

IVEY BUSINESS SCHOOL
HONOURS BUSINESS ADMINISTRATION

HBA 2021 EMPLOYMENT REPORT

IVEY HBA CLASS OF 2021 AND HBA CLASS OF 2022 Congratulations on your achievement!

These classes have been dedicated to their career goals, and in helping each other to grow and develop to reach new personal success. This hard work resulted in 94 per cent of our HBA 2021 graduates receiving at least one job offer by three months post-graduation, and at six months post-graduation, this number has risen to 98 per cent. In addition, 93 per cent of our HBA 2022 students, seeking summer internships, received at least one job offer.

For HBA graduates starting full-time roles in 2021, 31 per cent received full-time offers from their summer internship employers. Offers across all industries show that 32 per cent accepted offers in financial services, 24 per cent in consulting, and that the remaining 44 per cent accepted offers across a variety of diverse industries, including technology, telecommunications, accounting and consumer

packaged goods. Our HBA 2021 graduates sought and secured offers in a wide variety of functional areas including finance, accounting, consulting/corporate strategy, marketing, sales, and leadership development roles.

For our HBA 2022 students accepting summer internship offers, 33 per cent accepted roles in financial services, 15 per cent in consulting and the remaining 52 per cent accepted offers across diverse industries, including technology, healthcare, accounting, and consumer packaged goods. Summer internships continue to be a great opportunity for our students to assess their fit with a specific organization, transfer their learning to the workplace, and develop new skills and competencies.

The HBA Class of 2021 has now joined more than 30,000 Ivey alumni globally. Members of this network, as well as 819 corporate partners, played a critical role in their achievements by generously giving their time, and sharing their market insights that helped drive our students' success.

Thank you to all of our alumni and corporate partners for your support and confidence in our Ivey HBA talent. We look forward to working with you in the year ahead!

Ivey Career Management

\$74,903

Average total compensation (includes: base salary, signing bonus, and other guaranteed compensation), based on an 80-per-cent reporting rate.

\$69,845

Average base salary based on an 80-per-cent reporting rate.

94%

of those seeking employment who received at least one job offer three months post-graduation based on a 95-per-cent reporting rate.

98%

of those seeking employment received an offer six months post-graduation, based on a 96-per-cent reporting rate.

Class of 2021 at a glance



¹ Other includes: Egypt, Kazakhstan, Philippines, Singapore, South Korea, and Venezuela.



575

Total Students
in Class



44%

Self-Identify
as Women



10%

International
Citizenship



22%

Pursued Dual
Degrees



36

Industries Our Graduates
Accepted Work in



69%

School-Facilitated
Job Offers

¹ Due to rounding, numbers presented throughout this report may not add up precisely to the totals indicated, as they are rounded to the nearest per cent.

HBA 2021 geography of accepted employment



Source of accepted employment

69%

School-facilitated

- Summer internships **34%**
- Career Management posting **25%**
- Networking (with alumni and corporate partners) **9%**
- Law school recruiting **1%**

30%

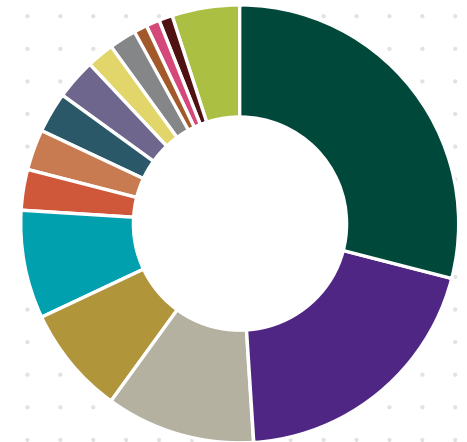
Graduate-facilitated

- Networking (with non-Ivey alumni) **22%**
- Company websites, external job boards/LinkedIn **6%**
- Previous employer (before starting Ivey) **2%**

Source of offer unknown or not reported: **1%**

Industry of accepted full-time employment

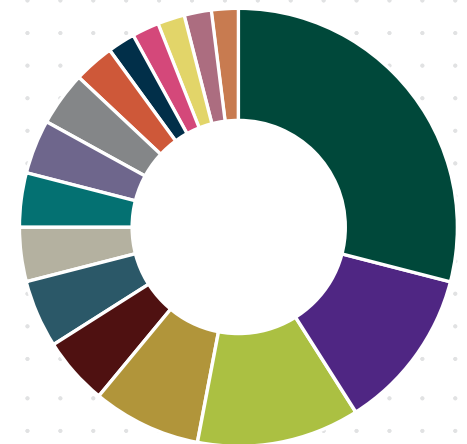
- Financial Services (30%)
- Consulting (22%)
- Consumer Packaged Goods (11%)
- Technology (7%)
- Accounting (7%)
- Telecommunications (3%)
- Marketing/Public Relations/Advertising (3%)
- Healthcare/Medical Technology/Pharmaceuticals (3%)
- Wholesale/Retail (3%)
- Legal (2%)
- Real Estate (2%)
- Construction (1%)
- Food Service/Restaurant (1%)
- Education (1%)
- Other* (5%)



