

# HBA 2017 EMPLOYMENT REPORT

Ivey Business School

# MESSAGE FROM THE EXECUTIVE DIRECTOR



Congratulations to the Ivey HBA classes of 2017 and 2018!

This year was another successful year for our graduates as they achieved 94% placement across a variety of industries, functions, geographies and organizations.

Ivey HBA graduates continue to be attracted to the Consulting and Financial Services sectors and placement in these two industries remains strong, accounting for over half of the graduates from the Class of 2017. Ivey students continue to seek an increasingly diverse range of opportunities, based the perception or belief that they can make an impact quickly within these organizations. As a result, placement in other industries including Information Technology, Accounting, Consumer Packaged Goods, Telecommunications and Hospitality Services remain somewhat consistent.

Summer employment offers our students great opportunities to put their first year of HBA into action and explore a new function or industry. For the Class of 2018 seeking summer internships, a full 95 percent of the class received at least one job offer. As internships continue to be valuable for companies to assess a students fit for full-time employment after graduation, this past year, 33% of the graduating class of 2017, translated their summer employment opportunity to a full-time role with the same organization.

This year's graduating class is typical in terms of where their careers are beginning, and indicative of a strong start to what promises to be a progressive and diverse leadership track.

As always, our active network of more than 25,000 alumni and over 460 corporate partners played a central role in our students' success. This report would not be possible without the organizations and alumni who not only trust us with their recruitment efforts, but share market insights that help drive our students' success. Thank you to them for their support and confidence in Ivey talent – we look forward to another great year ahead.

Sincerely,

**Sharon Irwin-Foulon**

Executive Director, Career Management and Corporate Recruiting  
Ivey Business School

## HBA BY THE NUMBERS Class of 2017

# 94%

Of those seeking, received an offer by September 1, based on a 95% reporting rate

Of those seeking, 95% received an offer by December 1, based on a 96% reporting rate

# \$68,873

Average salary (includes: base salary, signing bonus, and other guaranteed compensation)

# 33%

of students accepted a full-time offer from their previous summer employer

# CLASS OF 2017 AT A GLANCE

## Demographics



**616**

Total Students in Class



**40%**

Percent Women



**5%**

Percent Non-Canadian\*



**20%**

Pursue Dual Degrees



**3**

Months to 94% Employment



**26**

Industries where graduates work



**78%**

School-Facilitated Job Offers

\*as defined by Citizenship

## Citizenship by Geography

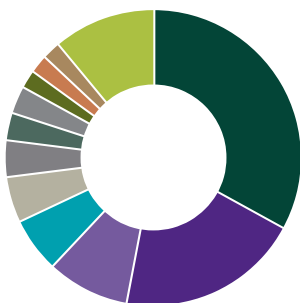
Canada (95%)

Other includes: Bangladesh, India, Pakistan

China (4%)

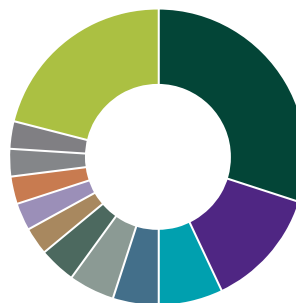
Other (1%)

### Distribution of Industries where HBA Class of 2017 is going



- Financial Institution (33%)
- Consulting (20%)
- Accounting (9%)
- Information Technology (6%)
- Consumer Packaged Goods (5%)
- Telecommunications/Communications (4%)
- Wholesale/Retail (3%)
- Real Estate/Property (3%)
- Legal (2%)
- Marketing/PR/Advertising (2%)
- Restaurant/Food Services/Hospitality Services (2%)
- Other (11%)

### Distribution of Industries of our 28,000 alumni worldwide



- Financial Services (30%)
- Consulting (13%)
- Information Technology (7%)
- Biotech/Healthcare/Pharma (5%)
- Education (5%)
- Wholesale/Retail (4%)
- Food/Drink/Tobacco (3%)
- Manufacturing (3%)
- Marketing/PR/Advertising (3%)
- Real Estate/Property (3%)
- Telecommunications/Communications (3%)
- Other (21%)

Given Ivey's commitment to privacy when collecting student data, the industries contained within 'Other' include less than 1% and/or less than 3 graduates, of the graduating class in the following industries: Aerospace, Agribusiness, Construction, Charities/Non-Profit, Distribution/Production, Education, Electricity/Gas/Water, Entertainment, Government, Healthcare, Manufacturing, Petroleum/Energy, Pharmaceuticals/Medical, Public Administration/Regulatory, Tourism/Leisure

# RECRUITING AT THE IVEY BUSINESS SCHOOL

## 2017 Graduates Compensation Summary\*

Base Salary		
% Receiving	Median	Range
100%	\$60,000	\$20,000 - \$177,768
Signing Bonus		
% Receiving	Median	Range
41%	\$5,000	\$1,000 - \$33,000
Other Guaranteed Compensation		
% Receiving	Median	Range
13%	\$6,500	\$750 - \$50,000

\*Data reflects students who reported compensation and does not include students who are starting their own business

