

HBA 2019 EMPLOYMENT REPORT

HBA 2019/2020 EMPLOYMENT REPORT

Congratulations to our HBA2 class of 2019 and our HBA1 class of 2020!

Our HBA2 graduates achieved 96% placement across a variety of industries, geographic locations, companies and full-time job positions. Similarly, 95% of our HBA1 students secured summer employment across diverse job functions, industries and geographic locations.

For graduates taking up full-time roles in 2019, 52% accepted offers in Financial Services and Consulting. It is worth noting that Ivey's students have increasingly sought and secured roles in diverse sectors such as Accounting, Technology, Consumer Packaged Goods and Telecommunications. The shift in graduates' sectors of employment is a manifestation of the changing areas of interests that students are bringing to Ivey and speaks a core strength of the school: The diversity of our student population. Of graduates accepting full-time roles in 2019, 32% were retained by firms in which they held a summer internship.

For the HBA1 students and future graduates of the Class of 2020, 48% accepted offers in Financial Services and Consulting. Here too it is worth noting that HBA1 students also sought and secured roles in diverse sectors such as Accounting, Technology, Consumer Packaged Goods and Telecommunications. These internships provide students with an opportunity to transfer their learning to the workplace while at the same time developing new skills and competencies that would be key to building strong careers in their job and sector of interest. Summer internships continue to be invaluable for both students and employers to assess an individual's organizational fit. Evidence of the value of internships is seen in the percentage of students who translated their summer employment to full-time roles in 2019.

The Class of 2019 has joined the more than 29,000 Ivey alumni globally. Some members of this network as well as 208 corporate partners played a pivotal role in our students' success. These results 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 all of our Corporate Partners and Alumni for your support and confidence in our Ivey HBA talent. We look forward to having another great year!

Sincerely,



Dr. Catherine Chandler-Crichlow
Executive Director - Career Management & Corporate Recruiting
Ivey Business School

HBA BY THE NUMBERS Class of 2019

96%

Of those seeking, received an offer by
September 30, 2019, based on a 96%
reporting rate

\$73,152

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

32%

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

CLASS OF 2019 AT A GLANCE

Demographics



579

Total Students
in Class



42%

Women



7%

Non-Canadian*



21%

Pursue Dual
Degrees



3

Months to 96%
Employment



30

Industries where
graduates work



68%

School-Facilitated
Job Offers

*as defined by Citizenship

Citizenship by Geography

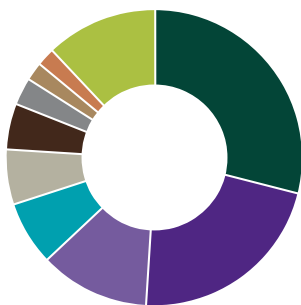
Canada (**88%**)

Other Include: Barbados, Egypt, Germany, India, Korea; Republic of, Lebanon, Netherlands, Pakistan, Philippines, Russian Federation, Tunisia, United Kingdom and United States

China (**8%**)

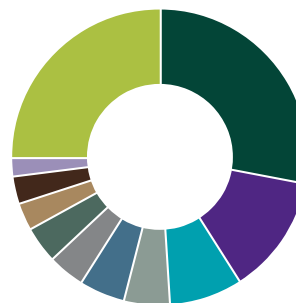
Other (**4%**)

Distribution of Industries where HBA Class of 2019 is going



- Financial Institution (30%)
- Consulting (22%)
- Accounting (12%)
- Technology (7%)
- Consumer Packaged Goods (6%)
- Telecommunications/Communications (5%)
- Real Estate/Property (3%)
- Restaurant/Food Services (2%)
- PR/Advertising/Marketing/Sales (2%)
- Other (11%)

Distribution of Industries of our 29,000+ alumni worldwide



- Financial Institution (30%)
- Consulting (13%)
- Technology (8%)
- Education (5%)
- Biotech/Healthcare/Pharma (5%)
- Real Estate/Property (4%)
- Wholesale/Retail (4%)
- Consumer Packaged Goods (3%)
- Telecommunications/Communications (3%)
- Manufacturing (2%)
- Other (23%)

Due to rounding, numbers presented throughout this report may not add up precisely to the totals indicated, as they are rounded to the nearest percent.