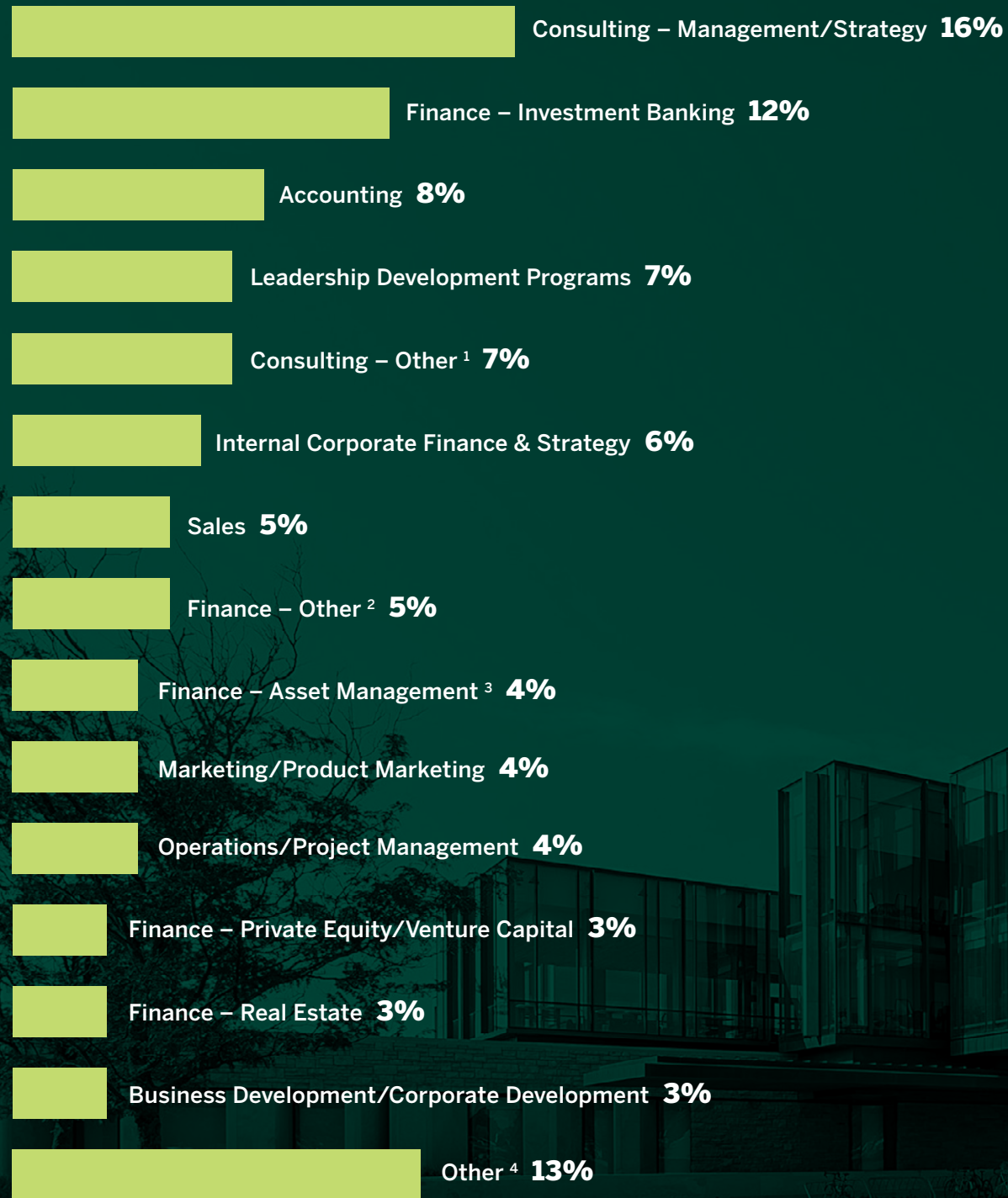
*Other includes: Arts/Media/Entertainment, Aerospace, Automotive, Charities/Non-Profit, Chemicals/Plastics, Engineering, Environmental Services/Cleantech, Executive Search, Government, Hospitality, Manufacturing, Other – Research, Petroleum/Energy/Oil and Gas Extraction, Tourism/Recreation/Leisure, Transportation/Distribution/Logistics, Utilities (Electricity, Gas, Water).