## Source of Offer

 <b>School-Facilitated</b>	<b>78%</b>
Career Management Posting	33%
Summer Internship	33%
Networking (with Alumni and Corporate Partners)	10%
Alumni/Classmate/Faculty Referrals	2%
 <b>Graduate-Facilitated</b>	<b>10%</b>
Networking (outside School)	7%
Internet, Company Websites, Executive Search Firms and Newspaper Posting	3%
<b>Other</b>	<b>12%</b>

323

Companies that posted jobs to the Ivey HBA Class of 2017

221

Companies our HBA 2017 students signed with

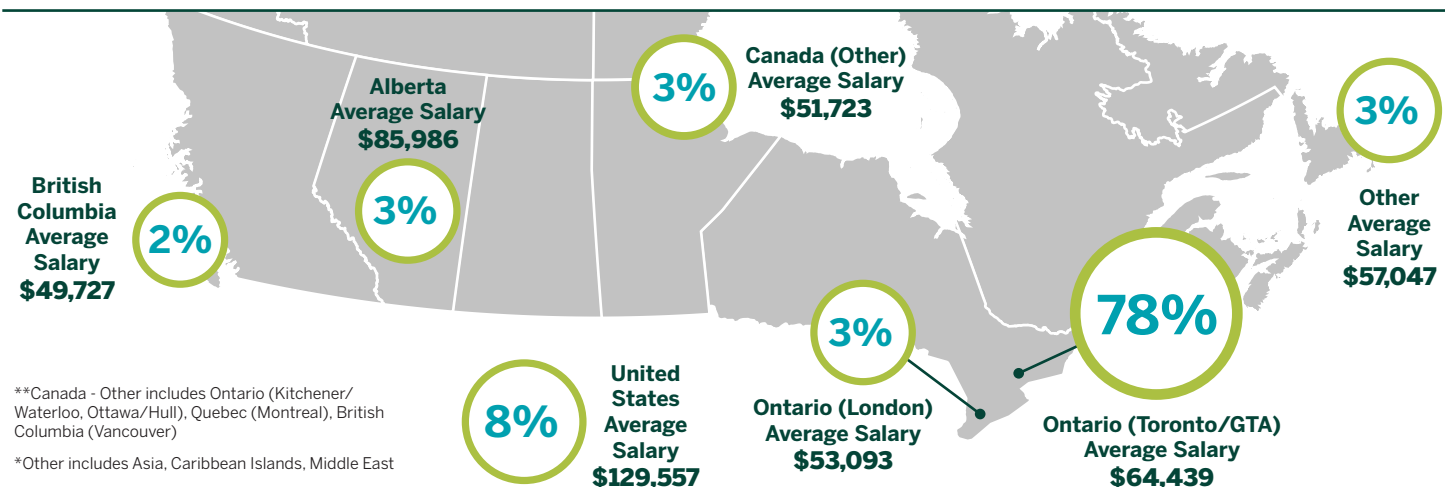
14

Number of students pursuing Entrepreneurship

160

HBAs returning to their summer employer

## Offers Accepted by Geography



\*\*Canada - Other includes Ontario (Kitchener/Waterloo, Ottawa/Hull), Quebec (Montreal), British Columbia (Vancouver)

\*Other includes Asia, Caribbean Islands, Middle East

# COMPENSATION BY INDUSTRY

## HBA Class of 2017

Base salary ranged from \$20,000 – \$177,768 with a median salary of \$60,000 and where other compensation was offered, it ranged from \$750 – \$70,000

INDUSTRY	%	BASE SALARY		OTHER COMPENSATION		
		RANGE \$	MEDIAN \$	%	RANGE \$	MEDIAN \$
Accounting	9%	37,500 - 58,000	45,000	15%	1,300 - 15,000	3,750
Consulting	20%	45,000 - 107,112	65,000	78%	1,000 - 23,712	5,000
Consumer Packaged Goods	5%	46,992 - 75,000	60,000	44%	1,500 - 7,500	5,000
Financial Institution	33%	26,400 - 130,000	80,000	54%	1,000 - 56,500	10,000
Information Technology	6%	35,000 - 177,768	53,500	36%	1,600 - 70,000	8,000
Legal Services	2%	48,000 - 75,396	69,600	33%	750 - 5,000	4,000
Marketing/PR/Advertising	2%	30,000 - 60,000	52,000	Not Enough Data*		
Real Estate/Property	3%	35,000 - 78,000	46,500	Not Enough Data*		
Restaurant/Food Services/ Hospitality Services	2%	60,000 - 65,000	60,000	88%	7000 - 11,500	7,000
Telecommunications/ Communications	4%	50,000 - 60,000	60,000	56%	1,200 - 13,500	3,500
Wholesale/Retail	3%	39,960 - 93,000	50,000	23%	1,967 - 27,500	2,500
Other	11%	20,000 - 72,000	57,000	22%	5,000 - 14,000	7,000