RECRUITING AT THE IVEY BUSINESS SCHOOL

2019 Graduates Compensation Summary*

Base Salary			
% Receiving	Min	Max	Median
100%	\$25,000	\$148,296	\$65,000
Signing Bonus			
% Receiving	Min	Max	Median
43%	\$500	\$75,000	\$5,250
Other Guaranteed Compensation			
% Receiving	Min	Max	Median
15%	\$1,000	\$117,000	\$9,000

*Data reflects students who reported compensation and does not include students returning to a previous employer for a role to which they did not need to apply or students who are starting their own business

Source of Offer

 School-Facilitated	72%
Career Management Posting	33%
Summer Internships	32%
Networking (with Alumni and Corporate Partners)	5%
Alumni/Classmate/Faculty Referrals	2%
Other*	1%
 Graduate-Facilitated	13%
Networking (outside School)	8%
Internet, Company Websites, Executive Search Firms and Newspaper Posting	5%
Graduate facilitated - Previous Employer	1%
Other	16%

*School-Facilitated Other – Law School Recruiting

292

Companies that posted jobs to the Ivey HBA Class of 2019

208

Companies our HBA 2019 students signed with

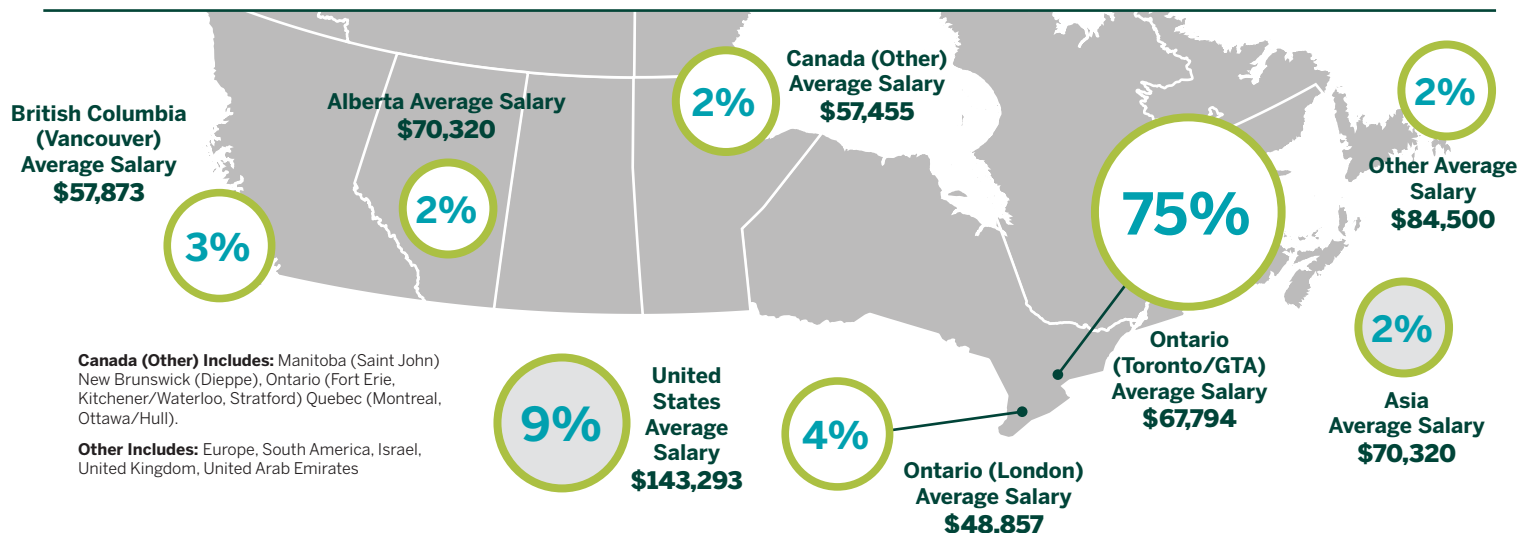
5

Number of students pursuing Entrepreneurship

155

HBAs returning to their summer employer

Offers Accepted by Geography with Average Base Salary



COMPENSATION BY INDUSTRY

HBA Class of 2019

Base salary ranged from \$25,000 – \$148,296, with a median salary of \$65,000 and where other compensation was offered, it ranged from \$800 – \$145,125, with a median of \$7,500.

INDUSTRY	BASE SALARY				OTHER COMPENSATION			
	%	MIN \$	MAX \$	MEDIAN \$	%	MIN \$	MAX \$	MEDIAN \$
Financial Institution	30%	40,000	128,250	80,000	53%	2,000	145,125	11,500
Consulting	22%	41,000	109,600	70,000	69%	500	75,000	5,250
Accounting	12%	39,000	65,000	48,000	19%	3,000	5,750	5,000
Technology	7%	43,000	148,296	66,000	39%	2,000	58,703	17,000
Consumer Packaged Goods/Food Service/Restaurant	9%	45,000	74,000	60,000	66%	1,500	12,500	7,500
Telecommunications/Communications	5%	35,000	67,000	60,000	76%	800	13,600	10,250
Real Estate/Property	3%	35,000	65,000	50,000	Not Enough Data*			
PR/Advertising/Marketing/Sales	2%	40,000	54,000	49,000	Not Enough Data*			
Other	11%	25,000	90,000	55,000	28%	1,000	32,500	5,250

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, Arts/Media/Entertainment, Charities/Not-for-Profit, Chemicals/Plastics, Construction, Distribution/Transport, Education, Engineering, Healthcare, Legal, Manufacturing, Natural Resources, Printing/Publishing, Retail/Wholesale, Timber/Paper/Packaging.

