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Director’s Message

The Master of Management Analytics (MMA) is a practical degree designed for quantitatively strong students who have recently completed their undergraduate studies. During the 11-month program, students develop the advanced data management, communication skills and business understanding needed to launch their careers in the field of management analytics. The practicum project enables students to work on a real-world business problem set by a partner organization, applying the knowledge from the classroom to develop an appropriate solution. Students gain practical experience while growing their professional network. The practicum projects then culminate with student presentations and networking at Rotman’s Analytics & Finance Showcase in June.

This past year, the Rotman community has drawn together to do what we do best: to innovate, to move fast, to constantly sharpen our relevance - to excel and set higher standards. At Rotman Career Services, we are proud of our work in matching our talented students and graduates with employers who expect the best, and whose needs continue to evolve and grow. Even in these unusual times, we have enjoyed unprecedented employment outcomes - a testament to the strength of the graduates themselves and the quality of the education they received, as well as to our own team’s ability to continually improve how we deliver our services.

In the past two years, our staff seamlessly transitioned to online service delivery, and our career support intensified. We helped our students to network virtually and adopt online search strategies, while we continued to deliver top service to our corporate partners. The results speak for themselves: we are excited to announce that in the 2021-22 academic year, 100% of our MMA graduates secured employment within six months of graduation. In the coming year, we hope to build on our track record of success in delivering career transformation for our graduates. We are proud of our achievements, and of our contributions to strengthening the status of Rotman as a top-ranked business school with an impeccable reputation and global brand.

As global markets continue to evolve, so will our efforts to deliver the talent that employers need. We are excited to expand our corporate partnerships into international markets, developing new and innovative initiatives to prepare our students for careers in a rapidly changing global economy.

To learn more about some of our other programs, including our Master of Financial Risk Management (MFRM) and Full-Time MBA (FT MBA) programs, I encourage you to browse through our MFRM and FT MBA Employment & Salary Reports as well as our Recruitment Guide, which offers more details on our eight graduate level programs and profiles of our remarkable students and graduates.

Sincerely,

Lyla Korhani
Director, Career Services
Rotman School of Management
Master of Management Analytics (MMA) Class of 2021 Profile

Class profile data is based on the incoming class of 2021 as of 2020

**Average Age**

RANGE 21 - 33

**Female** 58%  **Male** 42%

**Average Undergrad GPA**

3.7

**37%** of class with work experience

AVERAGE 2 YEARS

"The MMA program was instrumental in helping me establish my Analytics careers within the banking industry. I got the opportunity to work with an amazing industry partner on a live project. The faculty and staff are very passionate about the program and I am truly grateful to the Career Services team for their coaching, advice and support throughout the MMA journey."

Sukanya Mahata, MMA '21
RBC, Senior Manager, Marketing Analytics
"Partnering with the Rotman School of Management for our hiring initiatives has been an absolute pleasure. As we transform Staples to be The Working & Learning Company, we have been rapidly growing our Finance, eCommerce / Digital and Analytics teams. The students and alumni we have placed from Rotman are passionate, motivated and ready to hit the ground running. We have found that Rotman graduates are adding immediate value with their knowledge of ever-changing trends and technologies. They are well-equipped to succeed, and at Staples we are excited to continue partnering with Rotman to nurture their growth!"

Jennifer Smith
Staples, Senior Talent Acquisition - Corporate
MMA Employment
Class of 2021

MMA Employment Salaries (CAD)

Average Total Salary (inclusive of base, bonus, and other compensation) $86,178
Average Base Salary $79,333
Median Base Salary $80,000
Salary data based on 100% of employed students who reported salary information.

Average Signing Bonus $13,038
Median Signing Bonus $8,510
53% of employed students who reported salary information received signing bonuses.

MMA Employment Rates

98% of MMA students seeking employment were employed 3 months after graduation
100% of MMA students seeking employment were employed 6 months after graduation

MMA Employment Base Salaries by Industry (CAD)

<table>
<thead>
<tr>
<th>Industry</th>
<th>% Employed</th>
<th>Average</th>
<th>25th percentile</th>
<th>75th percentile</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial Services</td>
<td>37.5%</td>
<td>$81,200</td>
<td>$75,000</td>
<td>$85,000</td>
</tr>
<tr>
<td>Consulting</td>
<td>17.5%</td>
<td>$79,014</td>
<td>$75,000</td>
<td>$90,000</td>
</tr>
<tr>
<td>Other</td>
<td>17.5%</td>
<td>$75,456</td>
<td>$66,200</td>
<td>$87,500</td>
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<tr>
<td>Technology</td>
<td>15.0%</td>
<td>$79,818</td>
<td>$65,500</td>
<td>$89,375</td>
</tr>
<tr>
<td>CPG &amp; Retail</td>
<td>12.5%</td>
<td>$79,000</td>
<td>$75,000</td>
<td>$80,000</td>
</tr>
</tbody>
</table>

