange like a learning opportunity. See if there are insights you can learn,” she says. “At the same time, let the other person know what you’re capable of and how you can contribute.”
10
Employment & Salary Report

Career Stories

“Learn as much as you can, network as much as possible and make sure that you put your name out there. Soon enough, the opportunities will present themselves.”

Though he was already on a promising career track, he saw how taking time out to do an MBA could make him a better investor and help him advance.

“At the time, I was working with a lot of clients. I could see that strong interpersonal skills were crucial to becoming a better investor,” he says. “A business education could help me with that and strengthen my technical knowledge of finance.”

Completing his MBA at Rotman was a straightforward decision for Kumar, who aspired to study in a top school, located in a multicultural city, and with close ties to practitioners working in the industry.

Once classes began, he quickly got to work developing his soft skills. He competed, as a member of a student team, in various case and stock pitch competitions at the School. As a Rotman finance scholar, he spent his weekends tutoring Morning/Evening MBA students on key finance concepts.

His elective finance courses, particularly the How Banks Work class taught by Professor Richard Nesbitt, helped round out his finance knowledge.

“Before, I understood the different operational areas of finance. My courses at Rotman helped bring it all together for me,” he says. “Knowing how all the pieces fit together in banking distinguished me from other candidates during my job search.”

How to get the job

What’s Kumar’s advice for getting the job you want after the MBA?

First, he says, refer to School’s Career Centre.

“If there’s a new opportunity or opening, the career coaches are the first to know,” he explains. “Every year, there are tons of new grads entering the job market and your coach can help make you stand out.”

He also credits the careers team in helping him to understand the culture and expectations in North American offices and to become a clearer communicator during interviews.

Second, he urges job seekers to start networking right away.

The circumstances leading to Kumar landing his current role came about through connections and good timing. He had reached out to a few of his current colleagues for networking purposes, months before a position opened up on the treasury team. By the time he walked into the interview, he already understood the culture and dynamics of the bank.

“Learn as much as you can, network as much as possible and make sure that you put your name out there,” he says. “Soon enough, the opportunities will present themselves.”

Though he was already on a promising career track, he saw how taking time out to do an MBA could make him a better investor and help him advance.

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He also credits the careers team in helping him to understand the culture and expectations in North American offices and to become a clearer communicator during interviews.

Second, he urges job seekers to start networking right away.

The circumstances leading to Kumar landing his current role came about through connections and good timing. He had reached out to a few of his current colleagues for networking purposes, months before a position opened up on the treasury team. By the time he walked into the interview, he already understood the culture and dynamics of the bank.

“Learn as much as you can, network as much as possible and make sure that you put your name out there,” he says. “Soon enough, the opportunities will present themselves.”

Though he was already on a promising career track, he saw how taking time out to do an MBA could make him a better investor and help him advance.

“At the time, I was working with a lot of clients. I could see that strong interpersonal skills were crucial to becoming a better investor,” he says. “A business education could help me with that and strengthen my technical knowledge of finance.”

Completing his MBA at Rotman was a straightforward decision for Kumar, who aspired to study in a top school, located in a multicultural city, and with close ties to practitioners working in the industry.

Once classes began, he quickly got to work developing his soft skills. He competed, as a member of a student team, in various case and stock pitch competitions at the School. As a Rotman finance scholar, he spent his weekends tutoring Morning/Evening MBA students on key finance concepts.

His elective finance courses, particularly the How Banks Work class taught by Professor Richard Nesbitt, helped round out his finance knowledge.

“Before, I understood the different operational areas of finance. My courses at Rotman helped bring it all together for me,” he says. “Knowing how all the pieces fit together in banking distinguished me from other candidates during my job search.”

How to get the job

What’s Kumar’s advice for getting the job you want after the MBA?

First, he says, refer to School’s Career Centre.

“If there’s a new opportunity or opening, the career coaches are the first to know,” he explains. “Every year, there are tons of new grads entering the job market and your coach can help make you stand out.”