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

COMPENSATION BY FUNCTION

HBA Class of 2019

Base salary ranged from 25,000 – 148,296, with a median salary of 65,000 and where other compensation was offered, it ranged from 800 – 145,125, with a median of 7,500.

INDUSTRY	BASE SALARY				OTHER COMPENSATION			
	%	MIN \$	MAX \$	MEDIAN \$	%	MIN \$	MAX \$	MEDIAN \$
Accounting	10%	39,000	60,000	48,000	7%	5,700	13,000	5,750
Consulting/Corporate Strategy	24%	45,000	109,600	70,000	72%	2,000	75,000	5,000
Corporate Development	5%	40,000	80,000	52,500	67%	500	25,000	6,250
Finance - Asset Management	3%	45,000	80,000	60,000	27%	2,000	32,500	14,554
Finance – Other	4%	48,000	113,000	60,000	33%	5,000	30,560	12,500
Finance - Private Equity/ Venture Capital	3%	40,000	117,650	86,999	62%	5,000	67,000	20,000
Finance - Real Estate	3%	40,000	80,000	60,000	Not Enough Data*			
Finance - Wholesale Banking/Capital Markets	15%	40,000	128,250	85,000	70%	2,000	145,125	11,000
Information Technology	2%	60,000	148,296	70,000	57%	3,000	58,703	21,167
Internal Corporate Finance	3%	56,000	80,000	64,000	60%	1,500	10,000	2,000
Leadership Development/ Rotational Program	8%	40,000	75,000	60,000	64%	800	22,500	7,500
Marketing	5%	40,000	111,465	60,000	37%	5,000	10,500	5,000
Operations	2%	30,000	65,000	55,000	50%	3,000	19,000	11,500
Research and Development/Product Development	2%	45,000	75,000	60,000	Not Enough Data*			
Sales	4%	35,000	70,000	47,000	50%	1,000	10,000	3,000
Other	6%	25,000	90,000	61,700	Not Enough Data*			

Finance Other Includes: Commercial Banking, Insurance

Finance - Wholesale Banking/Capital Markets Includes: Corporate Banking, Equity Research, Investment Banking, Risk Management and Sales and Trading.

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: Communications/Public Relations, Engineering, Entrepreneurship, Human Resources, Legal, Other, Start-up.

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SUMMER INTERNSHIP CLASS OF 2020 EMPLOYMENT

Class of 2020 Summer employment at a glance

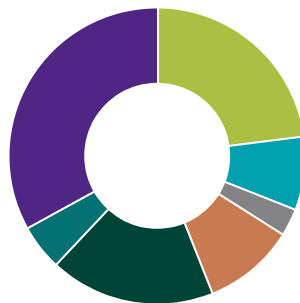
95%

Of those seeking received an offer based on a 99% reporting rate

\$1,029

Average weekly base salary

Companies Providing Summer Internships by Size:



- 1-50 employees (24%)
- 51-200 employees (10%)
- 201-500 employees (3%)
- 501-1000 employees (8%)
- 1001-5000 employees (21%)
- 5001-10,000 employees (2%)
- 10,000+ employees (32%)

238

Number of companies posting summer roles to the HBA Class of 2020

308

Number of student and school facilitated companies HBA 2020 students signed with

530

Number of HBA 2020 students accepting positions with summer employers they had not worked with before their HBA studies

Demographics



606

Total Students in Class



45%

Women



6%

Non-Canadian*



34

Different functions that the students summered in



32

Different industries that the students summered in





51%

School-Facilitated Job Offers


*as defined by Citizenship

SUMMER INTERNSHIP CLASS OF 2020 JOB OFFERS

Source of Opportunity

 School-Facilitated	53%
Career Management Posting	47%
Networking (with Alumni and Corporate Partners)	4%
Alumni/Classmate/Faculty Referrals	2%
 Graduate-Facilitated	30%
Networking	15%
Previous Employer	5%
Internet, Company Websites, Executive Search Firms and Newspaper Postings	7%
Pre-Ivey	3%
Other	18%