Given Ivey's commitment to privacy when collecting student data, the industries contained within 'Other' include less than 1% and/or less than 3 graduates, of the graduating class in the following industries: Aerospace, Agribusiness, Construction, Charities/Non-Profit, Distribution/Production, Education, Electricity/Gas/Water, Entertainment, Government, Healthcare, Manufacturing, Petroleum/Energy, Pharmaceuticals/Medical, Public Administration/Regulatory, Tourism/Leisure

\*This denotes either not enough data to sustain anonymity and/or no data was provided

# COMPENSATION BY FUNCTION

## HBA Class of 2017

Base salary ranged from \$20,000 – \$177,768 with a median salary of \$60,000 and where other compensation was offered, it ranged from \$750 – \$70,000

FUNCTION	%	BASE SALARY		OTHER COMPENSATION		
		RANGE \$	MEDIAN \$	%	RANGE \$	MEDIAN \$
Accounting	9%	37,500 - 53,800	45,000	15%	1,300 - 15,000	3,750
Business Development/ Corporate Development	3%	30,000 - 63,000	50,000	Not Enough Data*		
Consulting/Corporate Strategy	24%	30,000 - 107,112	65,000	70%	1,000 - 23,712	5,000
Engineering	2%	50,000 - 177,768	81,000	50%	13,260 - 40,500	27,500
Finance - Asset Management	4%	40,000 - 94,395	55,000	31%	2,500 - 32,500	8,000
Finance - Commercial Banking	2%	55,000 - 70,000	58,500	38%	1,000 - 6,605	6,500
Finance - Corporate Office	3%	36,000-67,000	57,500	33%	1,967 - 7,500	5,000
Finance - Other	2%	34,200 - 66,810	65,000	Not Enough Data*		
Finance - Private Equity/ Venture Capital	2%	43,200 - 114,735	75,000	Not Enough Data*		
Finance - Real Estate	2%	38,000 - 78,000	55,000	Not Enough Data*		
Finance - Wholesale Banking/ Capital Markets <i>(includes Corporate Banking, Investment Banking, Sales and Trading, Equity Research, and Risk Management)</i>	19%	26,400 - 130,000	85,000	78%	2,000 - 56,500	10,000
Leadership Development/ Rotational Program	8%	45,000 - 66,000	60,000	51%	1,700 - 12,000	7,000
Legal	2%	48,000 - 75,396	70,000	33%	750 - 5,000	4,000
Marketing	4%	37,692 - 75,000	55,000	24%	5,000	5,000
Operations	2%	50,000 - 60,000	60,000	Not Enough Data*		
Sales	4%	35,000 - 70,000	42,500	25%	1,500 - 12,000	5,000
Other	8%	20,000 - 150,000	57,151	30%	1,200 - 70,000	8,000

Given Ivey's commitment to privacy when collecting student data, the functions contained within 'Other' include less than 1% and/or less than 3 graduates, of the graduating class in the following functions: Human Resources, Information Technology, Project Management, Research and Development/Product Development, Startup

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# SUMMER INTERNSHIP CLASS OF 2018 EMPLOYMENT

## Class of 2018 Summer employment at a glance

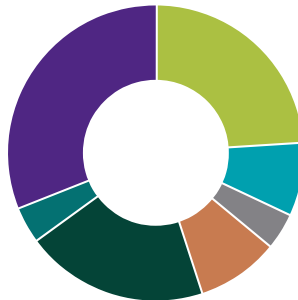
95%

Of those seeking received an offer based on a 100% reporting rate

\$940

Average weekly base salary

## Companies Providing Summer Internships by Size:



- 1-50 employees (24%)
- 51-200 employees (8%)
- 201-500 employees (4%)
- 501-1000 employees (9%)
- 1001-5000 employees (20%)
- 5001-10,000 employees (4%)
- 10,000+ employees (31%)

253

Number of companies posting summer roles to the HBA Class of 2018

267

Number of companies HBA 2018 students signed with

429

Number of HBA 2018 students accepting positions with summer employers they had not worked with before their HBA studies