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How one MBA ‘17 landed a job in the heart of banking

How one MBA ‘17 landed a job in the heart of banking

Sourav Kumar, MBA ‘17

Sourav Kumar (MBA ’17) knows that the decisions he makes today will shape the future of finance in Canada and potentially around the world.

Kumar is a member of the treasury team – often referred to the heart of a bank – at the Bank of Montreal (BMO). It’s his job to balance the bank’s funding needs, to make sure that there’s a sufficient flow of funds coming into the bank so that it can continue to offer mortgages, lend cash to small businesses and support economic growth in general.

“It’s humbling to know that I’m working at an institution that has been operating for more than 200 years,” he says. “The decisions we make today will determine whether this bank will be around for another two centuries.”

On a daily basis, he’s forecasting the amount of funds the bank will need to acquire, meeting with dealers and researching which markets the bank might want to issue bonds in.

This role, and the fast pace of decision-making, research and creativity involved, was exactly what Kumar was looking for. And he credits his Rotman experience for helping him get here.

Becoming a better investor

Kumar came to Rotman with substantial training and prior experience working in finance. In addition to earning his CFA charter, he had worked at various trading desks in India, where he prepared pitch notes for investor meetings, structured and priced credit derivatives for investors, and provided high-level risk position commentaries for senior managers.
How do you make sure that every Toronto game feels like a win for the fans, as well as for the team’s corporate partners? It’s not as easy as it looks and it requires coming up with fresh ideas for marketing campaigns, while maintaining a strong strategic focus.

As a manager with the global partnerships team at Maple Leaf Sports & Entertainment, Tyla Flexman (MBA ’17) works with corporate partners to design campaigns that bring brand messages to life for fans. “While our sports teams are working hard to win championships, my team is working on driving the organization and our partners forward,” she explains. “I love how I get to work with top brands every day and create something that captures the passion of our fan base.”

She scored this exciting position by networking, having a strong record in sports and showcasing her skills in management and strategic thinking, which she refined during her time at the Rotman School of Management.

From the field to the classroom

It seems like Flexman was always destined to work in sports. As an undergraduate student, she balanced her studies at the University of British Columbia with an athletic career with Canada’s national women’s field hockey team, an experience that took her to the 2010 Commonwealth Games and the 2011 Pan-American Games.

After retiring from professional sports in 2012, she moved into the business side of the industry and found work as a manager of partnerships and programs with a sports startup.

“I really enjoyed the work, but I realized that I needed a stronger foundation in business and management,” she describes. “I knew that having an MBA would help me move up in the field and it would also give me options to pivot into any industry.”

Armed with the knowledge that Rotman was a top business school — and with some encouragement from her sister Jennifer Flexman (Morning MBA’ 15), a recent grad — she pursued an MBA at the School.

Her experience as an MBA student helped her finds ways to blend her background in sports with business best practices.

Notably, completing the Leadership Development Lab program gave her tangible advice on how to lead teams effectively. Another highlight of the program was serving as president of the Rotman Sports Business Club and hosting Toronto Raptors President and GM Masai Ujiri at the School for a talk on leadership. As well, her elective classes in strategy, leadership and innovation made her a well-rounded and competitive candidate on the job market.

Going after and getting her dream job

When it came to landing her dream job, Flexman went back to her roots — and network — in sports. In her first year of the MBA, she connected with key contacts at Maple Leafs Sports & Entertainment and eventually secured a summer internship developing partnerships for the Raptors 905, an NBA G league basketball team based outside Toronto.

The stint turned into a full-time opportunity, after the MBA. Today, Flexman works with major Toronto teams — including the Maple Leafs, Raptors, Toronto Football Club and the Argonauts — and with partners across all industries, from consumer packaged goods companies to banks to retailers in developing innovative campaigns that appeal to fans.

Still, she doesn’t feel too far removed from Rotman. “The job is very similar to business school, because every day is like working on a different case study,” she says.

Having just accepted a seat on the board of directors for Field Hockey Canada, she plans to return to Rotman to complete an Executive Program on Not For Profit Governance Essentials. As an alumna, she feels she plays an important role in supporting current students. She returned to the School for the MBA Class of 2019 program kickoff to speak and offer some encouragement to prospective students.