Alumni industry of employment

- Financial Services (30%)
- Consulting (12%)
- Other (12%)
- Technology (8%)
- Education (5%)
- Healthcare (5%)
- Consumer Packaged Goods (4%)
- Energy and Resources (4%)
- Retail (4%)
- Real Estate (4%)
- Telecommunications (3%)
- Manufacturing (2%)
- Entertainment, Tourism and Leisure (2%)
- Legal (2%)
- Government (2%)
- Marketing/Advertising (2%)



Function of accepted full-time employment



¹ Consulting – Other includes: Accounting, Tax & Risk, Financial Advisory, Human Capital, IT/Technology/Digital, Operations/Supply Chain.

² Finance – Other includes: Commercial Banking, Corporate Banking, Data Analytics, Equity Research, Operations, Insurance, Risk, Sales & Trading.

³ Finance – Asset Management includes: Investment, Portfolio, Wealth Management.

⁴ Other includes: Data Analytics, Engineering, Entrepreneurship/Startup, Legal, Product Management, Research & Development/Product Development, Human Resources, IT, Education, Unknown.

Compensation

HBA 2021 FULL TIME*					
	% Receiving	Min \$	Max \$	Average \$	Median \$
Base Salary	100%	\$20,000	\$255,141	\$69,845	\$65,000
Signing Bonus	28%	\$1,200	\$95,678	\$8,494	\$5,000
Other Guaranteed Compensation	17%	\$700	\$200,000	\$17,459	\$6,375
Total Compensation	100%	\$20,000	\$478,389	\$74,903	\$68,000

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



330

Companies that posted jobs to the Ivey HBA 2021 class

248

Companies with which our HBA students accepted employment

156

HBA's returning to their summer internship employer

11

Number of students pursuing Entrepreneurship

Base salary by industry

HBA 2021 BASE SALARY BY INDUSTRY FULL TIME					
INDUSTRY	% SHARE OF TOTAL REPORTED SALARIES	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Accounting	8%	\$42,000	\$75,000	\$48,710	\$48,000
Construction/Engineering	2%	\$45,000	\$75,000	\$60,667	\$65,000
Consulting	24%	\$20,000	\$117,450	\$72,190	\$72,000
Consumer Packaged Goods/Retail	7%	\$28,800	\$95,000	\$62,495	\$62,000
Financial Services	32%	\$40,000	\$255,141	\$81,743	\$80,000
Healthcare/Pharmaceuticals/ Biotech	1%	\$51,000	\$67,500	\$59,700	\$60,000
Legal	2%	\$40,800	\$98,800	\$83,657	\$91,200
Marketing/Public Relations/ Advertising	4%	\$30,000	\$70,000	\$53,271	\$52,000
Real Estate	2%	\$40,000	\$90,000	\$62,278	\$62,500
Telecommunications	4%	\$54,000	\$75,000	\$62,000	\$62,000
Technology	9%	\$33,000	\$150,000	\$63,888	\$60,000
Other ⁵	4%	\$43,666	\$83,820	\$59,349	\$56,450

94%

reported being satisfied with the job they accepted post-HBA, based on an 80-per-cent reporting rate.

⁵ **Other includes:** Aerospace, Automotive, Charities/Non-Profit, Chemicals/Plastics, Education, Engineering, Environmental Services/Cleantech, Government, Manufacturing, Tourism/Recreation/Leisure, Transportation/Distribution/Logistics, and Utilities (Electricity, Gas, Water).

Base salary by function

HBA 2021 BASE SALARY BY FUNCTION FULL TIME					
FUNCTION	% SHARE OF TOTAL REPORTED SALARIES	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
CONSULTING					
Financial Advisory	2%	\$53,000	\$100,000	\$68,000	\$60,000
Human Capital/Operations/ Supply Chain	3%	\$52,000	\$75,000	\$66,500	\$67,000
IT/Technology/Digital	2%	\$65,000	\$77,500	\$67,563	\$66,000
Management/Strategy and Risk	17%	\$25,000	\$117,450	\$74,628	\$72,000
FINANCE					
Asset Management (includes Investment, Portfolio, Wealth Management)	3%	\$45,000	\$85,000	\$63,083	\$62,500
Investment, Corporate, and Commercial Banking	15%	\$55,000	\$130,000	\$91,902	\$90,000
Other ⁶	4%	\$47,500	\$95,000	\$63,521	\$62,250
Private Equity/Venture Capital	3%	\$55,000	\$117,287	\$83,590	\$80,000
Real Estate	3%	\$40,000	\$90,000	\$62,045	\$62,500
LEADERSHIP DEVELOPMENT PROGRAM					
General	4%	\$50,000	\$66,200	\$59,273	\$60,000
Marketing, Finance, and Operations	3%	\$55,000	\$73,763	\$61,689	\$60,000
OTHER					
Accounting	9%	\$42,000	\$75,000	\$49,118	\$48,000
Business Development/ Corporate Development	3%	\$30,000	\$75,000	\$52,909	\$55,000
Internal Corporate Finance & Strategy	6%	\$47,500	\$95,000	\$63,521	\$62,250
Legal	2%	\$40,800	\$110,000	\$85,465	\$91,200
Marketing/Product Management	6%	\$28,800	\$150,000	\$68,232	\$60,000
Operations/Project Management	4%	\$43,666	\$75,000	\$58,262	\$56,500
Sales	4%	\$40,000	\$90,000	\$58,988	\$60,000
Other ⁷	6%	\$20,000	\$255,141	\$84,993	\$67,500

⁶ **Finance – Other includes:** Data Analytics, Equity Research, Insurance, Operations, Risk Management, and Sales & Trading.

