

## Bachelor of Commerce (Honours) Graduate Employment Survey 2020 Results

The Asper School of Business - Career Development Centre conducted a survey on the graduates of the 2020 Bachelor of Commerce (Honours) program. Out of 400 graduating students, 299 students filled out the survey (75%).

Of these 299 graduates, 17 indicated that they were not actively seeking full-time employment and were consequently removed from the sample for **questions 7, 8, 9, 10, 11 and 12**. For the aforementioned questions, subset sample n = 17 was used.

*All n's do not equal 299 or 100% for the following reasons:*

- *Due to the skip pattern of the survey, not all respondents were required to answer all the questions.*
- *Not all respondents answered all the questions.*
- *Some questions permitted multiple responses.*
- *Percentages were rounded to the nearest whole number.*

### Q. 1 & 2

These questions refer to the respondent's name, address, and phone number. The data collected from these questions was used to establish the groups on which this report is based.

### Q. 3

What was your student status?		
Total Replied (n) = 299		
	Number	Percent
Canadian/Permanent Resident	242	81%
International	57	19%

### Q. 4

Do you self-identify as Indigenous or Metis?		
Total Replied (n) = 260		
	Number	Percent
Yes	15	6%
No	245	94%

### Q5

When did you graduate?		
Total Replied (n) = 299		
	Number	Percent
October 2018	54	18%
February 2019	84	28%
May 2019	161	54%

### Q. 4

Did you complete the Co-op option within your degree?		
Total Replied (n) = 299		
	Number	Percent
Yes	90	30%
No	209	70%

## Q. 5

<b>Overall, how did the B.Comm program meet your expectations?</b>		
<b>Total Replied (n) = 251</b>		
	<b>Number</b>	<b>Percent</b>
Exceed expectations	24	10%
Above expectations	84	33%
Met expectations	118	47%
Slightly below expectations	21	8%
Did not meet expectations	4	2%

## Q. 6

<b>What is your primary major?</b>		
<b>Total Replied (n) = 299</b>		
<b>Major</b>	<b>Number</b>	<b>Percent</b>
Accounting	93	31%
Actuarial Mathematics	29	10%
Entrepreneurship/Small Business	6	2%
Finance	63	21%
Generalist	1	<1%
HRM/Industrial Relations	23	8%
Indigenous Business Studies	1	<1%
International Business	9	3%
Leadership & Organizations	1	<1%
Logistics & Supply Chain Management	22	7%
Management Information Systems	12	4%
Marketing	39	13%

## Q. 7

<b>Which best describes your employment status after graduation?</b>		
<b>Total Replied (n) = 282</b>		
	<b>Number</b>	<b>Percent</b>
Full time on a permanent basis	228	81%
Full time in a term position	24	9%
Part time	9	3%
Summer	1	<1%
Unemployed	20	7%

**252 (89%) Asper Grads are employed full-time in either a term or permanent position.**

<b>Full time employment by major</b>			
	<b>n=</b>	<b># Employed</b>	<b>Percent</b>
Accounting	90	82	91%
Actuarial Mathematics	28	24	86%
Entrepreneurship/Small Business	6	5	83%
Finance	57	49	86%
Generalist	1	1	100%
HRM/Industrial Relations	21	20	95%
Indigenous Business Studies	1	1	100%
International Business	9	8	89%
Leadership & Organizations	1	1	100%
Logistics & Supply Chain Management	20	20	100%
Management Information Systems	11	8	73%
Marketing	37	33	89%

<b>Full time employment by program</b>			
	<b>n=</b>	<b># Employed</b>	<b>Percent</b>
Co-op Program	87	84	97%
Regular Program	145	168	86%

<b>Full time employment by student status</b>			
	<b>n=</b>	<b># Employed</b>	<b>Percent</b>
Canadian/Permanent Resident	231	208	90%
International	51	44	86%

<b>Full time employment by gender</b>			
	<b>n=</b>	<b># Employed</b>	<b>Percent</b>
Female	122	114	93%
Male	160	138	86%

**Q. 8**

Respondents were asked to give their company name, job title, and location of employment in terms of the nearest city/town and province, and an industry description.

See:

- Appendix A for list of companies for full time employed respondents
- Appendix B for a further breakdown by major.
- Appendix C for a listing of companies by industry type.

