CONGRATULATIONS TO OUR STUDENTS AND GRADUATES ON ANOTHER YEAR OF SUCCESSFUL EXPERIENTIAL LEARNING AND EMPLOYMENT!

Our current students continue to be successful in gaining valuable co-op employment or paid professional internships. This experience leads them toward quality full-time employment following graduation. As all SAF undergraduate students are required to participate in co-op, 1,601 students (99%) successfully completed undergraduate co-op work terms in 2017. All MTax students successfully completed paid professional internships in 2017.

Within 6 months of their convocation date, 98% of graduates from the Accounting and Financial Management (AFM), Biotech/CPA, Computing and Financial Management (CFM), Math/CPA, and MAcc programs were employed on a full-time basis. Most secured full-time roles during their final term of study, either by accepting an offer to return to a previous co-op employer, or by applying to job postings advertised on the WaterlooWorks system. All of our 2017 MTax students accepted full-time job offers before they graduated.

At the School of Accounting and Finance (SAF), our Experiential Learning and Career Development (ELCD) team works with campus partners from Co-operative and Experiential Education and the Centre for Career Action to bring top employers and talented students and graduates together on a local, national, and global level.

In the following pages are details of our experiential learning and full-time employment results. This report demonstrates the diverse areas in which our students’ and graduates’ knowledge, skills, and attributes are in demand.
STUDENT CO-OP AND INTERNSHIP ANALYSIS AND STATISTICS

#1 IN CANADA

for hands-on, experiential learning

MACLEAN'S 2018 NATIONAL SURVEY

1,601 completed undergraduate co-op work terms in 2017 (AFM, CFM, Math/CPA and Biotech/CPA)

AFM, Math/CPA, Biotech/CPA and CFM are MANDATORY CO-OP PROGRAMS

4 mandatory co-op work terms in AFM, Math/CPA, Biotech/CPA

5 mandatory co-op work terms in CFM

2 optional paid professional internships in MTax

SAF students launch their career well before they graduate

UNDERGRADUATE CO-OP EMPLOYMENT HIGHLIGHTS

UNDERGRADUATE CO-OP EMPLOYMENT RATES BY PROGRAM

Percentage of students that fulfilled mandatory co-op work terms

AFM, MATH/CPA, AND BIOTECH/CPA – HIRING BY SECTOR AREA, 2015-2017

Students are sought after to work in a number of employment areas

1,601 completed undergraduate co-op work terms in 2017 (AFM, CFM, Math/CPA and Biotech/CPA)
AFM, Math/CPA, and Biotech/CPA – Hiring by Canadian National Public Accounting Firms, 2015–2017

SAF students remain to be sought after for co-op employment in the rapidly changing public accounting sector.


Institutional Asset Management (including Private Equity, Insurance Portfolios, Pensions) – Sales and Research Support

Securities Dealers: Sales and Trading – Front Office Support

Securities Dealers: Investment and Corporate Banking – Front Office Support

Most Active

Canadian national public accounting firms for co-op hiring in 2017

SAF co-op students work primarily in Canada, however there are opportunities to work abroad.

AFM, Math/CPA, and Biotech/CPA students have worked in 32 countries since 2008.

Work Abroad

32 countries

AFM, Math/CPA, and Biotech/CPA

U.S.A.

is the most common international destination for SAF co-op students.

Percentage of international work terms

64% of AFM students in the Class of 2020 began accumulating accredited practical experience by their second work term.
# EXAMPLES OF CO-OP JOBS