“For anyone on the job hunt or trying to establish a career path, my advice is to be authentic and patient. No career is a straight line. It can be really hard to anticipate where you are going to end up. If you put your best foot forward, good things will happen.”
Flexible Internship Program

Employers have year-round access to talent with our Flexible Internship Program (FIP). This is a government-recognized cooperative education program. Employers in Ontario who hire students through FIP may be eligible for the co-op tax credit of up to $3000.

RECRUIT YEAR-AROUND IN THREE WORK TERMS

Employers may hire students for internships or co-op positions year-round during any of the following work terms:

- **SUMMER**
  - May – August
- **FALL**
  - September – December
- **WINTER/SPRING**
  - January – April

“The skills I developed during my first year at Rotman were key to achieving sound results during my internship, and helped me in creating a lasting impact in the organization. I had the ability to understand and communicate with internal and external stakeholders, and thus I was entrusted with developing a new marketing channel that the company was pursuing, that I ultimately built into the fastest growing source of new customers.”

Montserrat Zarama, MBA ’18

Internship:
Marketing Co-op
Hello Fresh

Internships at Rotman

- **Adam Lambros, MBA ’18**
  - INTERNSHIP
  - Development Associate Intern
  - Bird Capital Limited

- **Shannon Ma, MBA ’18**
  - INTERNSHIP
  - Credit Risk Analysis
  - RBC Financial Group

- **Carlos Valera, MBA ’18**
  - INTERNSHIP
  - Corporate Banking Associate
  - TD Securities

- **Daniel Otero, MBA ’18**
  - INTERNSHIP
  - Associate Brand Manager
  - McCain Foods Canada

- **Juliana Luque Cala, MBA ’18**
  - INTERNSHIP
  - Organizational Change
  - Management Analyst
  - Royal Bank of Canada

- **Seghen Woldai, MBA ’18**
  - INTERNSHIP
  - Senior Consultant
  - KPMG

EMPLOYER PERSPECTIVE

“Rotman interns deliver excellence in business development, leadership capability, and innovative ingenuity that consistently advances our corporate strategy and operational effectiveness beyond our expectations. The caliber of Rotman interns is outstanding and we are pleased to support their internship program.”

Judy MacDougall
Senior Manager, Organizational Development
Bridgepoint, Sinai Health System
Corporate Partnership Opportunities

ENGAGE WITH ROTMAN

Capstone Course
This unique course partners with your company in collaboration with Rotman students to solve a real life problem that your company is currently facing. Over the six weeks of the course, teams of MBA students will perform a rigorous analysis of data provided by your company using Rotman’s model-based approach to problem solving, and present their findings and recommendations to your senior management team.

Career Education
Every Rotman MBA student participates in a variety of careers workshops, interview preparation activities and industry events designed to prepare MBAs for navigating their individual career journey. Sponsorship opportunities are available to build your corporate presence and engage students by providing expert presenters and panelists.

Industry Clubs
Explore the many partnership opportunities with our student-run industry clubs through networking events, case competitions, industry guest speakers, and other sponsorship opportunities.

Information Sessions (on campus or online)
Host an information session to introduce students to your firm’s culture and career paths for MBAs, and connect with your recruiters. We offer range of venues suitable for large or small events. AV, video conferencing, and event catering options are also available to suit your needs.

Information Sessions (on campus or online)
Host an information session to introduce students to your firm’s culture and career paths for MBAs, and connect with your recruiters. We offer range of venues suitable for large or small events. AV, video conferencing, and event catering options are also available to suit your needs.

Corporate Roundtables
Corporate recruiters are invited to visit Rotman and meet our MBA Career Centre team. Sharing industry, company, or program insights and hiring preferences with our student career coaches will result in prepared interview candidates for your recruiters.

Site Visits
Host a group of students at your location as a convenient alternative to on campus visits. Typical visits include a company presentation, a tour of your facilities, and a mix and mingle.

Office Hours
Employers may book rooms at Rotman to meet in small groups or one-on-one with students to share company and career information. Room bookings are complimentary.

