

Bachelor of Commerce (Honours) Graduate Employment Survey 2018 Results

The Asper School of Business - Career Development Centre conducted a survey on the graduates of the 2018 Bachelor of Commerce (Honours) program. Out of 425 graduating students, 302 students filled out the survey.

Of these 302 graduates, 19 indicated that they were not actively seeking full-time employment and were consequently removed from the sample for **questions 6, 7, 8, 9, 10, 11**. For the aforementioned questions subset sample $n = 283$ was used.

All n's do not equal 302 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) = 302		
	Number	Percent
Canadian/Permanent Resident	254	84%
International	48	16%

Q. 4

Do you self-identify as Indigenous or Metis?		
Total Replied (n) = 302		
	Number	Percent
Yes	14	5%
No	288	95%

Q5

When did you graduate?		
Total Replied (n) = 302		
	Number	Percent
October 2017	54	18%
February 2018	77	25%
May 2018	171	57%

Q. 4

Did you complete the Co-op option within your degree?		
Total Replied (n) = 302		
	Number	Percent
Yes	70	23%
No	232	77%

Q. 5

What is your primary major?		
Total Replied (n) = 302		
Major	Number	Percent
Aboriginal Business Studies	1	.3%
Accounting	114	38%
Actuarial Mathematics	22	7%
Entrepreneurship/Small Business	5	1.4%
Finance	41	14%
Generalist	3	.5%
HRM/Industrial Relations	23	8%
International Business	7	3%
Leadership & Organizations	3	.5%
Logistics & Supply Chain Management	23	8%
Management Information Systems	9	3%
Management of Organizations	1	.3%
Marketing	50	16%

Q. 6

Which best describes your employment status after graduation?		
Total Replied (n) = 283		
	Number	Percent
Full time on a permanent basis	238	84%
Full time in a term position	29	10%
Part time	5	2%
Summer	0	0%
Unemployed	11	4%

267 (94%) Asper Grads are employed full-time in either a term or permanent position.

Full time employment by major			
	n=	# Employed	Percent
Aboriginal Business Studies	1	1	100%
Accounting	110	106	96%
Actuarial Mathematics	22	19	86%
Entrepreneurship/Small Business	4	4	100%
Finance	38	36	95%
Generalist	3	3	100%
HRM/Industrial Relations	22	21	95%
International Business	5	4	80%
Leadership & Organizations	3	3	100
Logistics & Supply Chain Management	22	20	95%
Management Information Systems	9	9	86%
Management of Organizations	1	1	100
Marketing	43	40	93%

Full time employment by program			
	n=	# Employed	Percent
Co-op Program	69	68	99%
Regular Program	214	199	93%

Full time employment by student status			
	n=	# Employed	Percent
Canadian/Permanent Resident	241	230	95%
International	42	37	88%

Full time employment by gender			
	n=	# Employed	Percent
Female	118	112	95%
Male	165	155	94%

Q. 7

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.

Industry breakdown for full time employed respondents		
Total Replied (n) = 264		
	Number	Percent
Accounting, Engineering and Architecture	72	27%
Agriculture, Forestry, Fishing	9	3%
Banking, Finance and Investment	35	13%
Computer Science	2	1%
Construction	6	2%
Government	15	6%
Health, Legal, Educational and Social Services	4	1.5%
Hotel, Recreation/Amusement, Leisure, Repair and Personal Services	6	2%
Insurance	30	11%
Manufacturing	12	5%
Other Services to Business	36	14%
Retail Trade	21	8%
Transportation, Communication, Electric, Gas and Sanitary	12	5%
Wholesale Trade	4	1.5%

Locations of employers by province for full time employed respondent		
Total Replied (n) = 264		
	Number	Percent
Manitoba	236	89%
Ontario	17	7%
Alberta	3	1%
British Columbia	2	0.8%
Quebec	0	0%
Saskatchewan	1	0.4%
USA	2	.8%
Asia	3	1%
Europe	0	0%
Central/South America	0	0%
Australia	0	0%

Q. 8

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.