## Demographics



607

Total Students in Class



39%

Percent Women



7%

Percent Non-Canadian\*



29

Different functions that the students summered in



31

Different industries that the students summered in





65%

School-Facilitated Job Offers


\*as defined by Citizenship

# SUMMER INTERNSHIP CLASS OF 2018 JOB OFFERS

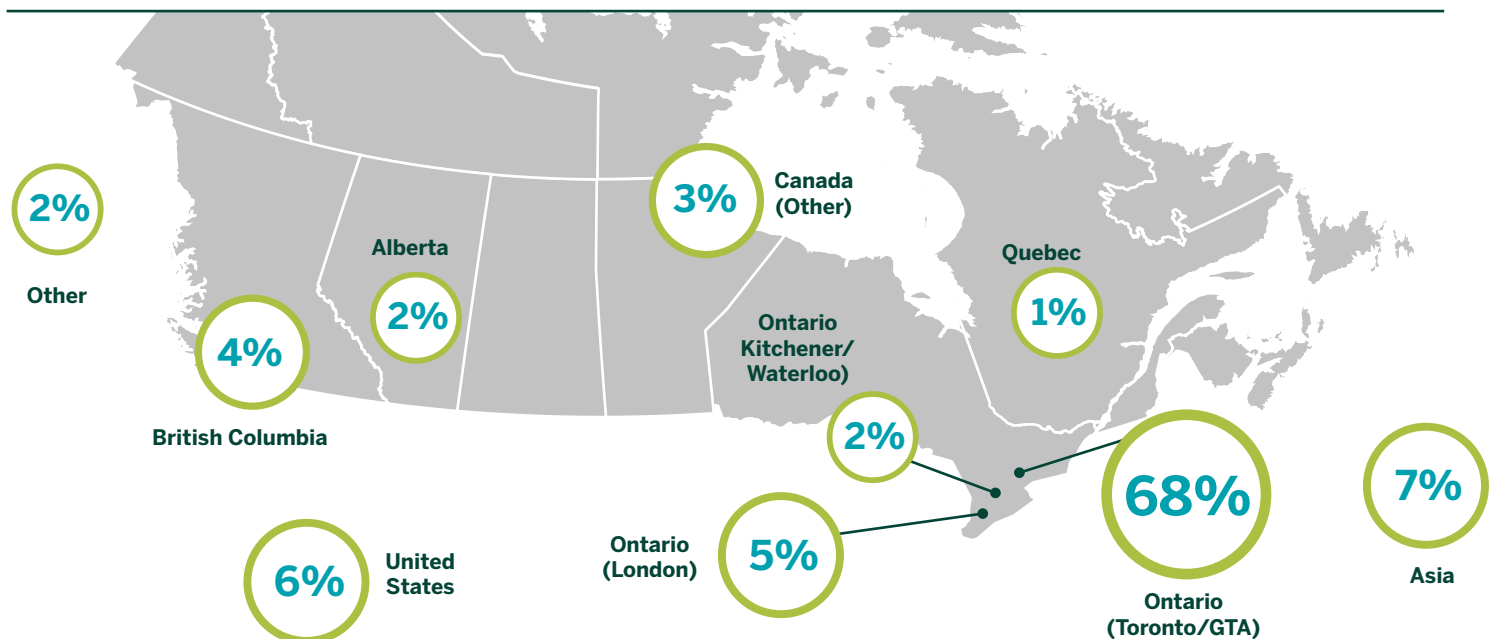
## Source of Opportunity

 <b>School-Facilitated</b>	<b>65%</b>
Career Management Posting	40%
Networking (with Alumni and Corporate Partners)	22%
Alumni/Classmate/Faculty Referrals	3%
 <b>Graduate-Facilitated</b>	<b>21%</b>
Networking (outside School)	13%
Previous Employer	6%
Internet, Company Websites, Executive Search Firms and Newspaper Posting	2%
<b>Other</b>	<b>14%</b>

## Salary by Geography

 Location	Average Weekly Salary (\$)
Asia	371
Alberta	1,160
British Columbia	611
Ontario – Kitchener/Waterloo	653
Ontario – London	858
Ontario – Toronto/GTA	905
Quebec	587
Canada – Other	764
United States	1,901
Other	Not Enough Data*

## Offers Accepted by Geography





# SUMMER EMPLOYMENT COMPENSATION (BY INDUSTRY)

INDUSTRY	%	BASE WEEKLY SALARY	
		RANGE \$	MEDIAN \$
Accounting	6%	678 - 1,600	790
Charities/Not-for-Profit	2%	Not Enough Data*	
Consulting	9%	560 - 1,625	1,050
Consumer Packaged Goods	5%	400 - 1,150	845
Entertainment	2%	625 - 818	713
Financial Institution	34%	130 - 3,750	1,000
Government	2%	475 - 990	700
Healthcare	2%	500 - 595	573
Information Technology	7%	120 - 2,773	800
Manufacturing	2%	900 - 950	950
Marketing/PR/Advertising	3%	250 - 650	577
Real Estate/Property	4%	325 - 1,375	643
Restaurant/Food Services/Hospitality Services	3%	265 - 850	800
Telecommunications/Communications	6%	645 - 1,057	866
Tourism/Leisure	2%	200 - 750	500
Wholesale/Retail	3%	350 - 900	550
Other	8%	120 - 1,250	667

Given Ivey's commitment to privacy when collecting student data, the industries contained within 'Other' include less than 1% and/or less than 3 students in the following industries: Aerospace, Automotives, Construction, Distribution/Transportation, Education, Electricity/Gas/Water, Environmental, Executive Search, Legal, Not for Profit, Petroleum/Energy, Pharmaceuticals/Medical, Printing/Publishing/Media, Public Administration/Regulatory

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# SUMMER EMPLOYMENT COMPENSATION (BY FUNCTION)