<b>Industry breakdown for full time employed respondents</b>		
<b>Total Replied (n) = 251</b>		
	<b>Number</b>	<b>Percent</b>
Accounting, Engineering and Architecture	64	25%
Agriculture, Forestry, Fishing	13	5%
Banking, Finance and Investment	37	15%
Computer Science	2	<1%
Construction	7	3%
Government	21	8%
Health, Legal, Educational and Social Services	9	4%
Hotel, Recreation/Amusement, Leisure, Repair and Personal Services	4	<2%
Insurance	32	13%
Manufacturing	6	2%
Other Services to Business	26	10%
Retail Trade	16	6%
Transportation, Communication, Electric, Gas and Sanitary	13	5%
Wholesale Trade	1	<1%

<b>Locations of employers by province for full time employed respondent</b>		
<b>Total Replied (n) = 249</b>		
	<b>Number</b>	<b>Percent</b>
Manitoba	220	88%
Ontario	13	5%
Alberta	3	1%
British Columbia	4	2%
Quebec	1	<1%
Saskatchewan	1	<1%
USA	3	1%
Asia	2	1%
Europe	1	<1%
Central/South America	0	0%
Australia	1	<1%

**Q. 9**

Respondents were given the choice to answer this question by providing their actual annual salary or by choosing the range into which their annual salary fell. When selecting a range, the midpoint of each range was used as the actual number to calculate the overall average starting salary.

For example, if a respondent indicated that their salary fell in the range of \$25,000 - \$29,999 the number \$27,500 was entered as that respondent's annual salary.

<b>Annual salary before deductions for full time employed respondents</b>		
<b>Total Replied (n) = 206</b>		
	<b>Number</b>	<b>Percent</b>
Less than \$15,000	0	0%
\$15,000 - 19,999	0	0%
\$20,000 - 24,999	0	0%
\$25,000 - 29,999	4	2%
\$30,000 - 34,999	5	2%
\$35,000 - 39,999	22	12%
\$40,000 - 44,999	61	30%
\$45,000 - 49,999	24	12%
\$50,000 – 54,999	30	15%
\$55,000 – 59,999	18	9%
\$60,000 – 65, 999	14	7%
\$65,000 – 69, 999	8	4%
Greater than \$70,000	18	9%

**ADDITIONAL INFORMATION FOR Q.9**

**The annual average salary before deductions for full time employed respondents is \$50,661.**

<b>Annual average salary by major:</b>	
	<b>\$</b>
Accounting - All	43,961
• Accounting – Public Accounting Firms	42,500
• Accounting – Industry Accounting Positions	48,758
Actuarial Mathematics	67,473
Entrepreneurship/Small Business	53,000
Finance	55,762
Generalist	N/A
HRM/Industrial Relations	47,941
Indigenous Business Studies	N/A
International Business	49,643
Leadership & Organizations	N/A
Logistics & Supply Chain Management	52,167
Management Information Systems	50,000
Marketing	51,804
<b>Annual Average Salary by Program</b>	
	<b>\$</b>
Co-op Program	54,326
Regular Program	48,723

<b>Annual Average Salary by Gender</b>	
	<b>\$</b>
Female	48,886
Male	51,960

<b>Annual Average Salary by Student Status</b>	
	<b>\$</b>
Canadian/Permanent Resident	52,213
International	42,858

**AVERAGE SALARY BY INDUSTRY:**

<b>Average salary by industry</b>	
	<b>\$</b>
Accounting, Engineering and Architecture	42,897
Agriculture, Forestry, Fishing	52,045
Banking, Finance and Investment	55,015
Computer Science	N/A
Construction	52,500
Government	60,602
Health, Legal, Educational and Social Services	46,667
Hotel, Recreation/Amusement, Leisure, Repair and Personal Services	50,833
Insurance	60,054
Manufacturing	53,750
Other Services to Business	46,566
Retail Trade	49,667
Transportation, Communication, Electric, Gas and Sanitary	50,714
Wholesale Trade	N/A

**Q. 10**

<b>To what extent do you think your B. Comm. degree has been an asset to you being hired for this position?</b>		
<b>Total Replied (n) = 247</b>		
	<b>Number</b>	<b>Percent</b>
Highly Relevant	173	70%
Somewhat Relevant	62	25%
Not Relevant	12	5%