Annual salary before deductions for full time employed respondents		
Total Replied (n) = 246		
	Number	Percent
Less than \$15,000	0	0%
\$15,000 - 19,999	0	0%
\$20,000 - 24,999	5	2%
\$25,000 - 29,999	2	1%
\$30,000 - 34,999	10	4%
\$35,000 - 39,999	54	22%
\$40,000 - 44,999	60	24%
\$45,000 - 49,999	39	16%
\$50,000 – 54,999	34	14%
\$55,000 – 59,999	14	6%
\$60,000 – 65, 999	11	4%
\$65,000 – 69, 999	7	3%
Greater than \$70,000	10	4%

ADDITIONAL INFORMATION FOR Q.7

The annual average salary before deductions for full time employed respondents is \$46,893.

Annual average salary by major:	
	\$
Aboriginal Business Studies	N/A
Accounting - All	41,735
• Accounting – Public Accounting Firms	40,806
• Accounting – Industry Accounting Positions	44,382
Actuarial Mathematics	67,280
Entrepreneurship/Small Business	46,250
Finance	41,776
Generalist	55,833
HRM/Industrial Relations	43,816
International Business	47,500
Leadership & Organizations	53,333
Logistics & Supply Chain Management	50,720
Management Information Systems	48,055
Management of Organizations	N/A
Marketing	47,112

Annual Average Salary by Program	
	\$
Co-op Program	48,776
Regular Program	46,184

Annual Average Salary by Gender	
	\$
Female	44,539
Male	48,235

Annual Average Salary by Student Status	
	\$
Canadian/Permanent Resident	49,855
International	44,930

AVERAGE SALARY BY INDUSTRY:

Average salary by industry	
	\$
Accounting, Engineering and Architecture	40,458
Agriculture, Forestry, Fishing	41,875
Banking, Finance and Investment	48,047
Computer Science	57,500
Construction	56,217
Government	50,833
Health, Legal, Educational and Social Services	43,750
Hotel, Recreation/Amusement, Leisure, Repair and Personal Services	38,750
Insurance	57,944
Manufacturing	49,437
Other Services to Business	46,797
Retail Trade	46,833
Transportation, Communication, Electric, Gas and Sanitary	48,432
Wholesale Trade	47,500

Q. 9

To what extent do you think your B. Comm. degree has been an asset to you being hired for this position?		
Total Replied (n) = 263		
	Number	Percent
Highly Relevant	205	78%
Somewhat Relevant	51	19%
Not Relevant	7	3%

Q. 10

To what extent do you think your job is related to your major?		
Total Replied (n) = 264		
	Number	Percent
Highly Related	189	72%
Somewhat Related	65	25%
Not Related	7	3%

Q. 11

How did you learn about this position?		
Total Replied (n) = 264		
	Number	Percent
Career Development Centre/Co-op	93	35%
Asper Coop Work Term	32	12%
Previously worked there	26	10%
Through personal network/LinkedIn	42	16%
Volunteered there	0	0%
Family business	6	2 %
Another employment center	2	.8%
Self-employment	3	1%
Newspaper advertisement	1	.2%
Internet	45	17%
Other	14	6%

Q. 12

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.**

Are you actively seeking full time employment?		
Total Replied (n) = 35		
	Number	Percent
Yes	16	46%
No	19	54%

Q. 13

If you ARE SEEKING full time employment, why do you think your search has been unsuccessful?		
Total Replied (n) = 16		
	Number	Percent*
Not enough work experience	11	69%
Just started job search	6	38%
Have not given job search a full effort	3	19%
No jobs in area of specialization	4	25%
Other	6	38%
No jobs in desired location	0	0%
Require further education	0	0%

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

Q. 14

If you ARE NOT SEEKING full time employment, why is that?		
Total Replied (n) = 26		
	Number	Percent*
Travel	2	11%
Returning to school	10	53%
Other	2	11%
Moving out of Winnipeg	3	16%
Decided to take some time off	1	5%
Working for the summer only	0	0%
Family responsibilities	0	0%