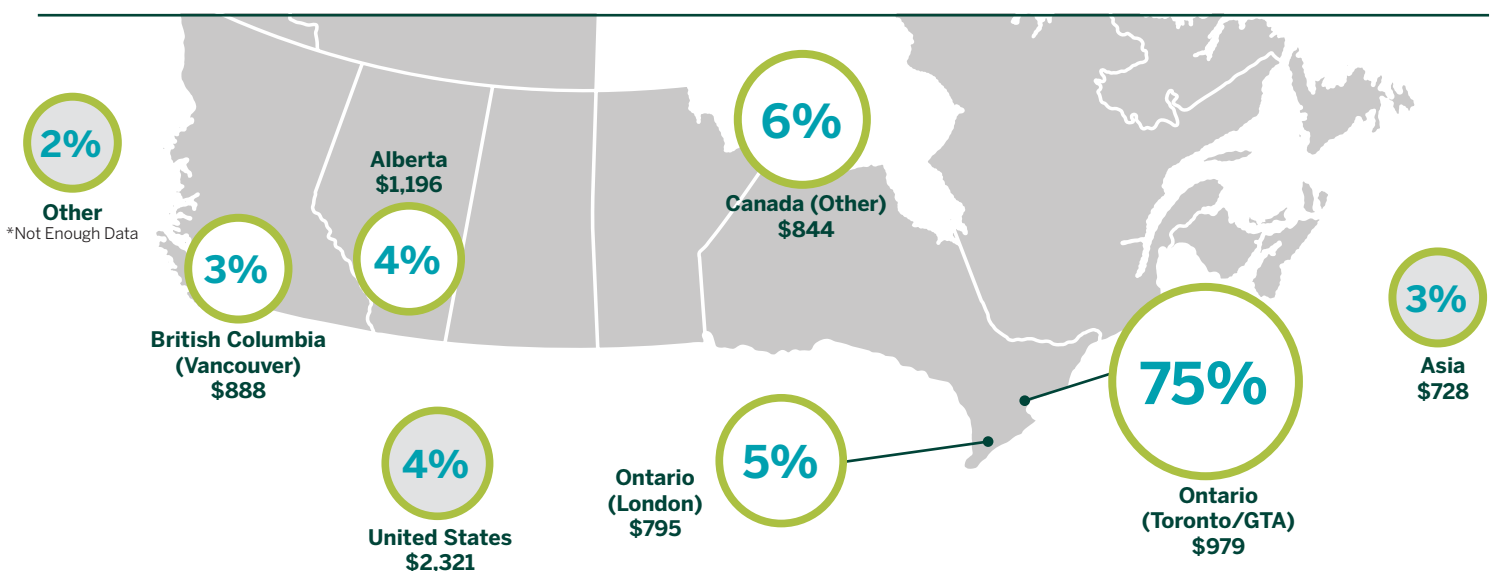
Salary by Geography

 Location	Average Weekly Salary (\$)
Asia	728
Canada - Alberta	1,196
Canada - British Columbia (Vancouver)	888
Canada - Ontario (London)	795
Canada - Ontario (Toronto/GTA)	979
Canada (Other)	844
United States	2,321
Other	Not Enough Data*

Canada (Other) Includes: Ontario (Aurora, Dorchester, Golden Lake, Guelph, Kitchener/Waterloo, Kingston, Muskoka, Orillia, Prince Edward County, Thunder Bay, York Mills) Saskatchewan (Regina) Quebec (Montreal, Ottawa/Hull).

Other Includes: Europe, Middle East

Offers Accepted by Geography with Average Weekly Salary



SUMMER EMPLOYMENT COMPENSATION (BY INDUSTRY)

INDUSTRY	%	BASE WEEKLY SALARY		
		MIN \$	MAX \$	MEDIAN \$
Accounting	5%	700	3,177	820
Arts/Media/Entertainment	2%	625	3,400	880
Consulting	11%	355	3,800	1,100
Consumer Packaged Goods/Food Service/Restaurant	9%	563	1,750	800
Education	2%	820	1,021	821
Financial Institution	37%	120	3,983	920
Healthcare	3%	650	880	800
Manufacturing	2%	680	1,000	714
PR/Advertising/Marketing/Sales	3%	333	1,000	700
Real Estate/Property	3%	455	1,375	688
Retail/Wholesale	4%	455	1,000	630
Technology	6%	148	2,442	800
Telecommunications/Communications	5%	640	3,752	1,005
Other	9%	505	2,900	800

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SUMMER EMPLOYMENT COMPENSATION (BY FUNCTION)