**Q. 11**

<b>To what extent do you think your job is related to your major?</b>		
<b>Total Replied (n) = 247</b>		
	<b>Number</b>	<b>Percent</b>
Highly Related	190	77%
Somewhat Related	37	15%
Not Related	20	8%

**Q. 12**

<b>How did you learn about this position?</b>		
<b>Total Replied (n) = 206</b>		
	<b>Number</b>	<b>Percent</b>
Career Development Centre/Co-op	41	20%
Asper Coop Work Term	41	20%
Previously worked there	28	14%
Through personal network/LinkedIn	57	28%
Volunteered there	0	0%
Family business	2	<1%
Another employment center	2	<1%
Self-employment	6	3%
Newspaper advertisement	0	0%
Internet	29	14%
Other	0	0%

**Q. 13**

All respondents that indicated they were not employed (in a full time permanent/full time term position) were asked to answer this question. **Due to the skip pattern of the survey, not all respondents answered all questions resulting in a variable “n” for the remaining questions.**

<b>Are you actively seeking full time employment?</b>		
<b>Total Replied (n) = 46</b>		
	<b>Number</b>	<b>Percent</b>
Yes	29	63%
No	17	37%

**Q. 14**

<b>If you ARE SEEKING full time employment, why do you think your search has been unsuccessful?</b>		
<b>Total Replied (n) = 29</b>		
	<b>Number</b>	<b>Percent*</b>
Not enough work experience	17	59%
Just started job search	3	10%
Have not given job search a full effort	5	17%
No jobs in area of specialization	5	17%
Other – (Covid related 13)	17	59%
No jobs in desired location	5	17%
Require further education	4	14%

\*Total will exceed 100% since multiple responses were permitted.

**Q. 15**

<b>If you ARE NOT SEEKING full time employment, why is that?</b>		
<b>Total Replied (n) = 17</b>		
	<b>Number</b>	<b>Percent*</b>
Travel	1	6%
Returning to school	10	59%
Other	2	12%
Moving out of Winnipeg	0	0%
Decided to take some time off	1	6%
Working for the summer only	1	6%
Family responsibilities	1	6%

\*Total will exceed 100% since multiple responses were permitted.

**Q. 16**

<b>Which of the following methods did you use in your job search?</b>		
<b>Total Replied (n) = 29</b>		
	<b>Number</b>	<b>Percent*</b>
Career Development Centre	16	55%
Internet	24	83%
LinkedIn	23	79%
Newspaper advertisement	1	3%
Through personal network	1	3%
Previous employment	0	0%
Other	14	48%
Another Employment Centre	5	17%

\*Total will exceed 100% since multiple responses were permitted.

**Q. 17**

<b>Have you utilized the Career Development Centre</b>		
<b>Total Replied (n) = 299</b>		
	<b>Number</b>	<b>Percent</b>
Yes	237	79%
No	62	21%

<b>If yes, when did you start utilizing the services at the Career Development Centre</b>		
<b>Total Replied (n) = 235</b>		
	<b>Number</b>	<b>Percent</b>
1 <sup>st</sup> year	50	21%
2 <sup>nd</sup> year	109	46%
3 <sup>rd</sup> year	48	20%
Final year	28	12%



**Q. 18**

<b>Sex of respondents:</b>		
<b>Total Replied (n) = 299</b>		
	<b>Number</b>	<b>Percent</b>
Male	169	57%
Female	130	43%

**Q. 19** The average age of respondents to the survey is 25.

<b>Age of respondents:</b>		
<b>Total Replied (n) = 248</b>		
	<b>Number</b>	<b>Percent</b>
<=20	0	0%
21	2	<1%
22	39	16%
23	76	31%
24	72	29%
25	26	10%
26	12	5%
27	8	3%
>=28	13	5%