MMA Employment Salaries by Function

<table>
<thead>
<tr>
<th>Function</th>
<th>% Employed</th>
<th>Average</th>
<th>25th percentile</th>
<th>75th percentile</th>
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</thead>
<tbody>
<tr>
<td>Analytics</td>
<td>52.5%</td>
<td>76,058</td>
<td>65,000</td>
<td>85,000</td>
</tr>
<tr>
<td>Other</td>
<td>22.5%</td>
<td>85,067</td>
<td>78,500</td>
<td>90,000</td>
</tr>
<tr>
<td>Consulting</td>
<td>12.5%</td>
<td>73,200</td>
<td>72,000</td>
<td>85,000</td>
</tr>
<tr>
<td>Finance / Accounting</td>
<td>12.5%</td>
<td>88,900</td>
<td>82,000</td>
<td>97,500</td>
</tr>
</tbody>
</table>

"Graduating from Rotman’s MMA program not only equipped me with thorough skills in analytics, but also provided a path for me to succeed in my career. Career Services helped me connect with my current employer, CIBC, and launch my current job within the Architecture Data Analytics Leadership Program."

Alan Liu, MMA ’21
CIBC, ADALP Associate
Industry Partnerships

Our Industry Engagement team at Rotman is dedicated to helping our various partners across all of our graduate programs to meet their most pressing HR challenges, while developing a robust talent pipeline that will serve their needs in the future. We bring deep knowledge of key sectors and industries in Canada and internationally including:

- Canadian Banks
- Consulting
- Consumer Packaged Goods
- Credit Cards
- Global Energy, Oil & Gas and Mining
- Global Financial Services & FinTech
- Global Real Estate & Infrastructure
- Government
- Healthcare, Pharmaceutical and Life Sciences
- Media
- Not-for-Profit
- Payments
- Sports and Entertainment
- Startups
- Technology
- Transportation and Logistics

As we’re constantly broadening our horizons as the career landscape evolves, we encourage you to reach out to us and discover how the Rotman School at the University of Toronto and the graduates of its top-tier MMA program can provide you with the talent you need to drive your organization forward.

"Rotman MMA students are well prepared for industry roles and are high-functioning with only limited ramp up time. Rotman’s focus on the right set of skills - technical, business and collaboration - is apparent in working with the recent graduates."

Adnan Haider
Zafin, SVP - Analytics (Product)
Master of Management Analytics
Practicum Opportunities

The Master of Management Analytics (MMA) is a practical degree designed for quantitatively strong students who have recently completed their undergraduate studies.

During the 11-month program, students develop the advanced data management, communication skills and business understanding needed to launch their careers in the field of management analytics. The practicum project enables students to work on a real-world business problem set by a partner organization, applying the knowledge from the classroom to develop an appropriate solution. Students gain practical experience while growing their professional network. Projects culminate with student presentations and networking at Rotman’s Analytics & Finance Showcase.

**PROJECT CATEGORIES**

- CRM
- Customer Satisfaction
- E-commerce
- Financials
- Forecasting
- Fraud
- Image Recognition
- Logistics
- Market Segmentation
- Real Estate
- Retail
- Risk
- Telecommunication
- Text Analytics

The practicum begins in September and ends in June the following year. While students are expected to work on the project throughout the year, there are four sprint periods where students solely focus on the Practicum case. Following Sprint 4, all teams present a project summary to hosts, employers, alumni, staff, and faculty. All materials presented are cleared by the host organizations.

<table>
<thead>
<tr>
<th>SPRINT</th>
<th>PERIOD</th>
<th>ACTIVITIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sprint 1</td>
<td>Sept - Oct (1 week)</td>
<td>Practicum introduction and on-boarding</td>
</tr>
<tr>
<td>Sprint 2</td>
<td>Jan - Feb (5 weeks)</td>
<td>Teams develop and present a project proposal that includes the design of the proposed solution, identification of the required data, the data engineering plan and the modelling plan.</td>
</tr>
<tr>
<td>Sprint 3</td>
<td>March (2 weeks)</td>
<td>Teams continue to work on analysis and develop a proof of concept of their overall solution.</td>
</tr>
<tr>
<td>Sprint 4</td>
<td>May - June (5 weeks)</td>
<td>Teams finalize and present their analytical-based solution to the problem they were presented with to the host organization.</td>
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</table>

Contact us if you would like to learn more about the Master of Management Analytics practicum projects, or propose a project for your organization:

E: oelp@rotman.utoronto.ca

**OUR CURRENT PROGRAM PARTNERS**

The following practicum hosts:

- Bell
- BMO
- Canadian Tire
- Capital Methods
- CIBC
- Hudson’s Bay Co.
- IG Wealth Management
- Mackenzie Investments
- Payments Canada
- Scotiabank
- TD Canada Trust Teranet

**INDUSTRY REPRESENTATION**

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<tr>
<th>INDUSTRY</th>
<th>PERCENTAGE</th>
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<tbody>
<tr>
<td>Financial Services</td>
<td>40%</td>
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<tr>
<td>CPG &amp; Retail</td>
<td>27%</td>
</tr>
<tr>
<td>Real Estate</td>
<td>13%</td>
</tr>
<tr>
<td>Investment &amp; Asset Mgmt.</td>
<td>13%</td>
</tr>
<tr>
<td>Technology &amp; Telecom</td>
<td>7%</td>
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</table>
Recruitment at Rotman
Companies Hiring from Rotman in 2021

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S&Vine

A
Abbott
Abbott Medical Canada
Able Innovations Inc.
Accenture Inc. (Canada)
Access to Success
Achievers
Actis Private Equity
Ada
Adaptovate
Adidas Group
ADP
AECOM
AGF Investments
Agnostiq
Akzent Group
Algonquin Power & Utilities Corp.
Alio
AlixPartners, LLP
Alpha Square Group
Alphavima Technologies
Alteris Consulting
Alts Labs
Altree Developments
Amazon
AMD
Anheuser-Busch InBev
Apex Mobile Media
Apotex
Appficiency
Apple
Artizia
Arterra Wines Canada
Ascend
Ascend Analytics
AstraZeneca International
AT&T
Atrium Mortgage Investment Corporation - Canadian Mortgage Capital Corporation
Autodesk
Avanade
Avasta Incorporated
Avro Life Science

B
Bain & Company (Canada)
Bank of America
Bank of Canada
Bank of Montreal Financial Group
BARCLAYS
Bay Mills Investment Group and The Bay Mills Diversity Fund
Bayer Inc.
BDO Canada LLP
Bell
BenchSci
Best Buy Canada
BetterUp
BetterVet
BetterVU
Betterware
Bionic Power Inc.
BioSteel - Sports Drink and Sports Nutrition Company
Birch Hill Equity Partners Management Inc.
BitMEX
Black Boys Code
BlackBerry
Blair Franklin Capital Partners
Blake, Cassels & Graydon
Bloom Burton Securities Inc.
Bloom Venture Partners
Bloomberg LP
BlueRock Logistics - Canada
BMO
BNP Paribas
Bombardier
Bond Brand Loyalty
Boston Consulting Group (Canada)
Boyden
Brainmaven
Brendan Wood International
Bridgeable
BridgeME
British Columbia Investment Management Corporation (BCI)
Brompton Funds Limited
Brookfield Asset Management
Brookfield Properties
BuildOps
Burgundy Asset Management Ltd.
Business Design Initiative
BuyProperty: Online marketplace for fractional real estate property investments
Bytedance

C
C.D. Howe Institute
Caddy
Calligo
Cambridge Memorial Hospital (CMH)
Canaccord Genuity Corp.
Canada Goose
Canada Goose Arctic Program
Canada Infrastructure Bank (CIB)
Canada Life
Canada Mortgage and Housing Corporation (CMHC)
Canada Pension Plan Investment Board (CPPB)
Canada Post
Canada’s National Observer
Canadian Tire Corporation Ltd.
CanDeal Markets
CanFirst Capital Management
Canso Investment Counsel Ltd.
Canvass AI
Capital Developments
Capital Methods
Capital One (Canada)
Cardata
Care & Family Health
CARE Canada
Carlsberg Canada
CBRE
CBRE Global Workplace Solutions (GWS)
CBRE Investment Management
CDSPI
Celestica
Central 1
Centre for Commercialization of Regenerative Medicine (CCRM)
CentreCourt Developments Inc.
Ceridian
CGL Inc
Chewy
Chrysalix Venture Capital
Church & Dwight Co., Inc.
CIBC
CIBC Simplii Financial
Cidel Asset Management Inc.
Cigna
Cineplex Entertainment LP
Circe Bioscience
Cisco
Citi (Canada)
Citi Bank
Citi Global Markets - Asia Pacific
Citrine Informatics
Clairvest Group Inc.
Clariti
Clarity
Clearco
Cleveland Clinic Canada
Clik2Pay
Clo
CMLS Financial Ltd.
CN Rail
Coactuate
CoinSquare Capital Markets
Colgate-Palmolive Asia Pacific Limited
ComplianceQuest Inc.
Constellation Software
Convergence
Cosmos Sports & Entertainment
Cota
crawfordsconnect
Crawley MacKewn Brush LLP
CreateTO
Creative Destruction Lab
Credicorp
Credit Suisse
Crestpoint Real Estate Investments Ltd-Part of CC&L Financial Group
Cubert
Cutfield Freeman & Co Ltd.
Cyclica Inc.