FUNCTION	%	BASE WEEKLY SALARY	
		RANGE \$	MEDIAN \$
Accounting	8%	595 – 1,600	789
Business Development/Corporate Development	4%	120 – 950	575
Consulting/Corporate Strategy	15%	468 – 1,625	920
Finance - Asset Management	5%	600 – 1,200	715
Finance - Corporate Office	5%	490 – 1,667	875
Finance - Other	4%	130 – 1,774	713
Finance - Private Equity/Venture Capital	5%	450 – 2,217	875
Finance - Real Estate	3%	325 – 1,375	630
Finance – Wholesale Banking/Capital Markets <i>(includes Corporate Banking, Investment Banking, Sales and Trading, Equity Research, and Risk Management)</i>	16%	538 – 3,750	1,635
Information Technology	2%	595 – 940	760
Leadership Development/Rotational Program	2%	616 – 850	800
Marketing	11%	350 – 900	700
Operations	5%	500 – 950	855
Sales	5%	200 – 1,150	872
Startup	2%	265 – 1,250	688
Other	8%	120 – 2,773	640

Given Ivey's commitment to privacy when collecting student data, the functions contained within 'Other' include less than 1% and/or less than 3 students in the following functions: Communications/Public Relations, Entrepreneurship, Legal, Research and Development/Product Development, and Project Management

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# RECRUITING COMPANIES

(SUMMER AND FULL-TIME)

Below is a list of companies who engaged with Ivey's HBA students this year through networking, formal postings, and/ or on-campus recruiting. Those denoted with (\*) hired an Ivey HBA student or graduate. The bolding recognizes the top hiring firms for the HBA class of 2017 and 2018.

3M Canada Company	Anthem Sports Entertainment*	Baskin Wealth Management	Bruno Event Team
A.T. Kearney	AnyCard	Bayer Inc.	BTY Group*
Absolute Software	APP*	BC Investment Management Corporation (BclMC)	Buckley Dodds Parker LLP*
Acasta Capital	Arcane	BDO Canada LLP *	Burgundy Asset Management Ltd.
<b>Accenture*</b>	Architect Hair Design	Beacon Securities Ltd.*	Business By Philosophy*
Accreon	Arctic Glacier*	<b>Bell Canada Enterprises*</b>	Calistix Capital*
Ace Bakery	Ardenton	Benefit Cosmetics	Camp Oochigeas*
Ace Hill Beer	Ares Management*	Berq Capital Inc. *	Canaccord Genuity Corp.*
ACM Advisors Ltd.*	Arla Foods Inc.	Best Buy Canada	Canada Bread Company Limited*
Acquia*	Armstrong Partnership LP	Bethanys Hope Foundation	Canada Goose Inc.
ACR Alpine Capital Research	Arrow Electronics	BFL Canada*	Canada Post
ADP Canada*	Artscape	Birch Hill Equity Partners	Canadian Addiction Treatment Centre
Advanced Analytics and Research Lab*	Aryzta*	Bitches Walking Dogs	Canadian Breast Cancer Foundation
Agentis Capital*	AskStory*	Bitmaker Labs	Canadian Hospital Specialties Ltd.*
AGF Investments Inc.	Askuity*	BlackBerry Limited*	Canadian Nuclear Laboratories
Air Canada*	AstraZeneca	Blackhawk Network*	Canadian Pharmaceutical Distribution Network
Airscape*	Atlas Advisors LLC*	BlackRock*	Canadian Real Estate Investment Trust (CREIT)*
Alayche & Company*	Autodata Solutions	Blair Franklin Capital Partners	Canadian Tire Corporation Limited*
Alberta Investment Management Corporation (AIMCo)	Automotive Retailers Association*	Blinds To Go	Capco*
Aldo Group*	AVIC International Ltd.*	Bloomberg LP*	Capitalize for Kids*
Alera Skin Care	Avison Young Commercial Real Estate*	Blue Pie Productions	CardSwap Inc.*
Alfan Group	<b>Bain &amp; Company Canada Inc.*</b>	BlueCat	CareerUp
All Seniors Care Living Centres	<b>Bank of America-Merrill Lynch*</b>	<b>BMO Financial Group*</b>	Cargill
AltaGas Ltd.*	Ballard Power Systems Inc.*	BMW Canada Inc.*	Carpedia International Ltd.*
Alvarez & Marsal Canada ULC*	<b>Bank of America-Merrill Lynch*</b>	Boler Mountain*	CarProof
Amazon Canada*	Bank of Canada	Borrowell*	Carson Dunlop
American Eagle Outfitters Canada	Bank of China*	BrandActive	Cassels Brock & Blackwell LLP*
American Express*	Bank of Communications*	BrandFit*	CBRE Caledon Capital Management Inc.*
Amico	Banyan Software*	Bridgeable	
Animus Capital Partners*	Barclays Capital Canada*	BroadGrain Commodities Inc.	
Anixter International	Barometer Capital Management*	Brock Solutions	
	Basketball World Toronto	Brookfield Capital Partners	
		Brookfield Renewable Energy Group	
		Bruce Power*	