Recruit at Rotman

HOW TO CONNECT WITH OUR STUDENTS

Résumé Books
Get private access to the résumés of our graduating class and current students to screen candidates for invitations to company recruiting events or interviews. You can log in to our recruitment system to view our online student résumé directory (searchable by keyword, previous experience, and career interests), or email mbacareers@rotman.utoronto.ca to request a customized résumé book.

Job Postings
If you are hiring for full-time, contract, or summer internships, email your job descriptions in a Word document, including deadline and application documents required, to mbacareers@rotman.utoronto.ca, or sign up for our private employer recruitment system to post your opportunity to our current students and recent graduates.

Confidential Search
We will help you identify qualified candidates based on your search criteria within 48 hours.

Interviews
We will contact short-listed students and set up an interview schedule for you at your office or in our dedicated interview rooms.

ROTMAN MBA TALENT

<table>
<thead>
<tr>
<th>RECENT GRADUATES</th>
<th>INTERNS / PROJECTS</th>
<th>EXPERIENCED HIRES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Profile</td>
<td>Graduating Students</td>
<td>Current Students</td>
</tr>
<tr>
<td></td>
<td>Avg 4.5 years of work experience</td>
<td>Avg 3-4 years of work experience</td>
</tr>
<tr>
<td></td>
<td>2 years of MBA education</td>
<td>1 year of MBA education</td>
</tr>
<tr>
<td></td>
<td>1 internship</td>
<td></td>
</tr>
<tr>
<td>Recruiting Timeline</td>
<td>September onwards</td>
<td>November onwards</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Year-round</td>
</tr>
<tr>
<td>Availability for Work</td>
<td>May of graduating year</td>
<td>Summer (May - Aug), Fall (Sept - Dec), or Winter (Jan - April)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Immediate</td>
</tr>
</tbody>
</table>

SAMPLE ROLES OR INTERNSHIP PROJECTS

- Build and maintain financial models in support of live and proposed transactions, or to determine the best strategy for refinancing debt
- Perform enterprise-wide risk assessment to identify various types and levels of risk exposure
- Develop social media strategy, interpret analytics, and implement best practices to maximize engagement and reach, and drive traffic in digital marketing campaigns
- Model outsourcing options for the business unit or department to identify cost savings or operational efficiencies
- Execute customer research and segmentation to derive key insights, develop sales strategy (structure and size), and project revenues

EMPLOYER PERSPECTIVE

“The flexibility of the Rotman MBA combined with the quality of the candidates and the relationships forged with the administration is very powerful for our organization. With a focus on talent pipelines for all of our business areas, we have come to rely on the FIP to be able to put the best candidates into roles that best promote leadership development and align with our business needs. This makes us a more attractive employer as we can offer more tailored opportunities.”

Michael Shelsen
Global Director, Campus Recruitment and Talent Development
Scotiabank
Recruitment at Rotman

**SOURCE OF FULL-TIME EMPLOYMENT FOR CLASS OF 2017** as of September 20, 2017

<table>
<thead>
<tr>
<th>Job Source</th>
<th>Number of students</th>
<th>% of Class</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internship conversion</td>
<td>65</td>
<td>23.5%</td>
</tr>
<tr>
<td>Rotman Facilitated: Job postings (through Career Centre)</td>
<td>41</td>
<td>14.7%</td>
</tr>
<tr>
<td>Rotman Facilitated: Personal network</td>
<td>37</td>
<td>13.5%</td>
</tr>
<tr>
<td>Other</td>
<td>24</td>
<td>8.7%</td>
</tr>
<tr>
<td>Rotman Facilitated: Contacted directly</td>
<td>24</td>
<td>8.7%</td>
</tr>
<tr>
<td>Rotman Facilitated: Job boards</td>
<td>23</td>
<td>8.4%</td>
</tr>
<tr>
<td>Rotman Facilitated: Career Services</td>
<td>17</td>
<td>6.3%</td>
</tr>
<tr>
<td>Rotman Facilitated: Interviews through on-campus recruiting</td>
<td>17</td>
<td>6.2%</td>
</tr>
<tr>
<td>Prior Employer</td>
<td>8</td>
<td>3.0%</td>
</tr>
<tr>
<td>Rotman Facilitated: School sponsored events</td>
<td>6</td>
<td>2.3%</td>
</tr>
<tr>
<td>Rotman Facilitated: Resume database and referrals</td>
<td>4</td>
<td>1.6%</td>
</tr>
<tr>
<td>Rotman Facilitated: Alumni</td>
<td>4</td>
<td>1.5%</td>
</tr>
<tr>
<td>Rotman Facilitated: Faculty</td>
<td>3</td>
<td>1.1%</td>
</tr>
<tr>
<td>Rotman Facilitated: Student referral</td>
<td>1</td>
<td>0.5%</td>
</tr>
<tr>
<td>Total</td>
<td>274</td>
<td>100%</td>
</tr>
</tbody>
</table>