## ACCOUNTING AND FINANCIAL MANAGEMENT, MATH/CPA, BIOTECH/CPA

### PUBLIC AND NOT-FOR-PROFIT

<table>
<thead>
<tr>
<th>EMPLOYER</th>
<th>ROLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Canada Revenue Agency</td>
<td>Auditor Trainee, International &amp; Large Business Directorate</td>
</tr>
<tr>
<td>City of Mississauga</td>
<td>Junior Financial Analyst</td>
</tr>
<tr>
<td>Office of the Superintendent of Financial Institutions</td>
<td>Financial Assistant</td>
</tr>
<tr>
<td>Ontario Ministry of Economic Development and Growth</td>
<td>Financial Officer</td>
</tr>
<tr>
<td>Ontario Ministry of Education</td>
<td>Junior Financial Analyst</td>
</tr>
<tr>
<td>Sunnybrook Health Sciences Centre</td>
<td>Financial Analyst</td>
</tr>
<tr>
<td>The MasterCard Foundation</td>
<td>Accounting Trainee</td>
</tr>
<tr>
<td>The Salvation Army</td>
<td>Treasury Assistant</td>
</tr>
<tr>
<td>Treasury Board Secretariat</td>
<td>Research Analyst</td>
</tr>
<tr>
<td>TELUS</td>
<td>Accounting Co-op</td>
</tr>
</tbody>
</table>

### NON-FINANCIAL CORPORATIONS

<table>
<thead>
<tr>
<th>EMPLOYER</th>
<th>ROLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>ABC Group</td>
<td>Financial Associate</td>
</tr>
<tr>
<td>Barrie Gold Corporation</td>
<td>Finance Analyst</td>
</tr>
<tr>
<td>Bayer</td>
<td>Junior Accountant</td>
</tr>
<tr>
<td>Bell Canada</td>
<td>Junior Accountant</td>
</tr>
<tr>
<td>Canada Post</td>
<td>Financial Analyst</td>
</tr>
<tr>
<td>Expedia</td>
<td>Financial Analyst, Office of the CFO</td>
</tr>
<tr>
<td>Ontario Teachers' Pension Plan Board</td>
<td>Co-op, Private Capital – Direct Investing Team</td>
</tr>
<tr>
<td>Deloitte</td>
<td>Senior Analyst, Fixed Income Research</td>
</tr>
<tr>
<td>PSP Investments</td>
<td>Junior, Private Equity Funds Investments</td>
</tr>
<tr>
<td>State Street</td>
<td>Financial Reporting Administrator</td>
</tr>
<tr>
<td>TD Securities</td>
<td>Trading Assistant – Equity Derivatives</td>
</tr>
<tr>
<td>Wealthsimple</td>
<td>Senior Operations Associate</td>
</tr>
</tbody>
</table>

### LOCAL AND REGIONAL ACCOUNTING/TAX SERVICES AND OTHER BUSINESS SERVICES FIRMS

<table>
<thead>
<tr>
<th>EMPLOYER</th>
<th>ROLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adams &amp; Mike Chartered Accountants</td>
<td>Staff Accountant, Intermediate Co-op</td>
</tr>
<tr>
<td>Care &amp; Honor LLP</td>
<td>Co-op Staff Accountant</td>
</tr>
<tr>
<td>Cohen Hamilton Stayer &amp; Co. Inc</td>
<td>Business Valuations</td>
</tr>
<tr>
<td>Colliers International</td>
<td>Finance Department Associate</td>
</tr>
<tr>
<td>Farm Business Consultants</td>
<td>Quality Assurance Technician, Tax Returns</td>
</tr>
<tr>
<td>FirstNet Ltd</td>
<td>Junior Staff Accountants</td>
</tr>
<tr>
<td>H&amp;R Block</td>
<td>Digital Tax, Quality Assurance &amp; Debt Analysis</td>
</tr>
<tr>
<td>Protect and Defend LLP</td>
<td>Accounting Technician</td>
</tr>
<tr>
<td>保护和防御 LLP</td>
<td>审计技术员</td>
</tr>
<tr>
<td>Bean Partners LLP</td>
<td>Staff Accountant/Co-op Return Preparer</td>
</tr>
<tr>
<td>Welsh LLP</td>
<td>Co-op Staff Accountant</td>
</tr>
</tbody>
</table>