Cedarhurst Dementia Care Home	CrowdChange	ecobee	Forest City Pool and Patio Inc.*
CGI Group	<b>Crowe Soberman LLP*</b>	Ecolab	Forge and Foster Investment Management*
Charity Intelligence Canada*	Cubane Consulting	Edusight Inc.*	Fortune Marketing
Chengdu International Fashion Outlet*	Cushman & Wakefield Inc.*	Edward Jones	Forum Equity Partners
Choice Hotels Canada Inc.*	Cybernaut Investment Group*	EFESO CONSULTING	Forum Family Office GmbH
<b>CIBC Bank*</b>	D2L Corporation	EFS	Fosun Property Holdings*
CIBC Run for the Cure*	dac group*	Eight Capital	Four Seasons Hotels and Resorts
Ciel Capital	Dah Makan*	EllisDon	FreshBooks
Cineplex	Dancing Bee Equipment*	EMCO Corporation*	Freshii*
Cintas	<b>Deloitte.*</b>	Emmit Financial	Fuel Trade*
Cisco Systems*	dentalcorp*	Emzingo*	Fusion Retail Analytics
<b>Citi*</b>	Dentons*	Enbridge Inc.	General Dynamics Land Systems Canada*
CITIC Group*	Design1st*	EnerCare Inc.*	General Electric (GE) Canada*
City of Burlington	Desjardins Group	Enterprise Holdings*	<b>General Mills*</b>
City of Hamilton*	Detecon International*	Entertainment One	General Motors of Canada Limited
City of Toronto*	Devencore NKF	Environmental Defense Fund	Georgette Packaging
Clausehound	Dhandho Capital Management*	Epcor Utilities*	Giampaolo Group of Companies
CleanSlate UV	DHL Express Canada*	Equitable Bank*	GlaxoSmithKline Inc.*
CNTRBND*	Diamond & Diamond*	eSight Eyewear*	Glidepath Portfolio Services*
College Pro	Diamond*	Evans Investment Counsel	Global Golf Advisors
Colliers International*	Digital Assets International*	Eventi Capital Partners*	GlucoGuide
Complete Merchandising Solutions Inc*	Digital Extremes	<b>Evercore Partners*</b>	GMP Securities LP*
Conestoga Meats	DMASL	Everipedia, Inc.*	Golden Spruce Capital*
Conflict Advertising Inc.*	Doblin	Ewing Morris & Co. Investment Partners Ltd.	Goldenwise Capital Management*
Connor, Clark & Lunn Financial Group*	Doc.It*	Extreme Venture Partners	<b>Goldman Sachs &amp; Co.*</b>
Conservative Party of Canada*	DoctorCare	<b>EY*</b>	Goodlife Fitness Clubs
Cormark Securities*	DoorDash*	Facebook Inc.*	Google*
Cormark Securities*	Double Insight*	FactSet*	Government of Ontario*
Cornerstone Research*	DoUknow*	FairVentures*	Grand Challenges Canada
<b>Corus Entertainment*</b>	Dow Jones*	Federal Economic Development Agency for Southern Ontario (FedDev Ontario)*	Grand Slam Media
Cossette	Dream Office REIT*	Federal Express Canada Ltd.	Grant Thornton LLP*
Couch & Associates	Dream Unlimited	Ferrero	Grason International Sourcing
CPG Connect	Dress for Success Toronto	Ficanex	Gravitas Financial Inc.*
<b>CPP Investment Board*</b>	DRI Capital*	Fidelity Investments	Great Circle Solar Management Corporation*
Craft + Keen	Drop*	Fiera Capital	Great-West Life
<b>Credit Suisse*</b>	Duff and Phelps*	Figure 1*	Green Acre Capital*
Creditease Wealth Management Co.*	Dundee Private Equity*	Fintros	Green Carrot Juice Co.*
Crestview Strategy*	Dundee Private Equity*	FirePower Capital*	Greenhill & Co., Inc.*
Crossgrove & Company Wealth Management Inc.*	Duojin Investment (Canada) Inc.	Fivewalls Realty*	
	DW Healthcare Partners	Flora Media Inc.*	
	E.&J. Gallo Winery Canada		
	Echelon Wealth Partners*		

Greenhouse Juice Co.\*  
Grewal Guyatt LLP  
Greystone Managed Investments\*  
Grosvenor Group\*  
Groupe Dynamite\*  
GrowSumo  
Growth Angel\*  
GrowthGenius\*  
Gryllies  
GTA Photography Classes  
HAITONG Securities Co., LTD.\*  
Haldimand County\*  
Harry Rosen  
HaulerAds\*  
Hay & Watson Chartered Accountants\*  
Headwater Equity Partners\*  
HelloFresh  
HFG CHINA\*  
High Commission of Canada in Australia  
Hilti\*  
Hines  
HollisWealth  
Homadorma Inc.  
Home Trust Company\*  
Honeywell  
**Houlihan Lokey Howard & Zukin\***  
HRdownloads  
**HSBC Bank\***  
Hudson's Bay Company\*  
Hugessen Consulting Inc.\*  
hvGrid-tech Inc\*  
Hydro One Networks  
IA Clarington Investments\*  
IBM Canada Ltd.\*  
IBM Global Business Services  
ICICI Bank  
Idea Couture\*  
ifeng.com\*  
Impact Capitalyst  
Imperial\*