D
D2L
daggerwing Group
Danaher Corporation
Dashlane
Dassault Systemes
Dataroom
Datamart
Datto
Davies Ward Phillips & Vineberg LLP
DBRS Limited - Canada
DBRS Morningstar
Debut Group
Deliver
Deloitte (Canada)
Desjardins Capital Markets
Desjardins General Insurance Group
Desjardins Securities Inc. (Part Of Desjardins Group Of Companies)
DiDi
<table>
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<th>Company Name</th>
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<tr>
<td>Storybolt</td>
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<tr>
<td>Strategic Policy Economics</td>
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<tr>
<td>Stratum AI</td>
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<td>STS Capital Partners</td>
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<td>Sullivan &amp; Cromwell LLP</td>
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<td>Symboiticware</td>
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<td>Ten Spot</td>
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<td>Ten Thousand Coffees</td>
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<td>Tesla</td>
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<tr>
<td>The Bird&amp;Be Co.</td>
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<td>The Boiler Inspection and Insurance</td>
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<tr>
<td>Company of Canada</td>
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<tr>
<td>The Cadillac Fairview Corporation</td>
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<tr>
<td>Limited</td>
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<td>The Clorox Company</td>
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<tr>
<td>The Daniels Corporation</td>
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<td>The Entrepreneurship Hatchery</td>
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<td>The Fertility Partners</td>
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<td>The Hershey Company</td>
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<tr>
<td>The Hospital for Sick Children</td>
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<td>The Jean Tweed Centre</td>
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<td>The Kirchner Impact Foundation</td>
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<td>The Kraft Heinz Company</td>
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<td>The Marquee Group</td>
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<td>The North West Company LP</td>
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<td>The SIX Properties-Residential Real Estate Asset Manager</td>
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<td>Too Good to Go</td>
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<tr>
<td>Top Hat</td>
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<td>Toronto Finance International</td>
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<td>United Nations Capital Development Fund</td>
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<td>Corporation-UTAM</td>
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<td>York Region District School Board</td>
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</tbody>
</table>
Connect with Rotman Career Services

At Rotman Career Services, our team of over 25 industry advisors and career coaches are united by the goal to both support our graduates in their search for a fulfilling career – and to provide our partners with the talent they need to meet the challenges of a fast-moving economy.

For our corporate partners, our team of seven industry advisors are dedicated to help you meet your most pressing HR challenges, while developing a robust talent pipeline that will serve your needs in the future.

As we’re constantly broadening our horizons as the career landscape evolves, we encourage you to reach out to us and discover how the Rotman School at the University of Toronto, with its top-tier reputation and location close to the city’s business core, is ideally positioned to provide you with the talent you need to drive your organization forward.

For more information on our employer engagement opportunities, please contact Career Services.

Rotman Career Services

career.services@rotman.utoronto.ca
416.946.7953
www.rotman.utoronto.ca/Connect/HireRotmanTalent
Career Services Team

Alongside our Industry Engagement team who are here to facilitate the process of finding you the best talent for your recruitment needs, our 12 dedicated Career Consultants work closely with our students to ensure they have all the necessary skills and assets to begin adding value to organizations from day one.

Lyla Korhani
Director

Sheila Schaffzin
Associate Director, Industry Engagement

Alisha Rajani
Associate Director, Career Curriculum and Consulting

James Kisyk
Industry Advisor

• CPG
• Retail
• Transportation and Logistics
• Healthcare, Pharmaceutical and Life Sciences

Carrue Badame
Industry Advisor

• Technology
• Startups
• Media
• Sports and Entertainment

Gil Panuncialman
Industry Advisor

• Government
• Consulting
• Not-for-Profit

Ryan McKee
Industry Advisor

• Global Financial Services & FinTech
• Global Real Estate & Infrastructure
• Global Energy, Oil & Gas and Mining
• Canadian Banks
• Credit Cards
• Payments

Elly Bertram
Industry Advisor

• Technology
• Startups
• Media
• Sports and Entertainment

Hana Dhanji
Global Business Development Manager (New York)
How to interpret our statistics

**Reporting Standards**
Rotman Career Services 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 with accepted offers of employment, based on the number of students reporting back and actively looking for work.