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

Which of the following methods did you use in your job search?		
Total Replied (n) = 16		
	Number	Percent*
Career Development Centre	9	56%
Internet	14	88%
LinkedIn	7	44%
Newspaper advertisement	0	0%
Through personal network	3	19%
Previous employment	2	13%
Other	0	0%
Another Employment Centre	0	0%

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

Q. 15

Have you utilized the Career Development Centre		
Total Replied (n) = 302		
	Number	Percent
Yes	232	77%
No	70	23%

If yes, when did you start utilizing the services at the Career Development Centre		
Total Replied (n) = 232		
	Number	Percent
1 st year	28	12%
2 nd year	102	44%
3rd year	64	28%
Final year	38	16%

If no, why		
Total Replied (n) = 70		
	Number	Percent
Didn't feel that I needed assistance	44	63%
Didn't have time	3	4%
Received help from family and friends	9	13%
I wasn't aware the CDC services were available	6	9%
Other	8	11%

Q. 17

Sex of respondents:		
Total Replied (n) = 302		
	Number	Percent
Male	174	58%
Female	128	42%

Q. 18 The average age of respondents to the survey is 24.

Age of respondents:		
Total Replied (n) = 301		
	Number	Percent
<=20	0	0.0%
21	15	5%
22	59	20%
23	73	24%
24	66	22%
25	46	15%
26	13	4%
27	11	4%
>=28	17	6%

APPENDIX A

2018 Bachelor of Commerce (Honours) Graduate Survey

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

Actionmarguerite	Fort Group Chartered Professional Accountants Inc.	Pavilion Advisory Group
Air Canada	Freedom 55	Penta Protective Coatings
Aon Canada	Friesen Insurance Brokers	People First HR
Appelt's Diamonds	Frontier Supply Chain Solutions	PepsiCo (3)
Assiniboine Credit Union	Frostiak and Leslie Chartered Accountants	Plainsview Credit Union
Association of Canadian Distilleries	Government of Canada (3)	Pollard Banknote (2)
Autoport	Grant Thornton (2)	Precept MGMT
B.A Robinson	Great West Life (14)	Priceline.com
Bank of America Merrill Lynch	Gremming	Province of Manitoba
Barkman Concrete	Hill View Agro	Public Services & Procurement Canada
BDO Canada (7)	Howe Harrell & Associates	PwC (11)
Birchwood Automotive Group (4)	HUB International	Quadrant Private Wealth
Bird Construction	IG Wealth Management (4)	RAPID RTC
Bison Transport (3)	I-Max	RBC (3)
BlueMaxx	Integrationworx Ltd. (2)	RBC Dominion Securities (2)
BMW Group Canada	Jagger	Richardson International (5)
Brunet Monuments	Jem Insurance	Robertson Early Enrichment Program
Buhler Industries	John Hancock	Robertson Shypit Soble Wood
Caisse Financial Group	KPMG LLP (8)	Robin Electric
Cambrian Credit Union	KRUT Agency	Scarrow & Donald LLP
Canada Border Services Agency (2)	KWB Chartered Accountants	Scotia McLeod
Canada ICI Capital Corporation	LMC Diabetes Clinic	Scotiabank
Canada Post	Loblaw (2)	Seaboard Marine
Canada Revenue Agency (7)	Longboat Development Corp	Shindico
Canadian Armed Forces	MacDonalds Sporting Goods	Shoppers Drug Mart
Canadian Western Bank	Magellan Aerospace	SkiptheDishes (4)
Cardinal Capital Management	Magellan Luxury Hotels	Steinbach Credit Union
Cargill (2)	Magnus LLP	Stikeman Elliot LLP
CBRE	Manitoba Hydro (2)	Suckerpunch Creative
CIBC (2)	Manitoba Public Insurance (2)	Sunlife Financial
City of Winnipeg	Maple Leaf Foods	Tamarack Homes
Collins Barrow	Market Zone Productions	Tangent Animation
commonsku	Master Tax Solutions	Tech West Canada
CP Railway	Melet Plastics	TEK Systems
CWB National Leasing	MNP LLP (11)	TelPay
Deloitte (9)	Monsanto	The Boeing Company
Dentsu Aegis Network	Morneau Shepell	The Dufresne Group
Direct Focus Marketing Communications (2)	Motor Coach Industries	The North West Company
Distinct Image Marketing	Mr. Streamer	Think Shift
DSB	Munich Reinsurance	University of Manitoba (2)
Duha Group	Murray Autogroup	Value Partners Investments (2)
Economic Development Winnipeg	New York Life	VioRR Marketing Group
EH Price	Norima Consulting	Visions Electronics
Ellement Consulting Group	OI Group	Volume Freight Solutions
Emotion Media	ONBusiness Chartered Professional Accountants Inc (2)	Waterite Inc.
Encore Business Solutions	Palliser Furniture (2)	Wawanesa (7)
Enterprise Holdings Ltd.	Pankee Inc.	Wellington-Altus Private Wealth
Ernst & Young LLP (9)	Paul Henzel Lumber	Western Financial Group
Exchange Group CPA		Winning Combination (2)
Focus Selling Systems		YMCA-YWCA of Winnipeg