FUNCTION	%	BASE WEEKLY SALARY		
		MIN \$	MAX \$	MEDIAN \$
Accounting	6%	300	3,177	800
Consulting/Corporate Strategy	13%	355	3,800	1,083
Corporate Development	8%	148	2,900	750
Engineering	2%	680	3,752	740
Finance - Wholesale Banking/Capital Markets	14%	600	3,983	1,575
Finance - Asset Management	4%	640	2,780	844
Finance – Other	6%	600	1,354	893
Finance - Private Equity/Venture Capital	5%	200	3,000	1,000
Real Estate	3%	525	1,375	675
Information Technology	2%	800	2,421	921
Internal Corporate Finance	8%	120	1,600	850
Marketing	12%	490	3,400	800
Operations	3%	550	900	700
Research and Development/Product Development	3%	600	2,442	800
Sales	3%	640	1,750	830
Other	8%	333	1,400	750

Finance Other Includes: Insurance, Commercial Banking, Retail Banking

Finance Wholesale Banking/Capital Markets Includes: Corporate Banking, Equity Research, Investment Banking, Risk Management & Sales and Trading.

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: Communications/Public Relations, Entrepreneurship, Human Resources, Leadership Development/Rotational Program, Legal, Other, Project Management, Start-up

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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 2019 and 2020.

3M Canada Company	ArcTern Ventures	Blair Franklin Capital Partners	Canderel Residential*
407 ETR*	Ares Management*	Bluevale Capital Group Inc.*	CanFirst Capital Management
A.T. Kearney*	Arterra Wines Canada*	BMO Financial Group*	CaniBrands Inc.*
A.U.G. Signals Ltd.	Asas Capital*	Boys & Girls Clubs of Canada*	Capco*
Accenture*	Ascend Applications*	Brambles	Capital One*
Accompass	Associated Hebrew Schools of Toronto*	BrandSpark International*	CAPREIT*
Adidas Canada Limited*	Astoria Marketing*	British American Tobacco*	Cargill
ADP / IICC*	Atlas Advisors LLC	Brookfield Asset Management*	Carpedia International Ltd.*
Aga Khan Foundation Canada*	Audioscan*	Brookfield Capital Partners	Cassels Brock & Blackwell LLP*
Agentis Capital*	Autodata Solutions*	Brooklin Consulting	CBC/Radio-Canada
AIM Group Canada Ltd.	Avascent*	Bruce Power*	CBRE Caledon Capital Management Inc.*
AIMIA	Avina Capital*	Buchanan Group	CDW Canada
Air Canada	Aviso Wealth*	Burgundy Asset Management Ltd.*	Centerview Partners*
Airbnb*	Avison Young*	Buset LLP*	Centre for Social Innovation
Akler Browning LLP	Aviva Canada	Business Development Bank of Canada	CFO2
Alberta Investment Management Corporation (AIMCo)	Bain & Company Canada Inc.*	Byte Dance*	CGI Group
Alice + Whittles	Bank of America-Merrill Lynch Canada*	CAA Club Group	Charity Intelligence Canada
Alignvest Management Corporation	Bank of Canada	Cadillac Fairview	CHEP Canada Inc.*
Allstate Insurance Company*	Banque Laurentienne	Calgary Economic Development*	Child Development Institute*
AltaCorp Capital	Barbatelli & Partners*	Cambria*	China CITIC Bank International Ltd.*
AltaGas Ltd.	Barbican*	Canaccord Genuity*	Choco Communications*
Altus Group Limited*	Barclays Capital*	Canada Bread Company Limited	Choice Hotels Canada*
Alvarez & Marsal Canada ULC*	Baskin Wealth Management	Canada Goose Inc.	Choice Properties*
Alzheimer Society London & Middlesex*	Bayer Inc.*	CPP Investment Board*	Chubb Insurance Company of Canada*
Amazon*	BCI	Canada Post*	CI Financial
American Express*	BDO Canada LLP*	Canadian National Institute for the Blind - CNIB*	CI Investments*
AMTD*	BDT Capital Partners*	Canadian Nuclear Laboratories*	CIBC Bank*
Anson Funds*	Bell Canada Enterprises*	Canadian Pacific Railway (CPR)	Cidel*
Appficiency Inc.*	Ben Graham Centre for Value Investing*	Canadian Shield Capital*	Cineplex
AquaMobile	Binnj Inc.*	Canadian Tire Corporation*	Cintas
Archer Capital Partners*	Birch Hill Equity Partners*		Cisco Systems*
	BlackBerry*		Citi*
	Blackhawk Network*		City of Toronto*