## APPENDIX A

### 2020 Bachelor of Commerce (Honours) Graduate Survey

#### Q.6 - Alphabetical Listing of Employers Which Hired Respondents for Full-Time Employment

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24-7 Intouch (3)	Exchange Agency	Province of Manitoba - Economic Development and Training
Air Canada	EY (4)	PwC (10)
Alliance Tree Care	Freedom 55 Financial	Quadrant Private Wealth
AON	Full Swing Construction	RBC Capital Markets
Asper School of Business	Gilbert Plains Municipality	RBC Dominion Securities Inc. (2)
BDO Canada (7)	Global Affairs Canada	RBC Insurance
BFL CANADA	Government of Canada	RCMP
Birchwood Automotive Group (2)	Government of Manitoba	Red River Mutual
Bison Transport	Grant Thornton LLP (6)	RE/MAX
Blossom Marketing	Gryd Digital Media	Richardson International (7)
Boeing	Hawaii Kai	Rothmans, Benson & Hedges
Bold Commerce	Health Canada	Scotiabank
Boyd Group (2)	HyLife	ServcoCanada
Brock White Construction Canada	IG Wealth Management (4)	SkipTheDishes (2)
Brooke Mos. Photography	Indigenous Services Canada	Southern First Nation Network of Care
BSI Insurance	JET Programme Canada	Suckerpunch Creative
C&J Cake Boutique	KAI Asset Management Inc.	Sunlife Financial (4)
Caisse Financial Group	KPMG (7)	Sunrex Management
Callia Flowers	MacDon Industries Ltd.	Talbot Associates
Cambrian Credit Union	Manitoba Hydro International Ltd.	TD
Canada Life (11)	Manitoba Public Insurance	TD Securities
Canada Revenue Agency (4)	Manito Media	The North West Company (2)
Canadian Western Bank	Manulife Financial	The Walt Disney Company
CanFirst Capital Management	Maple Leaf Foods	Tim Hortons
Cardinal Capital Management	Martin Brower of Canada	Transport Canada
CIBC (3)	MDD Forensic Accountant	TransX
CIBC Capital Markets	Median Credit Union	True North Sports & Entertainment
Cigna	Mercer	Upfeat Media Inc. (2)
City of Winnipeg	Micro Traffic	Value Partners Investments (2)
CMLS Financial	Mikkelsen-Coward	Vanguard Creative
Costco Wholesale Canada Ltd.	MNP (15)	Venture Healthcare
CWB National Leasing (2)	Munich Reinsurance Canada	Wawanesa (3)
Deloitte (6)	Naida Communications	Western Financial Group (2)
Dick Agencies Insurance Brokers	Navitas	WLT Distributors
DMS Industrial Constructors	New Flyer Industries (2)	Wolfe Pac Consulting
DND Service	Niu Vision Media Company	Xtraordinaire Landscapes
Domtar Pulp and Paper	Parks Canada	Zhang Associates CPA Inc (2)
Dufresne Group	Paterson Global Foods	.
Easy Transit	PepsiCo (2)	
Endeavour Wealth Management	Pitblado Law	
Environment and Climate Change Canada	Princess Auto (2)	
	Prota Clinic	

**APPENDIX B****2020 Bachelor of Commerce (Honours) Graduate Survey****Q.6 - Alphabetical Listing of Companies and Position Titles for Full time Employed Respondents  
BY PATTERN AREA****PATTERN AREA: ACCOUNTING**

<b>COMPANY</b>	<b>JOB TITLE</b>
BDO Canada (6)	Staff Accountant
Birchwood Automotive Group	Application Administrator
Birchwood Automotive Group	Financial Reporting Specialist
BSI Insurance	Senior Accounting Clerk
Canada Life (4)	Staff Accountant
Canada Revenue Agency	Program Officer
Canada Revenue Agency	Tax Assessor
Deloitte	Senior Accountant
Deloitte (4)	Staff Accountant
DMS Industrial Constructors	Financial Analyst
EY	Sr Staff Accountant
EY (3)	Staff Accountant
Full Swing Construction	Carpenter
Gilbert Plains Municipality	Assistant CAO
Grant Thornton LLP (6)	Staff Accountant
Hawaii Kai	Shift Manager
KPMG (6)	Staff Accounting
KPMG	Senior Accountant
MDD Forensic Accountant	Staff Accountant
Mikkelsen-Coward	Owner
MNP	International Tax Accountant
MNP (14)	Staff Accountant
PwC	Sr Staff Accountant
PwC (8)	Staff Accountant
RBC Dominion Securities Inc.	Associate
RCMP	Financial Analyst
Richardson International	Accounting Analyst
ServcoCanada	Financial Analyst
SkipTheDishes	Operations Specialist
Southern First Nation Network of Care	Financial Analyst
Talbot Associates	Bookkeeper
TransX	Managerial Accountant and Analyst
Wolfe Pac Consulting	Staff Accountant
Zhang Associates CPA Inc (2)	Staff Accountant