**SOURCE OF INTERNSHIPS FOR CLASS OF 2018** as of January 26, 2018

<table>
<thead>
<tr>
<th>Job Source</th>
<th>Number of students</th>
<th>% of Class</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internship conversion</td>
<td>140</td>
<td>47.0%</td>
</tr>
<tr>
<td>Rotman Facilitated: Career Services</td>
<td>34</td>
<td>11.4%</td>
</tr>
<tr>
<td>Rotman Facilitated: Contacted directly</td>
<td>30</td>
<td>10.1%</td>
</tr>
<tr>
<td>Rotman Facilitated: Personal network</td>
<td>28</td>
<td>9.4%</td>
</tr>
<tr>
<td>Other</td>
<td>23</td>
<td>7.6%</td>
</tr>
<tr>
<td>Rotman Facilitated: Interviews through on-campus recruiting</td>
<td>20</td>
<td>6.6%</td>
</tr>
<tr>
<td>Rotman Facilitated: Job boards</td>
<td>8</td>
<td>2.7%</td>
</tr>
<tr>
<td>Rotman Facilitated: School sponsored events</td>
<td>6</td>
<td>2.0%</td>
</tr>
<tr>
<td>Prior Employer</td>
<td>5</td>
<td>1.7%</td>
</tr>
<tr>
<td>Rotman Facilitated: Faculty</td>
<td>2</td>
<td>0.7%</td>
</tr>
<tr>
<td>Rotman Facilitated: Student referral</td>
<td>1</td>
<td>0.4%</td>
</tr>
<tr>
<td>Rotman Facilitated: Alumni</td>
<td>1</td>
<td>0.4%</td>
</tr>
<tr>
<td>Total</td>
<td>298</td>
<td>100%</td>
</tr>
</tbody>
</table>

**INTERNSHIPS POSTED** as of January 26, 2018

<table>
<thead>
<tr>
<th>Class of 2018</th>
<th>Jobs Posted</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summer internships</td>
<td>388</td>
<td>57.4%</td>
</tr>
<tr>
<td>Fall internships</td>
<td>175</td>
<td>25.8%</td>
</tr>
<tr>
<td>Winter internships</td>
<td>115</td>
<td>16.8%</td>
</tr>
<tr>
<td>Total</td>
<td>678</td>
<td>100%</td>
</tr>
</tbody>
</table>

**FULL-TIME JOBS POSTED** as of August 31, 2017

<table>
<thead>
<tr>
<th>Class of 2017</th>
<th>Jobs posted</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time employment</td>
<td>407</td>
<td>100%</td>
</tr>
</tbody>
</table>

**COMPANIES HIRING from Rotman in 2017**

The companies listed below hired Rotman MBAs from the **Class of 2017** (for full-time employment) and from the **Class of 2018** (for internships) in 2017.