⁷ **Other includes:** Information Technology, Human Resources, Data Analytics, Engineering, Entrepreneurship/Startup, Research/Product Development, and Unknown.

Class of 2022 summer employment at a glance

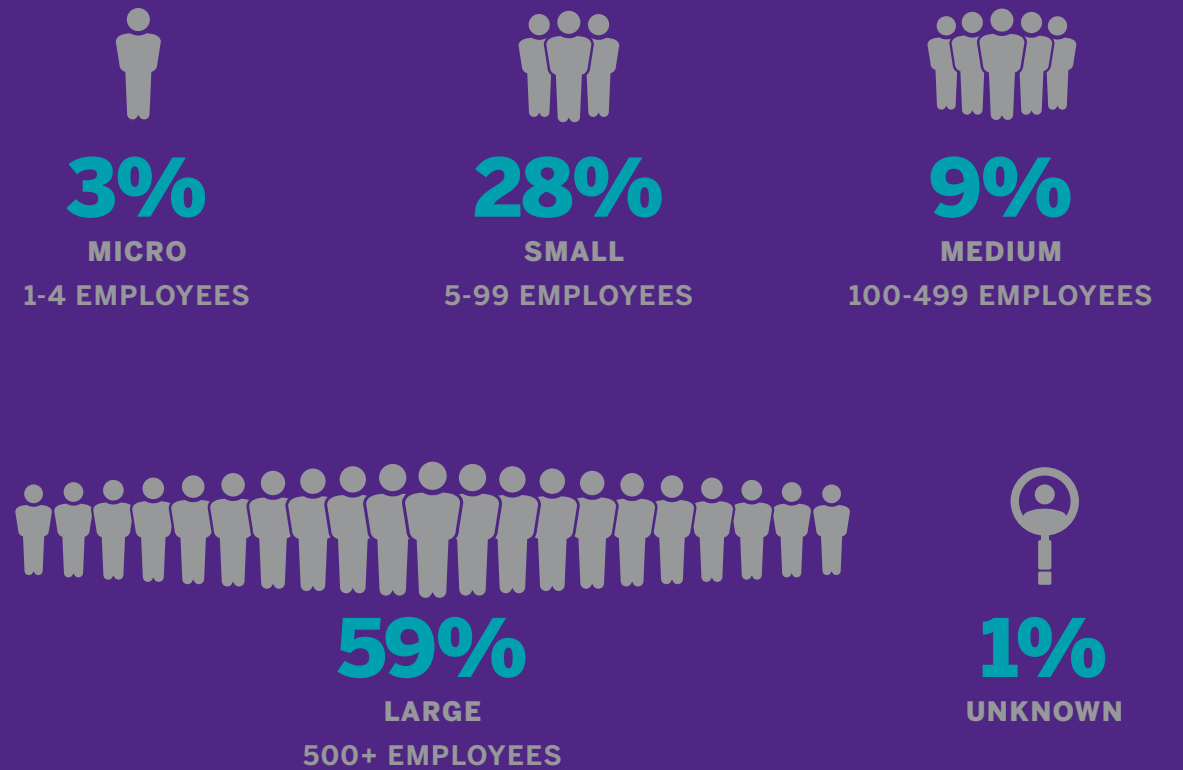
\$997

Average weekly base salary based on a 75-per-cent reporting rate

93%

of those seeking employment who received at least one job offer based on a 100-per-cent reporting rate