Clarke Inc.	Doblin, Inc.*	Female Laboratory of Innovative Knowledge*	Google Inc.
Clearbanc*	Dodge & Cox*	Fengate Asset Management*	Government of Ontario*
CMLS Financial	DoseBiome	Fidelity Investments Canada*	Graham Scott Enns*
CNIB	Dream Office REIT*	FirePower Capital*	Grant Thornton LLP*
Coco Paving Inc.*	Drewlo Holdings*	Firm Capital Corporation*	Grant Woods*
College Pro*	Drop*	First Ascent Ventures*	Graywood Developments
Colliers International*	DW Healthcare Partners*	Flowr Corp*	Great West Life*
Contrast Digital*	Dyson Canada	Fluor Canada Ltd.*	Grebstad Hicks Communications Ltd*
Convergence	eBay	FlyEasy Software	Greenhill & Co.*
Convocation Flowers*	Ecobee*	Ford Motor Company of Canada Ltd.*	Greenhouse Juice Co.*
CoPower Inc.	eCompliance*	Fort Capital Partners	Greenspace Mental Health
Cormark Securities*	Edward International Academy	Forum Family Office GmbH	Greenwin Property Management*
Cornerstone Research*	Elections Ontario	Fosun International*	Greystone Managed Investments
Corporate Consultants	Electronic Arts Inc.	Four Seasons Hotel and Resorts*	Groundlayer Capital Inc*
Corporation of Norfolk County	Element Fleet Management*	Freedom Mobile*	HackerYou
Corus Entertainment*	Elevate*	Freshii*	Halton Region
Cosa-Nova*	Eli Lilly and Company	Fruit of the Loom	Harlo Capital*
Cosmos Sports & Entertainment	EllisDon Corporation*	Fusion Retail Analytics*	HarperCollins Canada
Crawford Lake Capital*	Embassy of Canada in Washington, D.C.	Gale Partners*	Hatch Ltd.*
Credit Suisse*	Emco*	GAVIN Hockey Wealth Specialists*	Hayden Personality and Emotion Development Lab*
Crombie REIT*	Encircled*	General Dynamics Land Systems Canada*	Heliolytics Inc.*
Cross Border Investment Management LLC*	Ensembl*	General Mills*	HelloFresh Canada
Crouch NRC	Enterprise Holdings	George Weston Limited*	Henkel Canada Corporation*
Crowe Soberman LLP	Entertainment One	Gerdau	HFG CHINA
Curtiss-Wright Controls*	Enthusiast Gaming*	Get REAL	HGC Investment Management*
Cvent*	Epstein Cole LLP*	Get Real Movement*	High Commission of Canada in Australia
Cystic Fibrosis Foundation*	Equitable Bank*	Gilga Venture Capital*	HiMama*
Dalberg	ERA Architects*	GlaxoSmithKline Inc	HirePower
Daraz Group	ERCO Worldwide*	Global Affairs Canada*	HomeEquity Bank*
Davies Howe LLP*	Esiance*	Global Fuels Inc.*	Houlihan Lokey*
DBRS Limited	eSight Corporation*	Global Payments Canada*	HRdownloads
Ddrops*	Espresso Capital	GlobalMedic*	HSBC Bank Canada*
Del Property Management*	Euclid Transactional	GLOBEWYZE INC.	Huawei Technologies*
Deloitte*	Eventi Capital Partners	Go Mammoth*	Hubba*
dentalcorp*	Evercore Partners*	Golden Spruce Capital*	Hubdoc*
Desjardins Group	Exponential Capital Markets*	Goldman Sachs*	Hudson's Bay Company (HBC)*
Devencore*	ExxonMobile Canada	Golf Canada	Hugessen Consulting Inc.*
Dhandho Capital Management	EY*	Good & Well	Huntstone Capital*
Diamond Aircraft Industries*	Facebook*	GOOD FOOD FOR GOOD*	Huron Consulting Group
DiamondCorp*	FactSet	Goodmans LLP*	
Do Some Good*	Fahrenheit 212*		
	Federal Express Canada Ltd.		