A
- A Berger Precision
- A.T. Kearney (Canada)
- Acosta Capital
- Accelerate Learning
- Accenture
- Acerta Analytics Solutions
- Addienda Capital
- AIM Group Canada
- Air Canada
- Aird & Berlis LLP
- AirGenuity Canada
- AlarmForce Canada
- Alberta Investment Management Corporation
- Allied Properties REIT
- AltaCorp Capital
- Amazon.com
- American Express Canada
- Analysis Group
- AnyCard
- Aphria
- Apotex
- Apple
- ATB Financial
- Audi
- B
- B2B Bank
- Bain & Company
- Bank of America Merrill Lynch
- Bank of Canada
- Bank of Montreal
- Banyan Software
- Barclays Capital
- BASF
- Bayer
- BDO
- The Beer Store
- Behavioural Economics in Action at Rotman (BEAR)
- Bell Canada Enterprises
- Belleville Senators Hockey Club
- Bennett Jones LLP
- Best Buy Canada
- Beyond Marketing Group
- Bioscript Solutions
- Bird Capital
- BlackBerry
- Blake, Cassels & Graydon LLP
- Bluechip Learning
- BMO Financial Group
- BNP Paribas
- Bombardier
- BORDERLAND GENIUS LLP BLG
- Boston Consulting Group
- Bowes Insurance
- BP
- Brandes Investment Partners
- British Columbia Investment Management Corporation
- Brookfield Financial
- Brookfield Renewable Energy Group
- Burgundy Asset Management
- C
- CAC Group
- Cadillac Fairview
- CAE
- Calix Capital
- Canada Mortgage and Housing Corporation (CMHC)
- Canada Post
- Canadian Coalition for Good Governance (CCGG)
- Canadian Olympic Committee
- Canadian Professional Sales Association
- Canadian Tire
- Canadian Western Bank
- Cancer Care Ontario
- Canerecter
- CanFind Capital Management
- Canopy Growth
- Capital One (Canada)
- Capricorn International
- CBRE
- CBRE Global Workplace Solutions
- CentreCourt Developments Inc
- Ceridian Talent Acquisition Practice
- CGI
- CIBC
- Cirgby
- City of Toronto
- C J Logistics
- Coca-Cola Company
- Cognizant Canada
- Colgate-Palmolive Canada
- Colliers International
- Colour
- Common Wealth
- Constellation Brands
- Continuum Innovation
- Convergex
- Cookhouse Lab
- CoPower
- The Core Companies
- CPP Investment Board
- Creative Destruction Lab
- Credit Suisse
- Cusco International
- CWIB (Canadian Western Bank) Maxum
- D
- Daggioer Group
- Danapi Family Investment Office
- David Schaeffer Engineering
- DBS Schanken
- DBRS Limited
- Delo Inc
- Delmar
- Deloitte
- Design Impact Group
- Designworks
- Desjardins Capital Markets
- Desjardins Securities
- Deutsche Bank
- Diabetes Canada
- Diarm Pouch
- Dimensional Fund Advisors
- E
- Direct Energy
- Doblin (Monitor Deloitte)
- Dover Corporation
- eBay Canada
- eCanomion Inc
- EcoTree
- Edenshaw Management
- Edgewaters Health Network
- Eight Capital
- Eli Lilly Asia
- EllisDon Corporation
- Emerging Enterprises
- Empire Communities
- Entrepreneurship Hatchery
- Environmental Defense Fund
- Ernst & Young LLP (Canada)
- European Bank for Reconstruction and Development (EBRD)
- Everest Group
- Ewing Morris
- Excellen
- Export Development Canada (EDC)
- Extract Capital
- ExxonMobil
- EY
- F
- Fasken Martineau
- Faveous
- FedEx Express Canada
- Fenix Group International
- Fidelity Investments
- Fintros
- Fio Corporation
- First National
- Ford Motor Company of Canada
- Founders Canada
- Four Seasons Hotels and Resorts (Canada)
- G
- Galbraith
- Gartner
- General Electric
- General Mills Canada Corporation
- General Motors
- Gentina
- GlassSmithKline
- GLH Asset Management
- GMP Securities
- Golden Spruce Capital
- Goldsequent Capital Management
- Goldskll Consulting
- Google
- Government of Canada
- Grand Challenges Canada
- Great Wall Securities
- Groundlayer Capital
- Gulf&oyle Financial

18 Employment & Salary Report

Full-Time MBA 19
Companies Hiring
from Rotman in 2017

The companies listed below hired Rotman MBAs from the Class of 2017 (for full-time employment) and from the Class of 2018 (for internships) in 2017.