APPENDIX B**2018 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**

COMPANY	JOB TITLE
Air Canada	Intermediate Finance Agent
BDO Canada (7)	Staff Accountant
Buhler Industries	Business Analyst
Canada Border Services Agency	Trade Compliance Officer
Canada Revenue Agency	Auditor
Canadian Armed Forces	Operations Manager
Cargill	Customer Service Centre Admin I
CIBC	Commercial Banker
City of Winnipeg	Finance Administrative Assistant
Collins Barrow	Staff Accountant
CP Railway	
Canada Revenue Agency (2)	Tax Auditor
Canada Revenue Agency	Trust Returns Clerk
Canada Revenue Agency	Junior Tax Accountant
Deloitte (7)	Staff Accountant
Ernst & Young LLP (9)	Staff Accountant
Exchange Group CPA	Staff Accountant
Fort Group Chartered Professional Accountants Inc.	Accountant
Frostiak and Leslie Chartered Accountants	Staff Accountant
Grant Thornton (2)	Staff Accountant
Great-West Life	Portfolio Management Trainee
Great-West Life (2)	Staff Accountant
Great-West Life	Fund accountant
Great-West Life	Derivatives Administrator
Great-West Life	Senior Real Estate Accountant
Gremming	Accountant
HUB International	Insurance Broker
IG Wealth Management	Staff Accountant
KPMG LLP (8)	Staff Accountant
KRUT Agency	Self Employed
KWB Chartered Accountants	Junior Accountant
LMC Diabetes Clinic	Accounting Assistant
Magnus LLP	Staff Accountant
Manitoba Hydro	Accounts Payable Analyst
Manitoba Public Insurance	Associate Adjuster
Master Tax Solutions	Accountant
MNP LLP (11)	Staff Accountant
ONBusiness Chartered Professional Accountants (2)	Financial Services Advisor
Province of Manitoba	Admin Assistant
PwC (9)	Staff Accountant
Richardson International (3)	Accounting Clerk
Scarrow & Donald LLP	Staff Accountant
Shoppers Drug Mart	Supervisor
SkiptheDishes	Logistics Team Lead
Steinbach Credit Union	
TelPay	Sales and Marketing Assistant
University of Manitoba	Services Manager

APPENDIX B
2018 Bachelor of Commerce (Honours) Graduate Survey
Q.6 - Alphabetical Listing of Companies for Full time Employed Respondents
BY PATTERN AREA

Winning Combination	Accountant
Wawanesa Insurance	Customer Service Representative

PATTERN AREA: ACTUARIAL MATHEMATICS

COMPANY	JOB TITLE
Aon Canada	Actuarial Associate
Ellement Consulting Group	Actuarial Analyst
Great-West Life (4)	Actuarial Analyst
Great-West Life	ALM Reporting Senior Analyst
JEM Insurance	Insurance Broker
John Hancock	Actuary
Morneau Shepell	Pension Analyst
Munich Re	Actuarial Analyst
New York Life	Actuarial Assistant
Sunlife Financial	Actuarial Analyst
VioRR Marketing Group	Salesperson
Wawanesa Insurance (4)	Assistant Actuarial Analyst