Company size of accepted summer employment



626

Total Students in Class



44%

Self-Identify as Women



10%

International Citizenship



42

Different Functions That the Students Summered in



28

Different Industries That Students Summered in

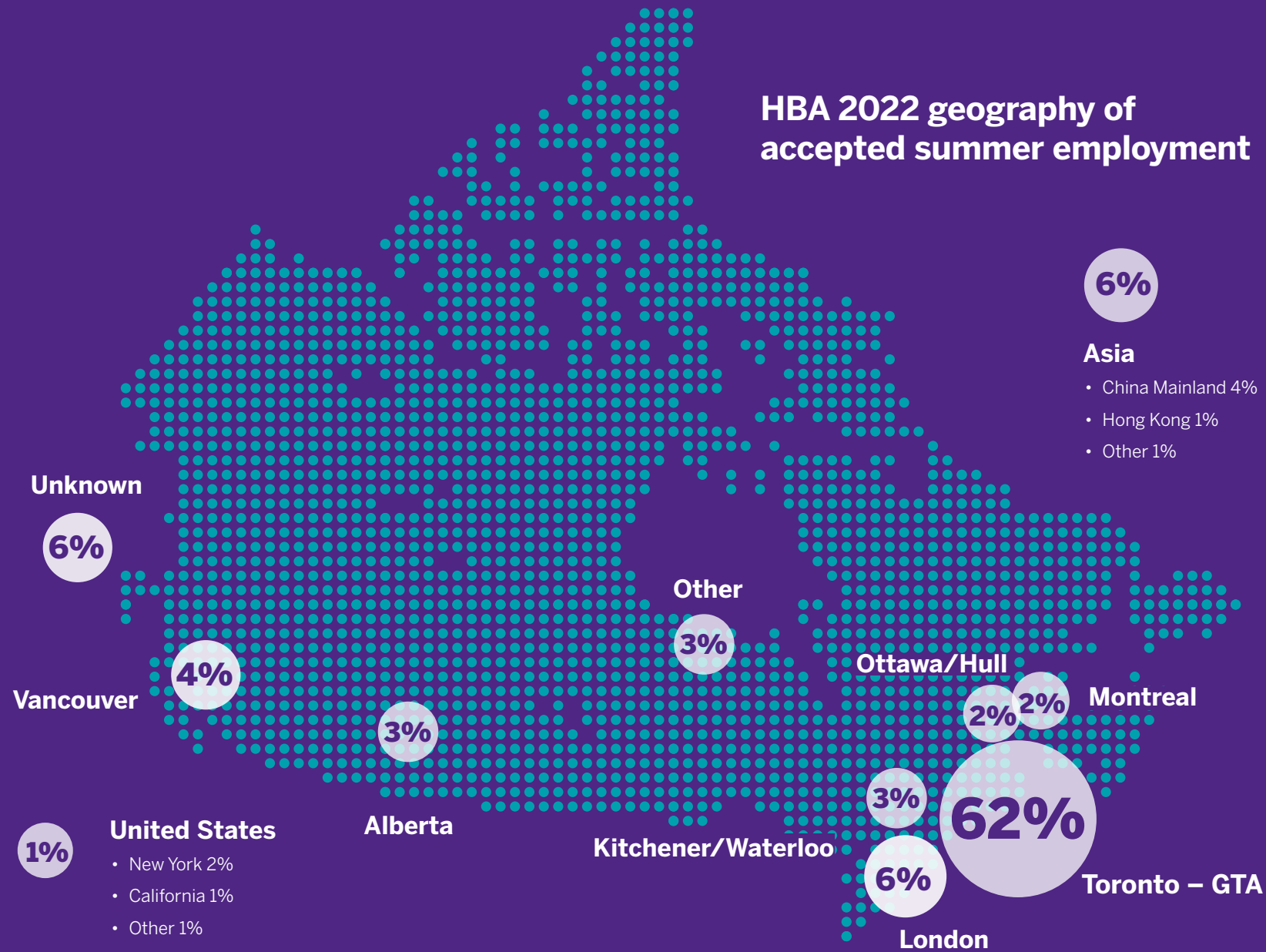


47%

School-Facilitated Accepted Job Offers

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

HBA 2022 geography of accepted summer employment



286

Total number of companies that posted summer jobs to the Ivey HBA class of 2022

325

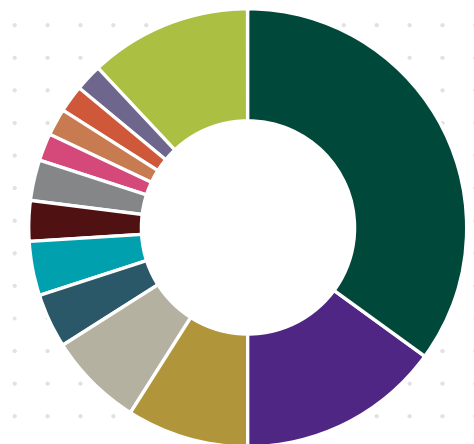
Number of companies with which HBA 2022 students signed

463

Total number of HBA 2022 students who accepted positions with summer employers they had not worked with before their HBA studies

Industry of accepted summer employment

- Financial Services (33%)
- Consulting (15%)
- Technology (9%)
- Consumer Packaged Goods (7%)
- Health Services/Medical Technology/Pharmaceuticals (4%)
- Accounting (4%)
- Education (3%)
- Real Estate (3%)
- Food Service/Restaurant (2%)
- Marketing/Public Relations/Advertising (2%)
- Telecommunications (2%)
- Wholesale/Retail (2%)
- Other* (12%)



*Other includes: Aerospace, Agriculture/Agribusiness/Forestry/Fishing, Arts/Media/Entertainment, Automotive, Charities/Non-Profit, Construction, Engineering, Environmental Services/Cleantech, Government, Manufacturing, Petroleum/Energy/Oil & Gas Extraction, Printing/Publishing, Tourism/Recreation/Leisure, Transportation/Distribution/Logistics, Unknown, and Utilities (Electricity/Gas/Water).