## FINANCIAL SERVICES CORPORATIONS

### EMPLOYER | ROLE |
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Boston Financial Services</td>
<td>Compliance Assistant</td>
</tr>
<tr>
<td>BMO Financial Group</td>
<td>Banking Operations Analyst</td>
</tr>
<tr>
<td>CIBC</td>
<td>Analytic, Business Process and Control</td>
</tr>
<tr>
<td>CPP Investment Board</td>
<td>Analytic, Global Capital Markets and Cash and Liquidity Group</td>
</tr>
<tr>
<td>Goldman Sachs</td>
<td>Analyst, Investment Banking</td>
</tr>
<tr>
<td>Greatstone Managed Investments</td>
<td>Analyst, Infrastructure – Public Equity</td>
</tr>
<tr>
<td>Manulife Financial</td>
<td>Marketing, Metric and Integrations</td>
</tr>
<tr>
<td>Rallypoint</td>
<td>Accounting &amp; Data Analyst</td>
</tr>
<tr>
<td>RBC Capital Markets</td>
<td>Financial Analyst, Office of the CFO</td>
</tr>
<tr>
<td>Ontario Teachers’ Pension Plan Board</td>
<td>Co-op, Private Capital – Direct Investing Team</td>
</tr>
<tr>
<td>Deloitte</td>
<td>Senior Analyst, Fixed Income Research</td>
</tr>
<tr>
<td>PSP Investments</td>
<td>Junior, Private Equity Funds Investments</td>
</tr>
<tr>
<td>State Street</td>
<td>Financial Reporting Administrator</td>
</tr>
<tr>
<td>TD Securities</td>
<td>Trading Assistant – Equity Derivatives</td>
</tr>
<tr>
<td>Wealthsimple</td>
<td>Senior Operations Associate</td>
</tr>
</tbody>
</table>

## COMPUTING AND FINANCIAL MANAGEMENT

### PUBLIC AND NOT-FOR-PROFIT

<table>
<thead>
<tr>
<th>EMPLOYER</th>
<th>ROLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>BlueDot</td>
<td>Web Developer</td>
</tr>
<tr>
<td>Independent Electricity System Operator (IESO)</td>
<td>Assistant Business Analyst</td>
</tr>
<tr>
<td>Ontario Ministry of Education</td>
<td>IT Quality Assurance Analyst</td>
</tr>
<tr>
<td>Ontario Ministry of Finance</td>
<td>Junior Risk Analyst</td>
</tr>
<tr>
<td>Lookout Internet Security</td>
<td>Software Engineer</td>
</tr>
</tbody>
</table>

### NON-FINANCIAL CORPORATIONS

<table>
<thead>
<tr>
<th>EMPLOYER</th>
<th>ROLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bell Canada</td>
<td>Business Intelligence Analyst</td>
</tr>
<tr>
<td>Brookfield Renewable Energy Partners</td>
<td>Student, Market Intelligence &amp; Trading, Business Operations</td>
</tr>
<tr>
<td>CGI Group</td>
<td>Project Delivery Officer, Business Operations</td>
</tr>
<tr>
<td>Collins International</td>
<td>Finance Department Associate</td>
</tr>
<tr>
<td>Facebook</td>
<td>Software Engineering</td>
</tr>
<tr>
<td>Google</td>
<td>Product Management</td>
</tr>
<tr>
<td>HXK Custom Products</td>
<td>Financial Reporting Analyst, Shared Services</td>
</tr>
<tr>
<td>Toronto Star Newspapers</td>
<td>Co-op in Advertising Operations</td>
</tr>
<tr>
<td>Verity</td>
<td>Analyst Engineering Student</td>
</tr>
<tr>
<td>Yelp</td>
<td>Product Manager, Sales</td>
</tr>
</tbody>
</table>