Hydraulic Marketing Group*	Limited*	L'Oréal Canada Inc.*	Ministry of Government and Consumer Services
Hydro One Networks	Kin Community	LoyaltyOne*	Ministry of Health and Long-Term Care*
IBM Canada Ltd.*	KingSett Capital*	Lucky Iron Fish*	Minor Bros Country Living*
iGan Partners*	Kingsmill Foods	Lumency Inc.	Minto Properties*
IJW&Co.*	Kinross Gold Corporation*	M2T Collective*	MiQ*
Impakt Advisory	Kit Moore Professional Corporation	Macdonald Sager Manis LLP*	MNP LLP*
Imperial*	Kitchener Investment Corp*	Mackenzie Investments*	Mobile Klinik*
Imperial Tobacco Canada	Klass Capital	MacPhie*	Mondelez International
In Social Incorporated	Kluane Partners	Macquarie*	Moneris Solutions Corp.*
Industrial Alliance Insurance and Financial Services*	Knightsbridge Capital Group*	Macritchie Inc.	Monitor Deloitte*
Industrial Power & Control	Konnecto*	Major League Soccer	Morgan Stanley*
Industrial Securities Co.*	Konrad Group	MakerBars*	Morneau Shepell
Influitive Corporation*	Kotn	Manulife Capital*	Mosaic Sales Solutions
INFOR Financial Group Inc	KPMG*	Manulife Financial*	Mount Sinai Hospital*
Info-Tech Research Group Inc.	Kraft Heinz Canada Inc.*	Maple Leaf Foods Inc.	Moving Picture Company*
Institutional Mortgage Capital*	Labatt Breweries of Canada	Maple Leaf Sports & Entertainment*	MPC Film
Intact Financial Corporation	Lake O' Hara Lodge*	Maple*	MultiView, Inc.*
Integra Medical Inc	Landstar Development Corp.*	MarHub*	Munich Re*
Invesco	Lazard Canada	MasterCard Advisors*	Municipal Property Assessment Corporation (MPAC)
Invictus Analytics and Strategy*	LCBO	Match Marketing Group	Mustang Capital*
Iovate Health Sciences International Inc.	LCG Foods Distribution*	Mattamy Homes*	myBlueprint.ca
IPG Mediabrands	Leads Employment Services*	Mavennet*	Nanocnet Ltd
IQVIA*	League Inc.	Mawazo Marketing*	National Bank of Canada*
Iron Mountain*	LEAP: The Centre for Social Impact*	Mawer Investment Management Ltd.	Navigator Ltd.*
Isaac Operations*	Left Lane Associates	Mazars	Navis Capital Partners*
Ivanhoe Capital Corporation	LendCare Capital	McCain Capital Partners	Nebula Capital Management*
Ivey Business School*	Leonard Green & Partners*	McCain Foods Limited*	Nespresso Professional
J.D. Irving, Limited*	Level5 Strategy Group*	McCarthy Tétrault LLP*	Nest Wealth*
J.P. Morgan*	LifeLike BioTissue Corporation	McDonald's Restaurants of Canada Limited*	Nestle Canada Inc.*
Jack.Org	Lift & Co	McKinsey & Company*	NewPoint Capital Partners
Janet David & Associates Inc.	Lighthouse Management Partners*	McMillan LLP*	NextGen*
JMP Consulting*	Linamar Corporation*	MeazureUp	NiceJob
Johnson & Johnson*	Lipton LLP	Mekong Timber Plantations*	Nielsen
Joint Inspection Unit	Loblaw Companies Limited*	Mensana Change Management Ltd.*	Ninepoint Partners LP*
Jones Lang LaSalle*	LogiSense Corporation*	Mercer*	NMG Consulting
Jordan Engineering Inc.*	London Environmental Network	Merchant Broker	North Frontenac Telephone Company*
KASC Corp Partners*	London Ice Cream Company	MetalCraft Marine Incorporated*	Nova buses
Kellogg Canada	London Social Value Fund*	MFS Investment Management	Novantas, Inc.
Keyence Canada Inc.	Longview Asset Management Ltd.	Microsoft Canada Co.*	Nudestix Inc
Kilmer Van Nostrand Co.	Loopio*	Mikutech	Nuvis Ventures (Nuvis)

Technologies Inc)
 Nvidia*
 Ogilvy & Mather Canada
 Old Tomorrow Ltd.*
 Oliver Wyman*
 OMD*
 OMERS*
 One Properties
 Ontario Bioscience Innovation Organization
 Ontario Lottery and Gaming Corporation
 Ontario Power Generation
 Ontario Teachers' Pension Plan*
 Orbis Investment Management Ltd
Origin House*
 Origin Merchant Partners*
 Osprey Capital Partners*
 Overbond
 Owens Wright LLP*
 Oxford Properties Group*
 Pandora Canada
 Paradigm Capital
 Park Place Financial and Farm Life*
 PayPal*
 PCL Construction Group Inc.*
 Penske
 PepsiCo Canada*
 Pharmascience
 PheedLoop.com
 Philip Morris International
 Plaza Ventures*
 Point72*
 Polar Asset Management Partners
 President's Choice Financial (PC Financial)*
 Pricing Solutions Ltd.*
Procter & Gamble Inc.*
 Profilio*
 PSD - Research, Consulting, Software*
 PSP Investments*
 Public Inc.