Source of accepted summer employment

47%

School-facilitated

- Career Management posting **41%**
- Alumni/classmate/faculty referrals **3%**
- Networking (with alumni and corporate partners) **2%**
- Law school recruiting **1%**

40%

Student-facilitated

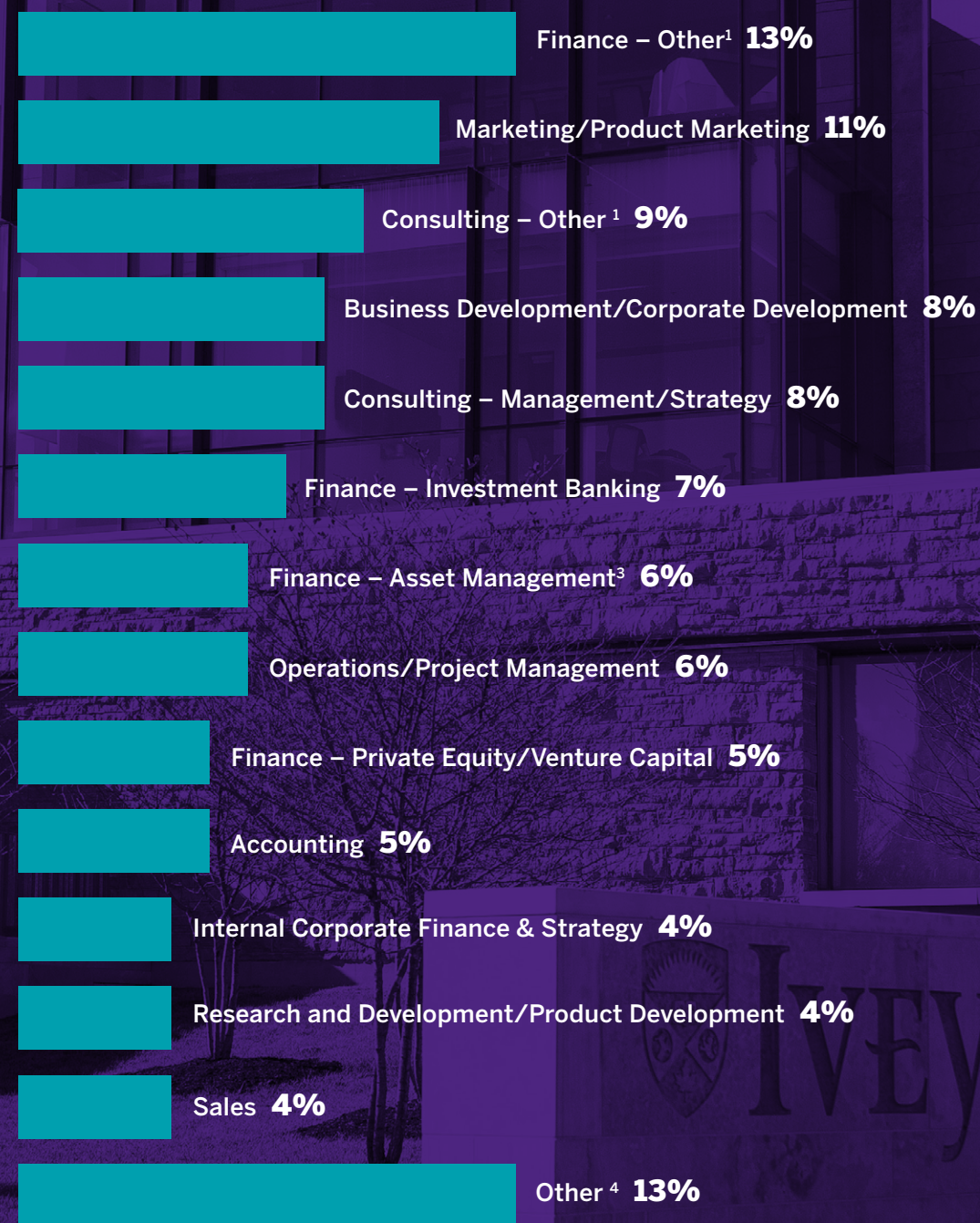
- Networking (with non-Ivey alumni) **19%**
- Company websites, external job boards/LinkedIn **10%**
- Previous employer (before starting Ivey) **6%**
- Pre-Ivey **4%**

■ Source of offer unknown or not reported: **13%**

95%

reported being satisfied with the summer internship job they accepted, based on an 81-per-cent reporting rate.