PATTERN AREA: ENTREPRENEURSHIP/SMALL BUSINESS

COMPANY	JOB TITLE
Enterprise Holdings Ltd.	Management Trainee
Market Zone Productions	Marketing Account Executive
OI Group	HR Administrator
Scotiabank	Wealth Management Associate

PATTERN AREA: FINANCE

COMPANY	JOB TITLE
Assiniboine Credit Union	Underwriter
Bank of America Merrill Lynch	Wholesale Analyst
Birchwood Automotive Group	Junior Buyer
Bison Transport	Management Trainee
BMW Group Canada	Marketing Specialist
Canada ICI Capital Corporation	Mortgage Analyst
Canadian Western Bank	Commercial Banking Associate
Cardinal Capital Management	Research Assistant
Deloitte	Staff Accountant
Deloitte	Strategy & Operations Consultant
Freedom 55	Financial Security Advisor, Investment Representative
Friesen Insurance Brokers	Insurance Sales
Great West Life	Portfolio Management Development Program
Great West Life	Investment Analyst
I-Max	Customer Service
Loblaw (2)	Finance Analyst
Longboat Development Corp	Real Estate Analyst
Magellan Aerospace	Contract Coordinator
Melet Plastics	Process Technician
Palliser Furniture	Management Development Program
Pavilion Advisory Group	Investment Analyst
Penta Protective Coatings	Project Manager
Plainsview Credit Union	Financial Consultant
Precept MGMT	Property Manager
PwC	Staff Accountant
Quadrant Private Wealth	Investment Analyst
RBC	Administrative Assistant

APPENDIX B
2018 Bachelor of Commerce (Honours) Graduate Survey
Q.6 - Alphabetical Listing of Companies for Full time Employed Respondents
BY PATTERN AREA

RBC	Associate, Career Launch Program
RBC Dominion Securities	Associate
Robin Electric	Administrative Assistant
Scotia McLeod	Wealth Management Associate
Wellington-Altus Private Wealth	Associate
Western Financial Group	Commercial Insurance Sales Representative

PATTERN AREA: GENERALIST

COMPANY	JOB TITLE
Canada Revenue Agency	Tax Auditor
Robertson Early Enrichment Program	Administrative Coordinator
Volume Freight Solutions	Supply Chain Specialist

PATTERN AREA: HUMAN RESOURCE MANAGEMENT/INDUSTRIAL RELATIONS

COMPANY	JOB TITLE
Actionmarguerite	HR Advisor
B.A Robinson	Product Data Admin
Birchwood Automotive	Recruitment Advisor
Bird Construction	HR Generalist
Cambrian Credit Union	Member Service Representative
Canada Border Services Agency	Human Resources Assistant
Canada Revenue Agency	Collections Officer
Economic Development Winnipeg	Business Development Coordinator
Government of Canada	Business Management Assistant
Great West Life	Group Benefits Examiner
Hill View Agro	Farm Manager
MPI	HR Coordinator
Pankee Inc.	Manager
RBC	Banking Advisor
Robertson Shypit Soble Wood	Paralegal
SkiptheDishes	Courier Recruitment Associate
Tamarack Homes	General Manager
The North West Company	Employee Relations Coordinator
Wawanesa Insurance	Human Resources Coordinator
Winning Combination	HR Coordinator

PATTERN AREA: INTERNATIONAL BUSINESS

COMPANY	JOB TITLE
Association of Canadian Distilleries	
DSB	Trainee Export
People First HR	Coordinator, Quality and Client Experience
Priceline.com	Account Manager

PATTERN AREA: LEADERSHIP AND ORGANIZATION

COMPANY	JOB TITLE
TEKsystems	Technical Recruiter
Value Partners Investments	Research Analyst
Waterite Inc.	Accounting Clerk

PATTERN AREA: LOGISTICS AND SUPPLY CHAIN MANAGEMENT

COMPANY	JOB TITLE
Autoport	Terminal Manager
Birchwood Automotive Group	Business Analyst
Bison Transport	Customs Administrator
Brunet Monuments	Shipper/Receiver