### FINANCIAL SERVICES CORPORATIONS

<table>
<thead>
<tr>
<th>EMPLOYER</th>
<th>ROLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>BlackRock Equity Partners Management</td>
<td>Data Science Analyst</td>
</tr>
<tr>
<td>Bloomberg</td>
<td>Software Engineering</td>
</tr>
<tr>
<td>CI Investments</td>
<td>Research Associate, Investments</td>
</tr>
<tr>
<td>Capital Finance Holdings</td>
<td>Business Process Improvement Analyst</td>
</tr>
<tr>
<td>FutureAdvisor</td>
<td>Quality Engineering</td>
</tr>
<tr>
<td>Siemens &amp; Partners</td>
<td>Business Process &amp; Applications Analyst</td>
</tr>
<tr>
<td>Wealthsimple</td>
<td>Data Scientist</td>
</tr>
<tr>
<td>CHRS</td>
<td>Analytic, Quantitative Investments</td>
</tr>
<tr>
<td>HBC Financial Group</td>
<td>Automation Developer</td>
</tr>
<tr>
<td>Sprott Global Banking and Markets</td>
<td>Investment Banking Analyst, Mergers &amp; Acquisitions</td>
</tr>
</tbody>
</table>

---

“...of undergraduate co-op students in all years as of Fall 2017...”

**ERIC BORROMEO, MAcc, CPA, CFA, LOAN TEAM MANAGER, WELLS FARGO**

**1,760 TOTAL NUMBER**

**414 DIFFERENT EMPLOYERS**

hired SAF students for work terms in 2017, 197 were non-financial corporations or partnerships.
CO-OP PERFORMANCE AND EARNINGS

2017 PERFORMANCE RATINGS, ALL WORK TERMS

<table>
<thead>
<tr>
<th>Rating</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outstanding</td>
<td>63%</td>
</tr>
<tr>
<td>Excellent</td>
<td>19%</td>
</tr>
<tr>
<td>Very Good</td>
<td>7%</td>
</tr>
<tr>
<td>Good</td>
<td>11%</td>
</tr>
<tr>
<td>Satisfactory</td>
<td>0%</td>
</tr>
<tr>
<td>Marginal</td>
<td>0%</td>
</tr>
</tbody>
</table>

Evaluations for 1,555 of 1,601 work terms were available at the time of data compilation.

$12,300

average per term co-op employment earnings (AFM, Math/CPA, Biotech/CPA)

Students have earned up to $25,400 per term

$13,200

average per term co-op employment earnings CFM (Canada only)

Students have earned up to $25,650 per term

MTAX – HIRING BY SECTOR AREA, WINTER 2018

- National Public Accounting Firms: 63%
- Regional/Local Public Accounting Firms: 11%
- Industry Tax Departments: 19%
- Government: 7%

range of earnings per term for MTax paid professional internships

$16,000-$22,000

NOTES ABOUT UNDERGRADUATE CO-OP DATA, GRADUATE PAID PROFESSIONAL INTERNSHIP DATA, AND UNIVERSITY RANKINGS DISCLOSURES:

Co-operative and Experiential Education (CEE) at the University of Waterloo maintains co-op records using the WaterWorks system. The Experiential Learning and Career Development Team at the School of Accounting and Finance uses data from this system to compile co-op statistics presented here. Co-op employment rates are calculated based on the number of students in good academic standing at the end of a scheduled work term that secured and completed an approved co-op job as a percentage of all students in any particular term that were in need of a job in order to fulfill a co-op degree requirement. Information about CPA practical experience accumulation for the Class of 2020 was obtained from those students’ work term reflections in Fall 2017 and Winter 2018. Undergraduate co-op earnings information was provided by CEE. CEE staff records pay rates during work site consultations and then compiles this data to form average annual earnings by program/department. Co-op earnings presented here are based on 2017 work terms. Undergraduate 8-month co-op work terms are considered two 4-month work terms. Co-op performance evaluations are a degree requirement and provided by employers to CEE. Employers conduct their own assessment of student performance using a standardized assessment tool supplied by CEE.

Data on MTax paid professional internships were collected by the MTax program. Earnings for MTax paid professional internships are based on Winter 2018 work terms.

POST-GRADUATION EMPLOYMENT ANALYSIS AND STATISTICS

$50,000-$59,999

most common starting salary range for AFM, Math/CPA, Biotech/CPA, and MAcc grads

91% of AFM, Math/CPA, Biotech/CPA and MAcc graduates in 2016 were actively pursuing a professional designation six months after graduation

98% of AFM, Math/CPA, Biotech/CPA and MAcc graduates employed within 6 MONTHS

65% of the 2016 AFM, Math/CPA, Biotech/CPA students in the Class of 2016 signed full-time offers with a previous co-op employer

OVER 50% of AFM, Math/CPA, Biotech/CPA students in the Class of 2016 signed full-time offers with a previous co-op employer

6 MONTHS
“MTax students bring up-to-date technical knowledge, good research skills and a fresh perspective to issues ... They start contributing to our team’s objectives immediately ...”