H
Health Quality Ontario
HelloFresh
Hershey Company
Hilti
Hive
Hockey Canada
The Hospital for Sick Children
HSBC
HSBC Bank Canada
Hudbay Bay Company
Humn HR
Hydro One Networks
IBM
Idea Couture
Impact Consulting Group
Imperial Oil
Imperial Tobacco
IMS Health Brogan
Industrial and Commercial Bank of China Limited, Dubai (DIFC) Branch
JLL
Jarislowsky Fraser Limited
Jackman
Jabil Circuit
Ivorycapital
Istuary Capital
Istuary
Iprice group
Iponic
Intentional Capital
The Inside Bid
Inspectech Analytics Group
Inkyardia
Intentional Capital
Inward Asset Management
Invictus Analytics and Strategy
Isonic
Isalg group
Istory
Istory Capital
IvyCapital
J
Jabil Circuit
Jackman
Jamieson Laboratories
Jaroslowsky Limited
JCM Capital
JLL
Johnson & Johnson Family of Companies
K
KCB Group
Kensington Health
Kepler Communications
Kelby
KingSett Capital
Kirox Gold Corporation
Kluck Health
Kniezaw
KPMG
Kraft Heinz Company
KWE Tec
L
Labatt Breweries - Anheuser-Busch InBev
Lambton Convoyeur
Lazard
LBC Capital
Leage
Lee Hecht Harrison Knightsbridge Lifelabs
M
Macquarie Capital
Maine Pointe
Manitou Investment Management
Manulife Financial
Maple Leaf Sports & Entertainment (MLSE)
The Marquee Group
Mars Canada
MaRS Discovery District
Mastercard Advisors
Match Marketing Group
Mattamy Homes
Maver Investment Management
McCain Foods Limited
McCarthy Teerull LLP
McDonald’s Restaurants of Canada
McKerny & Company
MD Financial Management
MDA Corporation
Medcan Clinic
Medflow
Merck
Mercuria Energy
Meridian Credit Union
Metroland Media
Metrum
Microsoft
Miller Group
Ministry of Economic Development and Growth
Ministry of Government and Consumer Services
Ministry of Health and Long-Term Care
Molson Coors Canada
The Moment
Montreal International (Canada)
Montreal Alouettes
The Morsesby Group
Morgan Stanley (Canada)
Mother Parkers Tea & Coffee
Mount Sinai Hospital
Mx. Madeleine Cauchoin
MSCI
N
National Bank Financial
NBR Investments
Nestlé Canada
New Solutions ApS
n²Gen® Group
NextAI
NextKios Consulting Group
Nielsen
Nix Sensor Limited
North Atlantic Refining
Northbridge Investment Management
Northeastern Securities
Nuco
NYC Law Form
O
Oak Hill Advisors
OMERS
Ontarget Research Institute
Ontario BioScience Innovation Organization
Ontario Global 100
Ontario Institute for Cancer Research
Ontario Ministry of Energy
Ontario Ministry of Health and Long-Term Care
Ontario Ministry of Research, Innovation and Science
Ontario Pension Board (OPB)
Ontario Power Generation
Ontario Public Service
Ontario Racial Network
Ontario Teachers’ Pension Plan Board
OP Trust
Opalux
Open Capital Advisors
Osler, Hoskin & Harcourt LLP
Oxford Properties Group
P
Pacific Investment Management Company (PMCCO) LLC
Pala Investments Limited
Paradigm Capital
Paradigm 1899 Equity
Paul, Weiss, Rifkind, Wharton & Garrison LLP
PayPal Canada
Paytm
PepsiCo Canada
Perry Ellis
Pfizer Canada
Polar Asset Management Partners
Portland Holdings
Potentiaweb
PricewaterhouseCoopers LLP
Procter & Gamble
Prologis
Proskauer Rose LLP
Proser Canada
PSD Q Strategy Group
PSI Investments
Pueblo Science
push
PwC
Q
Quinto
Quann
QuintessMS
Quella
Quella Corporation
R
Raymond James
RBC Financial Group
Redkitt Berdnick
Red Mobile
Reformulary Group
Reliance Comfort Limited Partnership
Renfro Canada
Responsible Investment Association
Restaurant Brands International
Reva
Right to Play International
Rio Tinto
The Rivendale Hub
RM Sotheby’s
Rogers Communications
Rutman DesignWorks
Rotman School of Management
Royal Bank of Canada (RBC)