**PATTERN AREA: ACTUARIAL MATHEMATICS**

<b>COMPANY</b>	<b>JOB TITLE</b>
AON	Retirement Associate
Canada Life (5)	Actuarial Analyst
Cigna	Actuarial Senior Analyst
Manulife Financial	Actuarial Associate
Mercer	Actuarial Analyst
Munich Reinsurance Canada	Associate Actuary
RBC Insurance	Actuarial Analyst
Sunlife Financial (4)	Actuarial Analyst
Value Partners Investments	Research Analyst
Venture Healthcare	Finance Specialist
Wawanesa (3)	Actuarial Analyst

**APPENDIX B**  
**2020 Bachelor of Commerce (Honours) Graduate Survey**  
**Q.6 - Alphabetical Listing of Companies for Full time Employed Respondents**  
**BY PATTERN AREA**

**PATTERN AREA: ENTREPRENEURSHIP/SMALL BUSINESS**

<b>COMPANY</b>	<b>JOB TITLE</b>
Brooke Mos. Photography	Owner / CEO
DND Service	Administrative Assistant
RBC Dominion Securities Inc.	Administrative Assistant
Manitoba Public Insurance	Associate Injury Claims Analyst
Vanguard Creative	Owner

**PATTERN AREA: FINANCE**

<b>COMPANY</b>	<b>JOB TITLE</b>
Air Canada	Intermediate Finance Agent
Alliance Tree Care	Grounds Person
BDO Canada	Junior Analyst
Bold Commerce	Product Manager
Boyd Group (2)	Acquisition Analyst
Caisse Financial Group	Commercial and Agricultural Account Manager
Cambrian Credit Union	Commercial Banking Analyst
Canadian Western Bank	Commercial Banking Associate
CanFirst Capital Management	Analyst
Cardinal Capital Management	Equity Research Associate
CIBC Capital Markets	Investment Banking Analyst
CIBC (2)	Associate Commercial Banking
CMLS Financial	Analyst for Real Estate Finance
CWB National Leasing	Syndication Coordinator
Deloitte	Analyst
Endeavour Wealth Management	Financial Planning Assistant
Freedom 55 Financial	Financial Advisor
Government of Manitoba	Senior Capital Market Analyst
IG Wealth Management	Financial Advisor
Indigenous Services Canada	Claims Analyst
KAI Asset Management Inc.	Portfolio Analyst
Micro Traffic	Manager of Finance/Admin
New Flyer Industries	Buyer/Scheduler
Paterson Global Foods	Credit and Trade Finance Analyst
PepsiCo	Sales Representative
Pitblado Law	Business Development Assistant
PwC	Tax Associate
RBC Capital Markets	Investment Banking Analyst
Richardson International	Accounting Analyst
Sunrex Management	Property Accountant
TD Securities	FNT Associate
TD	Commercial Banking Associate
True North Sports & Entertainment	Data and Research Coordinator
Upfeat Media Inc.	Sales and Account Coordinator
Value Partners Investments	Associate
Western Financial Group	Employee Benefits Sales Representative