APPENDIX B

2018 Bachelor of Commerce (Honours) Graduate Survey

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

BY PATTERN AREA

Caisse Financial Group	Credit Analyst
Duha Group	Project Coordinator
Government of Canada	Regional Program Officer
Maple Leaf Foods	Sourcing Buyer
Motor Coach Industries	Buyer
Mr. Streamer	Marketing/Inside Sales Associate
Palliser Furniture	Management Development Program Associate
Paul Henzel Lumber	Manager
PepsiCo	District Sales Lead Designate
Public Services & Procurement Canada	Procurement Officer
Richardson International	Logistics Coordinator
Seaboard Marine	Freight Traffic Coordinator
Tangent Animation	Production Coordinator
Tech West Canada	Project Coordinator
The Boeing Company	Procurement Agent
The Dufresne Group	Demand and Supply Planner

PATTERN AREA: MANAGEMENT INFORMATION SYSTEMS

COMPANY	JOB TITLE
Bison Transport	Junior Analyst
Canada Post	Business Analyst
CWB National Leasing	Application Business Analyst
Integrationworx Ltd. 920	IT Consultant
Investors Group	Associate Systems Analyst
Monsanto	Customer Operations Specialist
Norima Consulting	Business Analyst
RAPID RTC	Data Management Specialist

PATTERN AREA: MANAGEMENT OF ORGANIZATION

COMPANY	JOB TITLE
Barkman Concrete	Product Consultant

PATTERN AREA: MARKETING

COMPANY	JOB TITLE
Appelt's Diamonds	Marketing Specialist/Ecommerce
Birchwood Automotive Group	Marketing Coordinator
BlueMaxx	Sales Representative
Cargill	Marketing
CBRE	Business Services Coordinator
CIBC	Financial Services Representative
commonsku	Marketing and Event Coordinator
Dentsu Aegis Network	Junior Financial Accountant
Direct Focus Marketing Communications (2)	Account Coordinator
Distinct Image Marketing	Marketing Specialist
EH Price	Inside Sales Representative
Emotion Media	Business Development Manager
Encore Business Solutions	Marketing Coordinator
Focus Selling Systems	Director of Growth
Frontier Supply Chain Solutions	Marketing Coordinator
Howe Harrell & Associates	Marketing Coordinator
IG Wealth Management	Management Trainee
IG Wealth Management	Intern
Jagger	Senior Search Consultant
MacDonalds Sporting Goods	

APPENDIX B
2018 Bachelor of Commerce (Honours) Graduate Survey
Q.6 - Alphabetical Listing of Companies for Full time Employed Respondents
BY PATTERN AREA

PATTERN AREA: MARKETING (CONT'D)	
COMPANY	JOB TITLE
Magellan Luxury Hotels	Account Administrator
Manitoba Hydro	Marketing Analyst
Murray Autogroup	Sales and Finance Specialist
PepsiCo	Sales Representative
PepsiCo	Sales Designate
Pollard Banknote	Marketing Coordinator
Pollard Banknote	Account Coordinator
Richardson International	Transportation Coordinator
Shindico	Property Administrator
SkiptheDishes	Marketing Coordinator
SkiptheDishes	Courier Logistics
Stikeman Elliot LLP	Business Development Assistant
Suckerpunch Creative	Account Manager
Think Shift	Agency Services Assistant
Value Partners Investments	Marketing & Communications Specialist
Visions Electronics	Car Audio Department Manager
Wawanesa Insurance	Marketing Associate
YMCA-YWCA of Winnipeg	Marketing Specialist

**ACCOUNTING, ENGINEERING AND
ARCHITECTURE**

BDO Canada (7)
Collins Barrow
Deloitte (9)
Ernst & Young LLP (9)
Exchange Group CPA
Fort Group Chartered Professional Accountants
Inc.
Frostiak and Leslie Chartered Accountants
Grant Thornton (2)
Gremming
KPMG LLP (8)
KWB Chartered Accountants
Magnus LLP
Master Tax Solutions
MNP LLP (11)
ONBusiness Chartered Professional Accountants
(2)
PwC (11)
Scarrow & Donald LLP