PubNub*
PwC*
 Qatalyst Partners*
 QuadReal Property Group
 Quarterback Transportation
 Quarterhill Inc.
 Race Roster
 Rally Assets*
 Rayne Capital*
RBC Financial Group*
 Reckitt Benckiser Pharmaceuticals*
 Red Pine Camp Inc*
 RedRhino
 Reliance Home Comfort
 Reprisk AG
 Resolver Inc.*
Restaurant Brands International (RBI)*
 Retail Ready Foods Inc.*
 Revera Living*
 Rexall Pharmacy Group Ltd.
 Reynolds and Reynolds (Canada) Ltd.
 RFA Capital Partners*
 RioCan Real Estate Investment Trust*
 Rogers Communications Inc.
 Roland Berger*
 Romet Limited
 Ronmor Holdings Inc*
 Rosenzweig & Company*
 Rothschild & Co*
 Rotman Commerce, University of Toronto*
 Round13 Capital
 Russell Reynolds Associates
 Ryerson Inc.
 S&P Global*
 Safdie&Co*
 Salesforce*
 Sampford Advisors Inc*
 Samsung Electronics Canada
 Sanofi Canada*
 Sansin Corporation
 SAP Canada Inc.*

Sarnia-Lambton Economic Partnership
 SAS Canada*
Satov*
 Schaeffler Canada Inc.*
Scotiabank*
 SDP Investment Group*
 Searchkings
 Security ONE Alarm Systems
 Sephora*
 Setter Capital
 Setter Home Services*
 SHAD Western*
 Shangri-La International Hotel Management Limited*
 Shareworks by Morgan Stanley*
 Sharno Capital Corporation
 Shell Canada Limited*
 Shift
 Shopify
 Shoppers Drug Mart*
 Sidepart*
 Sightline Wealth Management
 Sigma Corporation*
 Silver Lake Partners*
 Simply Group*
 Sinai Health System*
 Skylight Tools
 Slalom Consulting*
 Slate Asset Management*
 Social Innovations Academy*
 Softchoice Corporation*
 Spin Master Ltd.*
 Sprott Capital Partners
 Stack'd Consulting Inc.
 Standard Chartered Bank*
 Stanley Black & Decker
 Starbucks Coffee Canada Inc.*
 Starlight Investments*
 StarTech.com*
 Steam Whistle Brewing
 Stillwater Capital Corporation*
 Strategic Insight*

STRATX
 Stryker
 Sum Sanos
Sun Life Financial*
 Swiggle Inc*
 Symbility Intersect*
TD Bank Financial Group*
 Tealeaves*
 Teck Resources Limited*
TELUS*
 tentree*
 Tequila Tromba LTD
 Tessoro Clothing*
The Boston Consulting Group*
 The Charlton Group*
 The Gasparotto Group*
 The Giampaolo Group Inc.
 the Girly Book Club
 The Glebe Business Improvement Area*
 The Global Fund
 The Globe and Mail
 The Hershey Company
 The Influence Agency*
 The Ivey Academy*
 The Keg Steakhouse & Bar*
 The Kraft Heinz Company*
The Lightning Group*
 The M2T Collective
 The Marquee Group
 The National Golf Club of Canada*
 The Paper - Sixth Tone*
 The Santangel's Investor Forum*
 The Upside Foundation of Canada
 The W. Garfield Weston Foundation
 The Walrus*
 Third Sun Productions*
 Throughline Strategy*
 Tidewater Midstream*
 TJX Canada/Winners Merchants International L.P.*

Top Drawers Woodwork Inc*
TorQuest Partners
Transit Capital Corporation
Travelers Canada*
TREC Brands*
Trindent Consulting*
Trinity Theatre Studio*
Triple M Metal LP*
Trudell Medical International*
Twin City Fan Companies,
Ltd.*
U.S. Commercial Service*
Uber*
UCIT Online Security Inc.
Ulula*
UM WorldWide*
Unbun Foods*
UNFI Canada
Unilever Canada*

Union Square Advisors*
UnionPlus*
University Health Network
University of British Columbia
University of Pittsburgh
Medical Center*
Upline*
Valor Distributions
Vancouver Coastal Health*
Vantage Canada
Vena Solutions*
Venco*
Venture for Canada*
Verstra Ventures
Vertico Farms*
Vested Software Inc.
Veteran Affairs Canada*
Vidyard
Vintex Inc

Virgin Mobile Canada
Voices.com*
Volaris Software Group
Wabtec Transportation*
Walmart Canada
Waratah Capital Advisors
Ltd.*
Wasserman Media Group*
Waterstone Human Capital
Ltd.*
Wattpad
Wealthsimple Inc.
Well.ca*
Wells Fargo & Company*
Western Forest Products Inc.
Western University*
Westlake High School*
Weston Foods Canada Inc.
Whitehorse Liquidity
Partners*

Willis Towers Watson*
Wistom Capital LLP*
Wittington Investments
Limited*
Women in Capital Markets*
Wonghaus Ventures*
Woofoo Capital*
World Vision Canada
WSIB
Xerox
XPV Water Partners*
Yellow Point Equity Partners
Youth Leadership Camps
Canada*
Yuhu*
ZS Associates*
Zynga*