Function of accepted summer employment



⁸ **Other – Consulting includes:** Accounting/Tax, Financial Advisory, Human Capital, IT/Technology/Digital, Operations/Supply Chain, and Risk.

⁹ **Finance – Other includes:** Commercial Banking, Corporate Banking, Data Analytics, Equity Research, Operations, Insurance, Risk, Sales & Trading.

¹⁰ **Finance – Asset Management includes:** Investment, Portfolio, Wealth Management.

¹¹ **Other includes:** Communications/Public Relations, Data Analytics, Engineering, Leadership Development/Rotational Program, Entrepreneurship/Startup, Human Resources, Information Technology, Legal, and Unknown.

Weekly salary by function

HBA 2022 BASE SALARY BY FUNCTION | SUMMER

FUNCTION	% SHARE OF TOTAL REPORTED SALARIES	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
CONSULTING					
Human Capital	3%	\$825	\$1,147	\$1,001	\$1,029
IT/Technology/Digital	3%	\$735	\$1,400	\$1,117	\$1,120
Management/Strategy & Risk	10%	\$143	\$1,800	\$1,059	\$1,118
Other ¹³	4%	\$150	\$1,500	\$885	\$905
FINANCE					
Asset Management (includes Investment, Portfolio, Wealth Management)	6%	\$675	\$2,500	\$1,025	\$862
Investment Banking	7%	\$500	\$2,400	\$1,553	\$1,670
Private Equity/Venture Capital	5%	\$400	\$2,469	\$1,029	\$1,000
Other ¹²	12%	\$600	\$2,900	\$1,058	\$930
OTHER					
Accounting	5%	\$140	\$1,152	\$738	\$788
Business Development/Corporate Development	8%	\$525	\$1,200	\$776	\$720
Engineering	3%	\$555	\$1,733	\$1,052	\$929
Internal Corporate Finance & Strategy	3%	\$675	\$1,400	\$917	\$875
Leadership Development/Rotational Program	1%	\$800	\$1,000	\$903	\$880
Marketing/Product Marketing	10%	\$300	\$1,900	\$809	\$786
Operations/Project Management	5%	\$317	\$1,731	\$877	\$870
Research and Development/Product Development	3%	\$375	\$2,409	\$757	\$656
Sales	3%	\$600	\$1,993	\$1,044	\$930
Other ¹⁴	8%	\$400	\$2,470	\$906	\$825

¹² **Finance – Other includes:** Commercial Banking, Corporate Banking, Data Analytics, Equity Research, Insurance, Operations, Real Estate, Retail Banking, Risk Management, Sales & Trading.

¹³ **Consulting – Other includes:** Accounting/Tax, Financial Advisory, Operations/Supply Chain.

¹⁴ **Other includes:** Legal, Product Management, and Unknown.

Weekly salary by industry

HBA 2022 BASE SALARY BY INDUSTRY SUMMER					
INDUSTRY	% SHARE OF TOTAL REPORTED SALARIES	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Accounting	4%	\$140	\$1,152	\$722	\$808
Automotive	1%	\$555	\$1,200	\$852	\$840
Construction, Engineering, and Manufacturing	3%	\$600	\$1,000	\$803	\$831
Consulting	17%	\$143	\$1,800	\$1,060	\$1,100
Consumer Packaged Goods – Cosmetic/Personal Care/ Household	3%	\$600	\$1,200	\$955	\$930
Consumer Packaged Goods – Food/Drink/Tobacco/Cannabis	4%	\$300	\$1,510	\$840	\$825
Education	2%	\$375	\$687	\$539	\$540
Financial Services	34%	\$175	\$2,900	\$1,118	\$968
Food Service/Restaurant	2%	\$640	\$1,000	\$845	\$880
Government & Charities/ Non-Profit	1%	\$499	\$929	\$666	\$625
Health Services/Medical Technology/Pharmaceuticals	4%	\$606	\$1,385	\$797	\$728
Marketing/Public Relations/ Advertising	2%	\$525	\$800	\$702	\$750
Natural Resources & Agriculture	1%	\$650	\$1,018	\$863	\$961
Other ¹⁵	3%	\$317	\$1,000	\$686	\$614
Real Estate	3%	\$460	\$1,900	\$905	\$730
Technology	9%	\$340	\$2,470	\$1,117	\$890
Telecommunications	2%	\$700	\$1,056	\$904	\$923
Wholesale/Retail	2%	\$400	\$875	\$761	\$800

¹⁵ Other includes: Aerospace, Arts/Media/Entertainment, Environmental Services/Cleantech, Printing/Publishing, Tourism/Recreation/Leisure, Transportation/Distribution/Logistics.