88% of AFM, Math/CPA, Biotech/CPA and MAcc grads said their career preparation experience at SAF to be good, very good, or outstanding.

73% of AFM, Math/CPA, and Biotech/CPA students would recommend their undergraduate program.

FULL-TIME SALARIES
for AFM, Math/CPA, Biotech/CPA and MAcc grads range widely from $40–90K.

AFM, MATH/CPA, BIOTECH/CPA, MAcc GRADUATES – BY SECTOR AREA, 6 MONTHS AFTER PROGRAM COMPLETION
- Public Accounting and Tax Practice / 58%
- Financial Services / 31%
- Corporations (Non-Financial) / 13%
- Government and Not-for-Profit / 4%
- Other / 2%

AFM, MATH/CPA, BIOTECH/CPA, MAcc GRADUATES – IN FINANCIAL SERVICES, 6 MONTHS AFTER PROGRAM COMPLETION
- Domestic or foreign securities dealers: front office investment banking or corporate banking / 31%
- Domestic or foreign securities dealers: back, middle, and head office roles in accounting, risk, operations, IT etc. / 6%
- Institutional Asset Management, including Private Equity, Insurance Portfolios, Pensions: sales and research support / 6%
- Institutional Asset Management, including Private Equity, Insurance Portfolios, Pensions: back, middle, and head office roles in accounting, risk, operations, IT etc. / 6%
- Canadian or Major Foreign Banks, Various Divisions not including Securities Dealing: accounting, risk, operations etc. / 24%
- Retail Financial Services not at a Chartered Bank, Various Roles: sales, accounting, operations, IT etc. / 6%
- Insurance Companies: all functions / 15%
- Other Financial Services Intermediaries: stock exchanges, investment servicing, custodial services / 6%
FULL–TIME EMPLOYMENT HIGHLIGHTS – CLASS OF 2016 AND 2017

FM, MATH/CPA, BIOTECH/PA, MAcc GRADUATES – IN NON–FINANCIAL CORPORATIONS, MONTHS AFTER PROGRAM COMPLETION

- Financial Reporting / 26%
- Internal Audit / 9%
- Tax / 21%
- Treasury / 9%
- Budgeting, Investing and Strategy / 13%
- Risk Management / 4%
- Other / 4%
- Controllership / 9%

MTAX GRADUATES – BY SECTOR AREA, 6 MONTHS AFTER PROGRAM COMPLETION

- National Public Accounting Firms / 67%
- Regional/Local Public Accounting Firms / 51%
- Government / 46%
- Industry Tax Department / 20%

EXAMPLES OF FULL–TIME JOBS

SECURED BY AFM, MATH/CPA, BIOTECH/CPA AND MAcc GRADUATES

- RBC Capital Markets Investment Banking Analyst
- BMO Capital Markets Investment Banking Analyst
- EY LLP Senior Staff Accountant
- PwC LLP Staff Accountant
- Crowe Soberman LLP Staff Accountant
- Deloitte LLP Senior Staff Accountant
- Grant Thornton LLP Intermediate Accountant
- Capital One Data Scientist
- CPP Investment Board Rotational Analyst
- Capital One Data Scientist
- Ontario Teachers’ Pension Plan Investment Analyst
- Microsoft Financial Analyst
- Loblaw Digital Senior Trading Analyst
-KPMG LLP Staff Accountant
- Accenture Staff Accountant
- McKinsey & Co. Staff Accountant
- Crowe Soberman LLP Staff Accountant
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon Software Developer
- Amazon S
Kevin McMahon, Associate Director
Experiential Learning and Career Development
School of Accounting and Finance
kmcmahon@uwaterloo.ca
519-888-4567, ext. 32792