**PATTERN AREA: GENERALIST**

<b>COMPANY</b>	<b>JOB TITLE</b>
Easy Transit	General Manager

## APPENDIX B

### 2020 Bachelor of Commerce (Honours) Graduate Survey

#### Q.6 - Alphabetical Listing of Companies for Full time Employed Respondents

##### BY PATTERN AREA

<b>PATTERN AREA: HUMAN RESOURCE MANAGEMENT/INDUSTRIAL RELATIONS</b>	
<b>COMPANY</b>	<b>JOB TITLE</b>
24-7 Intouch	Recruiting Operations Administrator
24-7 Intouch	Organizational Development Specialist
BFL CANADA	Administrative Assistant
C&J Cake Boutique	Baker
Canada Life	Claims Processor
Canada Revenue Agency	Appeals Officer
City of Winnipeg	Commercial Meter Reader/Inspector
Environment and Climate Change Canada	Project Assistant
Government of Canada	Human Resource Analyst
Health Canada	Senior Human Resources Assistant
Maple Leaf Foods	HR Coordinator
New Flyer Industries	Buyer / Scheduler
Red River Mutual	HR Assistant
The North West Company	Human Resources Administrator
The Walt Disney Company	Project Coordinator Intern
Tim Hortons	Cashier
Transport Canada	HR Advisor
<b>PATTERN AREA: INDIGENOUS BUSINESS EDUCATION</b>	
<b>COMPANY</b>	<b>JOB TITLE</b>
Median Credit Union	Lending Administrative Assistant
<b>PATTERN AREA: INTERNATIONAL BUSINESS</b>	
<b>COMPANY</b>	<b>JOB TITLE</b>
Blossom Marketing	Marketing Specialist/Founder
Global Affairs Canada	Strategic HR Business Analyst
JET Programme Canada	Coordinator for International Relations
Manitoba Hydro International	Project Manager
Province of MB - Economic Development & Training	Divisional Correspondence Coordinator
Scotiabank	Customer Service Representative
Upfeat Media Inc.	Junior SEO Specialist
<b>PATTERN AREA: LEADERSHIP AND ORGANIZATION</b>	
<b>COMPANY</b>	<b>JOB TITLE</b>
Xtraordinaire Landscapes	Owner/CEO
<b>PATTERN AREA: LOGISTICS AND SUPPLY CHAIN MANAGEMENT</b>	
<b>COMPANY</b>	<b>JOB TITLE</b>
Asper School of Business	Student Recruiter & Advisor
Callia Flowers	Supply Chain Specialist
Costco Wholesale Canada Ltd.	Merchandiser
CWB National Leasing	Digital Sales and Marketing Coordinator
Dick Agencies Insurance Brokers	Marketing Manager
Domtar Pulp and Paper	Generalist
Martin Brower of Canada	Operations Coordinator
Niu Vision Media Company	Marketing Officer
Princess Auto	Distribution Network Coordinator
Richardson International	Fertilizer Coordinator
Richardson International	Logistics Coordinator
Richardson International (2)	Transportation Coordinator
The North West Company	Logistics Analyst
WLT Distributors	Sales and Traffic Coordinator

**APPENDIX B**  
**2020 Bachelor of Commerce (Honours) Graduate Survey**  
**Q.6 - Alphabetical Listing of Companies for Full time Employed Respondents**  
**BY PATTERN AREA**

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**PATTERN AREA: MANAGEMENT INFORMATION SYSTEMS**

<b>COMPANY</b>	<b>JOB TITLE</b>
Bison Transport	Jr. Business Analyst
IG Wealth Management (2)	Systems Analyst
Navitas	Finance Officer
Quadrant Private Wealth	Business Intelligence Analyst
SkipTheDishes	Courier Care Floor Pro

**PATTERN AREA: MARKETING**

<b>COMPANY</b>	<b>JOB TITLE</b>
24-7 Intouch	Marketing Specialist
Boeing	Business Analyst
Brock White Construction Materials	Inside Sales
Canada Life	Group Benefit Claims Examiner
Canada Revenue Agency	Human Resources Specialist Advisor
CIBC	CSR
Dufresne Group	Digital Marketing Specialist
Exchange Agency	Brand Manager
Gryd Digital Media	Marketing Coordinator
HyLife	Marketing and Events Coordinator
IG Wealth Management	Rotational Associate
MacDon Industries Ltd.	Marketing Coordinator
Manito Media	Office Coordinator
Naida Communications	Digital Marketing Strategist
Parks Canada	Travel Trade Officer
PepsiCo	Sales Representative
PrincessAuto	Financial Analyst
Prota Clinic	Marketing Manager
RE/MAX	Real Estate Agent
Rothmans, Benson & Hedges	Business Development Representative
Suckerpunch Creative	Account Coordinator
Western Financial Group	Employee Benefits Sales Representative