AGRICULTURE, FORESTRY AND FISHING

Cargill (2)
Hill View Agro
Monsanto
Richardson International (5)

BANKING, FINANCE AND INVESTMENT

Assiniboine Credit Union
Bank of America Merrill Lynch
Caisse Financial Group
Cambrian Credit Union
Canada ICI Capital Corporation
Canadian Western Bank
Cardinal Capital Management
CIBC (2)
CWB National Leasing
Ellement Consulting Group
Freedom 55
Howe Harrell & Associates
IG Wealth Management (4)
Longboat Development Corp
Pavilion Advisory Group
Plainsview Credit Union
Quadrant Private Wealth
RBC (3)
RBC Dominion Securities (2)
Scotia McLeod
Scotiabank
Steinbach Credit Union
Value Partners Investments (2)
Wellington-Altus Private Wealth
Western Financial Group

COMPUTER SCIENCE
Integrationworx Ltd. (2)

CONSTRUCTION

Barkman Concrete
Bird Construction
BlueMaxx
EH Price
Paul Henzel Lumber
Penta Protective Coatings
Robin Electric
Tamarack Homes

GOVERNMENT

Canada Border Services Agency (2)
Canada Post
Canada Revenue Agency (7)
Canadian Armed Forces
City of Winnipeg
Government of Canada (3)
Province of Manitoba
Public Services & Procurement Canada

**HEALTH, LEGAL, EDUCATION AND SOCIAL
SERVICE**

Actionmarguerite
LMC Diabetes Clinic
Morneau Shepell
Robertson Early Enrichment Program
Robertson Shypit Soble Wood
University of Manitoba (2)
YMCA-YWCA of Winnipeg

HOTEL, RECREATION/AMUSEMENT, LEISURE

Emotion Media
I-Max
Magellan Luxury Hotels

INSURANCE

Aon Canada
Friesen Insurance Brokers
Great West Life (14)
HUB International
JEM Insurance
John Hancock
KRUT Agency
Manitoba Public Insurance (2)
Munich Re
New York Life
Sunlife Financial
Wawanesa Insurance (7)

APPENDIX B

2018 Bachelor of Commerce (Honours) Graduate Survey

Q.6 - Alphabetical Listing Of Employers Which Hired Respondents For Full-Time Employment

MANUFACTURING

Brunet Monuments
Buhler Industries
Duha Group
Magellan Aerospace
Maple Leaf Foods
Melet Plastics
Palliser Furniture (2)
Pollard Banknote (2)
The Boeing Company

OTHER SERVICES TO BUSINESS

CBRE
commonsku
Dentsu Aegis Network
Direct Focus Marketing Communications (2)
Distinct Image Marketing
Economic Development Winnipeg
Encore Business Solutions
Focus Selling Systems
Frontier Supply Chain Solutions
Jagger
Market Zone Productions
Mr. Streamer
Norima Consulting
OI Group
Pankee Inc.
People First HR
Precept MGMT
Priceline.com
RAPID RTC
Shindico
Stikeman Elliot LLP
Suckerpunch Creative
Tech West Canada
TEKsystems
TelPay
Think Shift
VioRR Marketing Group
Waterite Inc.

RETAIL TRADE

Appelt's Diamond
B.A Robinson
Birchwood Automotive Group (4)
BMW Group Canada
Enterprise Holdings Ltd.
Loblaw (2)
MacDonalds Sporting Goods
PepsiCo (3)
Shoppers Drug Mart
SkiptheDishes (4)
The Dufresne Group
The North West Company
Winning Combination (2)
Visions Electronics

TRANSPORTATION, COMMUNICATIONS, ELECTRIC, GAS AND SANITARY

Air Canada
Autoport
Bison Transport (3)
CP Railway
DSB
Manitoba Hydro (2)
Motor Coach Industries
Murray Autogroup
Seaboard Marine
Volume Freight Solutions