IMS Health  
In the Funnel  
Indigo \*  
INFOR Financial Group Inc\*  
Information Venture Partners\*  
Info-Tech Research Group Inc.\*  
Infrastructure Ontario\*  
Infusion Health\*  
In-lite Design Corporation\*  
Institutional Mortgage Capital\*  
Intact Financial Corporation\*  
Integra Medical Inc  
Intel Corporation  
InteleX  
Intellitix\*  
Intelliware Development Inc.  
Interact China  
Interactive Sports Technologies Inc  
Interbrand\*  
Intercast Staffing  
Interfacing  
Interfor Corporation\*  
Invesco Canada Ltd.  
Invictus Analytics and Strategy Inc.  
IPG Mediabrands  
iPrice Group Sdn Bhd  
Ironbridge Equity Partners\*  
ISD Group\*  
Istuary Innovation Group\*  
Itelligence\*  
**Ivey Business School\***  
Ivey Career Management  
Jack.Org\*  
Jack.Org\*  
Jackman  
Janet David & Associates Inc.  
Jarislowsky Fraser  
Johnson & Johnson\*  
Jones Lang LaSalle\*  
JP Morgan\*

JRP Employee Benefit Solutions  
Juniper Park \TBWA\*  
Kahuso\*  
KAR Auction Services  
Kerry Holdings Limited  
Keurig Canada  
Kew Media Group\*  
Kids Help Phone  
Kin Community  
Kinross Gold  
Kirchner Group\*  
Klass Capital  
klick inc\*  
Korn Ferry Futurestep  
**KPMG\***  
Labatt Breweries of Canada\*  
LaSalle Investment Management\*  
Lazard Canada\*  
League Inc.\*  
Leonard Green & Partners  
LEVEL5 Strategy Group  
Loblaw Companies Limited\*  
London Cross Cultural Learner Centre  
London Knights Hockey Club\*  
London Stock Exchange Group  
Longview Asset Management Ltd.\*  
LoyaltyOne\*  
Lyft\*  
Mackenzie Investments\*  
Mackie Research Capital Corporation\*  
**Macquarie\***  
Mamann, Sandaluk & Kingwell LLP\*  
Mansfield Inc.  
Manulife Financial\*  
Maple Leaf Foods Inc.\*  
Maple Leaf Sports & Entertainment\*  
Maple Rock Capital Partners  
Mars Canada Inc.\*

Marsh Canada Limited\*  
Martinrea International Inc.  
**MasterCard Advisors\***  
Mattel  
Mavencare  
Maxit Capital  
McCain Foods  
McCarthy Tétrault LLP\*  
McDonald's Restaurants of Canada\*  
McKesson\*  
McKinsey & Company\*  
McMillan LLP\*  
Medcan Health Management Inc.\*  
Medcan\*  
Medical Mart\*  
Meltwater\*  
Mercer (Canada) Limited\*  
Merck - EMD Serono  
MetaLab\*  
Metavrse\*  
Metro Inc.  
MFS Investment Management  
MHI Corporation  
Michael Kors  
Microsoft\*  
Ministry of Children and Youth Services\*  
Ministry of Economy, Government of Saskatchewan\*  
Ministry of Transportation\*  
MNP LLP  
MOD Developments\*  
**Moelis & Company\***  
Moen  
Mohawk Medical\*  
Molson Coors Canada  
Mondelez International\*  
Moneris Solutions  
Moresby Group Tech-enabled consulting  
Morgan Stanley\*  
Morneau Shepell\*