## APPENDIX C

### 2020 Bachelor of Commerce (Honours) Graduate Survey

#### Q.6 - Alphabetical Listing of Companies for Full time Employed Respondents BY INDUSTRY TYPE

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##### ACCOUNTING, ENGINEERING AND ARCHITECTURE

BDO Canada (7)  
BSI Insurance  
Deloitte (6)  
EY (4)  
Grant Thornton LLP (6)  
KPMG (7)  
MDD Forensic Accountant  
Micro Traffic  
MNP (15)  
Navitas  
PwC (10)  
Talbot Associates  
Wolfe Pac Consulting  
Zhang Associates CPA Inc (2)

##### AGRICULTURE, FORESTRY AND FISHING

Alliance Tree Care  
Domtar Pulp and Paper  
MacDon Industries Ltd.  
Paterson Global Foods  
Richardson International (6)  
WLT Distributors

##### BANKING, FINANCE AND INVESTMENT

Boyd Group  
Caisse Financial Group  
Cambrian Credit Union  
Canadian Western Bank  
CanFirst Capital Management  
Cardinal Capital Management  
CIBC (3)  
CIBC Capital Markets  
CWB National Leasing (2)  
Endeavour Wealth Management  
Freedom 55 Financial  
IG Wealth Management (4)  
KAI Asset Management Inc.  
Median Credit Union  
Quadrant Private Wealth  
RBC Capital Markets  
RBC Dominion Securities Inc.(2)  
Scotiabank  
TD  
TD Securities  
Value Partners Investments (2)

##### CONSTRUCTION

Brock White Construction Materials  
DMS Industrial Constructors  
Full Swing Construction  
Mikkelsen-Coward  
ServcoCanada  
Xtraordinaire Landscapes

##### GOVERNMENT

Canada Revenue Agency (4)  
City of Winnipeg  
Environment and Climate Change Canada  
Gilbert Plains Municipality  
Global Affairs Canada  
Government of Canada  
Government of Manitoba  
Health Canada  
Indigenous Services Canada  
Parks Canada  
Province of Manitoba - Economic Development  
and Training  
RCMP  
Transport Canada

##### HEALTH, LEGAL, EDUCATION AND SOCIAL SERVICE

Asper School of Business  
JET Programme Canada  
Prota Clinic  
Southern First Nation Network of Care

##### HOTEL, RECREATION/AMUSEMENT, LEISURE

Manito Media  
The Walt Disney Company  
True North Sports & Entertainment

##### INSURANCE

AON  
BFL CANADA  
Canada Life (11)  
Cigna  
Dick Agencies Insurance Brokers  
Manitoba Public Insurance  
Manulife Financial  
Munich Reinsurance Canada  
RBC Insurance  
Red River Mutual  
Sunlife Financial (4)  
Wawanesa (3)  
Western Financial Group (2)

## APPENDIX C

### 2020 Bachelor of Commerce (Honours) Graduate Survey

#### Q.6 - Alphabetical Listing of Companies for Full time Employed Respondents BY INDUSTRY TYPE

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##### **MANUFACTURING**

Boeing  
HyLife  
Maple Leaf Foods  
New Flyer Industries (2)

##### **OTHER SERVICES TO BUSINESS**

24-7 Intouch (3)  
Blossom Marketing  
Bold Commerce  
Brooke Mos. Photography  
CMLS Financial  
Exchange Agency  
Gryd Digital Media  
Hawaii Kai  
Martin Brower of Canada  
Mercer  
Naida Communications  
Niu Vision Media Company  
RE/MAX  
SkipTheDishes (2)  
Suckerpunch Creative  
Sunrex Management  
Upfeat Media Inc. (2)  
Vanguard Creative

##### **RETAIL TRADE**

Birchwood Automotive Group (2)  
Boyd Group  
C&J Cake Boutique  
Callia Flowers  
Costco Wholesale Canada Ltd.  
Dufresne Group  
PepsiCo (2)  
Princess Auto (2)  
Rothmans, Benson & Hedges  
The North West Company (2)  
Tim Hortons

##### **TRANSPORTATION, COMMUNICATIONS, ELECTRIC, GAS AND SANITARY**

Air Canada  
Bison Transport  
DND Service  
Easy Transit  
Manitoba Hydro International Ltd.  
TransX