RSA Group
Russell Reynolds Associates
S
SBE Sponsorship Group
Saint Elizabeth Health Care
Salesforce.com
SAS Canada
Satov Consultants
Scarborough and Rouge Hospital
Scarborough Convention Centre
Schneider Electric
Scotiabank
ScotiaBank
Morgan Stanley (Canada)
Sino-Canada International Innovation Centre
Sierra Investment Managers
SkyPower Limited
Snappy Innovation
Société Générale Capital Canada
Sonel International
Sopexa Canada
Specialisterne Canada
SportBox Entertainment Group
Sprucegrove Investment Management
St. Joseph’s Health Centre
StackAdapt
Standard Chartered
Start-up Venture in Toronto
Stikeman Elliott LLP
Strategic Insight
Sullivan & Cromwell LLP
Sun Life Financial
Sustainalytics
SYPartners
T
The T1 Agency
Taptytics Inc.
The Tapscott Group
Target Corporation
TD Bank
TELUIS
TeraGo Networks
Thomson Reuters
Thornhill Medical
ThoughtWire Corp
Tim Hortons
Times Group
Toronto Central Local Health Integration Network
Toronto Sport & Social Club
Toronto Transit Commission
Traction on Demand
Transatlantic Business Consulting
TransUnion
Travel Leaders
TribalScale
Tridel
Trident Consulting
U
United Rentals
United Way of Peel
Uniror US
University Health Network
University of Toronto
University of Toronto Entrepreneurship Lab
V
Validere
Vanguard
Vembia
Venture For Canada
Vision Critical
Volaris Group
Volvo Group
Volkswagen Group Canada
W
Walmart Canada Corp.
Walter Surface Technologies
Wasserman Media Group
Waterton Global Resource Management
Wells Fargo Canada
William Oster Health System
Workplace Safety & Insurance Board
WSP Canada
WSP Canada
Workplace Safety & Insurance Board
WSP Canada
Workplace Safety & Insurance Board
WSP Canada
Workplace Safety & Insurance Board
WSP Canada
Workplace Safety & Insurance Board
Y
Yahoo
Yatifro Capital
Z
Zahra Properties
ZS Associates
17 Triggers
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Our Rotman Career Centre is a team of dedicated and experienced career professionals driven by one overarching goal: to support all Full-Time MBA students in fulfilling their career objectives.

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Jasdeep Grewal
Finance Manager, Pricing & Business Analysis
FedEx Express Canada
Employment & Salary Report

FULL-TIME MBA / 24

Reporting Standards
The Rotman Career Centre is a member of the MBA Career Services and Employer Alliance (MBA CSEA). The MBA CSEA together with GMAC, the organization that administers the GMAT test among other programs, set out guidelines for reporting employment, salary, and other related statistics. These guidelines establish the standards for reporting statistics to rankings as well as the MBA CSEA itself.

Salary Statistics
In addition to looking at the average for salary compensation, it is important to note the median (midpoint) and range since these data points provide a broader view to how the salaries are distributed for the class. A small number of students receiving high salary offers can skew the average up while some that receive lower salary offers can skew the average down. We report in local dollars and foreign salaries are converted at the going exchange rate. Please note that exchange rate conversions are not reflective of the cost of living and wage profiles where the students are employed.

Employment Rate
The employment rate is the percentage of students in the Full-Time MBA class with accepted offers of employment, based on the number of students reporting back and actively looking for work.