Mosaic Sales Solutions*	OpalCap Partners*	Rajni Tekriwal Law*	SapientNitro*
Motoinight	Open Avenue Inc.*	Raymond James Ltd*	SAS Canada
Mountain Top Promotions*	OpenText	<b>RBC Financial Group*</b>	Satov*
Muskoka Woods*	OPTrust*	RE/MAX Legacy Realty Inc*	Saturn Power*
N49 Interactive*	Orbis Investment Management Ltd*	Realstar Management*	Scholars Education Centre*
Nanjing Suning*	Origin Merchant Partners*	Regional Municipality of York*	Schwartz Levitsky Feldman*
National Bank Financial*	Osler Business Consultants Ltd	Reliance Home Comfort	<b>Scotiabank*</b>
National Bank of Canada*	Osler, Hoskin & Harcourt LLP*	Remington Group*	SDG*
nD Insight	Overbond	Reprisk AG	Sears Canada Inc.*
Nestle Canada Inc.	Owens Wright LLP*	Resilience Equity Partners*	Seaspan Marine*
Netchem Inc.	Oxford Properties Group & OMERS*	Resolver Inc.*	Selffii Artificial Intelligence*
New Leaf Enterprises / Cloudwalk Farm	PAPOO Games*	<b>Restaurant Brands International *</b>	Sentry Investments*
Newcomp Analytics	Parmar Capital	Retail Ready Foods Inc.	Serind Labs*
Newmark Knight Frank Devencore*	Pathfinder Asset Management*	Revlon	Setter Capital
NewPoint Capital Partners*	Paulsan Construction Inc.*	Revoderm Pharma*	Shopify*
Newport Private Wealth*	PeaceGeeks*	Reynolds and Reynolds (Canada) Ltd.	Shoppers Drug Mart*
Newterra	Pelmorex Media Inc.*	RFA Capital Partners Inc.	SickKids Foundation
Nielsen*	<b>PepsiCo Canada*</b>	Richter Consulting Group	Sid Lee
North Toronto Early Years Learning Centre	Peptalk Motivation*	Richter LLP	Silver Lake Partners*
Novantas, Inc.	Pharmascience*	Rinovia Capital*	Slate Asset Management*
Nudestix Inc*	Phreesia	RioCan Management Inc.*	SmartREIT
OES Inc.*	PI Financial Corp.*	RL Solutions*	Smith and Long*
OES Inc.*	PICC*	Rocket Internet	Specialisterne
Officialize	Pivotal Inc.*	Rogers Communications Inc.*	Speridian Technologies
Ogilvy & Mather Canada	PJT Partners*	Rogers Corporate Strategy and Planning Group	Spiral*
OKO Group*	Pluck Tea Inc.*	Royal Canadian Yacht Club	SportBox
Old Tomorrow Ltd.	PointClickCare	Royal Capital Corporation	SSense*
Oliver Wyman*	Polar Asset Management Partners*	RS Energy Group*	St. Paraskeva Orthodox Charity*
<b>OMERS*</b>	Polaris Transportation Group*	Ruffalo Noel Levitz*	Stack'd Consulting Inc.
OnCall Health*	PostBeyond*	Russell Reynolds Associates	Staffy Canada Inc
Ondra Partners*	President's Choice Financial (PC Financial)*	Russell Square Partners*	Stanton House
One Properties*	Princess Auto Ltd.*	Ryerson Inc.	Starlight Investments*
Onex Corporation	<b>Procter &amp; Gamble Inc.*</b>	Rylor Inc.	StarTech.com*
Ontario Bioscience Innovation Organization	PropertySpark*	S&P Global*	Starwood Hotels & Resorts Worldwide, Inc
Ontario Power Generation*	Pro-X Event*	S.i.Systems	Stericycle
Ontario Public Service*	PSP Investments	Sakura Media*	Stikeman Elliott LLP*
Ontario Securities Commission*	Public Sector Digest Inc.	Salesforce.com	Storey Living
Ontario Teachers' Pension Plan Board*	<b>PwC*</b>	SaleSpider Media	StormFisher Environmental Inc*
OP Investment Management Ltd.*	Qatalyst Partners*	Samsung Electronics Canada Inc.*	Strategic Insight
	Race Roster	SAP Canada Inc.	Street Contxt
		SapientNitro*	Sun Life Financial*
			Suncare Assisted Living*

Suntchi Fashion Brand & Technology\*

Symbility Intersect\*

Taplytics\*

**TD Bank Financial Group\***

Tealeaves

Tell Me Travels Ltd\*

TELUS\*

Tennis Canada\*

TenTree\*

Teranet Inc.

Tesla\*

TGO Consulting

The Bedford Consulting Group

**The Boston Consulting Group\***

The Brattle Group

The Deck Store, Inc.\*

The Goal Getters\*

The Hershey Company\*

The Hospital for SickKids\*

The Kraft Heinz Company\*

The Lightning Group \*

The Loop Agency

The Shopping Channel

The Sullivan Source Inc.

The T1 Agency\*

The Luxury Properties Showcase Ltd

Thinking Capital

Tianfeng Securities\*

Tidal Migrations\*

Time Development Group

TJX Canada/Winners Merchants International L.P.\*

TMX Group\*

Top Hat

Torkin Manes LLP\*

Toronto Central LHIN\*

Toronto Hydro\*

TouchBistro

TPCM Inc.\*

TradeWinds Group\*

Trapeze Group

Travelers

Traxxall Technologies\*

Tree of Life Canada\*

Triage.com\*

Trillium Network for Advanced Manufacturing\*

Trindent Consulting\*

Tsingdata

Tutor Doctor

Uber \*

Uberflip

UBS SDIC Fund Management Co.\*

UBS Securities\*

UNICEF Canada

**Unilever Canada\***

Union Gas

Union Square Advisors, LLC\*

United Way - London & Middlesex\*

Universe

University Health Network (UHN)\*

University of British Columbia

University of New Brunswick\*

Valitas Capital Partners\*

Venture for Canada\*

VERGE Capital\*

Veritas Investment Research\*

VIA Rail Canada Inc.\*

Vidyard\*

Vigorate Digital Solutions

Vision Capital\*

vivovij\*

Volaris Software Group\*

Walmart Canada\*

Warner Music Group

Wasserman Media Group\*

Waterton Global Resources Management, Inc.

Wattpad

Wayfair

Wealthsimple Inc.\*

Wells Fargo & Company\*

Western University\*

Williams & Partners

Willis Towers Watson\*

Workday\*

Workplace Safety and Insurance Board\*

Xerox

Xesto\*

XPND Capital\*

Yahoo

YayTrip

Yodo1\*

Yorkdale Partners\*

Zhangshu Rural District\*

ZS Associates\*

ZTR Control Systems, LLC\*