847 COMPANIES

Companies that engaged with students

Below is a list of companies that engaged with Ivey's HBA students this year through networking, hiring, formal postings, unadvertised job opportunities and/or campus recruiting. Companies that are one of our top hiring firms this year are in bold, hiring 5 or more students from the HBA classes of 2021 and 2022.

ACCOUNTING

- Blueprint Accounting*
- Bluevale Capital Group
- Clear Insight FPM*
- Davidson & Company LLP*
- Davis Martindale LLP*
- Deloitte LLP*
- Ernst & Young (EY) LLP*
- KPMG LLP*
- MNP*
- PwC LLP*
- RSM China*
- RSM Richter*
- Roth Mosey*
- Williams & Partners

AEROSPACE

- Airbus Helicopters China HK Ltd.*
- Applied Aeronautics*
- Babcock Canada*
- Equispheres Inc.*
- Torch Technologies*

AGRICULTURE/ AGRIBUSINESS/ FORESTRY/FISHING

- Cargill
- Greentone Enterprise*
- Marcatus QED
- Mercer International*
- Pan X Corp.*

ARTS/MEDIA/ ENTERTAINMENT

- Behaviour Interactive*
- Djooky*
- Corus Entertainment Inc.*
- Enthusiast Gaming*
- Lug Hockey Group
- Mien Tzu*
- Monsters Aliens Robots Zombies VFX
- Quiver Entertainment*

AUTOMOTIVE

- Autotube Limited*
- Car Juggle c/o Qode Media*
- Epic Car Conversions Ltd.
- Ford Motor Company of Canada Ltd.*
- Linamar Corporation*

- Q2 Management Inc.*
- Rocket EV Charging Solutions*
- TRADER Corporation

CHARITIES/NON-PROFIT

- All Nations International Development Agency*
- ANIDA
- Charity Intelligence Canada
- Creative Team Solutions*
- DreamRider Productions
- Family Service Thames Valley
- Four County Labour Market Planning Board
- Get Real Movement*
- Golf Canada
- hEr VOLUTION
- insideLL Powered by itrek

- Manitoba Technology Accelerator (Formerly Juno Growth)
- MaRS Discovery District
- Network for Business Sustainability*
- Oakville Choice for Children & Youth
- Pillar Nonprofit Network
- Startup Canada

- Sunshine Foundation of Canada
- The Cansbridge Fellowship
- The Prosperity Project
- The Upside Foundation of Canada
- Upside Foundation
- Vector institute*
- Venture for Canada

CHEMICALS/PLASTICS

- Dow Chemical of Canada Ltd.*

CONSTRUCTION

- CRH Canada*
- Dexterra Group*
- EllisDon
- Hilti
- Ledcor Group*
- Linwood Homes*
- Mitrex
- PCL Constructors Inc.*
- Pliteq Inc.
- Smith and Long Limited
- Springhill Construction Ltd.*
- Stuart Olson Inc.*

CONSULTING**Accenture***

Accuracy
Adaptovate
Alpha FMC*
Alpha FX*
Alvarez & Marsal*
Analysis Group
Aon*
Avascent
Bain & Company Inc.*
BDO Canada*
Boston Consulting Group*
Brooklin Consulting
Business Transition Consulting
Capco*
Carly Rian Group*
Carpedia International Corporation
Coactuate*
Cognizant Consulting
Compensation Governance Partners
Dalberg
Deloitte*
Desa Global Leadership Inc.
Detecon International*
Eastwood and Cleef*
Enactus Canada*
Ernst & Young (EY) Consulting*
Food Services startup
Fusion Analytics*
GEF Consulting Inc.*
Gemic
Hugessen Consulting Inc.*
Huron Consulting Group*
IBM*
iDriveCareer (iDC) HR Consulting Canada Ltd.

Insight Global
Invictus Analytics and Strategy*
IQVIA*
Iris Pricing Solutions
Isaac Operations*
Juno Growth
Kearney*
KeyData*
KPMG Consulting*
Level5 Strategy Group*
LSD The Agency*
Marsh & McLennan Companies
MasterCard Advisors*
McKinsey & Company*
McLean & Company*
Mensana Change Management Ltd.
Mensana Change Management
Mercer (Canada) Limited
Meridian Compensation Partners
Metronome United*
NonStop Consulting*
Oliver Wyman*
Onova*
PMP Conseil
PwC Consulting*
Revenue Management Labs
Richter LLP*
Roland Berger*
Sampford Advisors
Sapling Financial Consultants*
Satov*
Seedstages*
Slalom Consulting*
Southlea Group
StrategyCorp*
StratOp Group*
Student Works

Throughline Strategy*
Visionary.is
Waterstone Human Capital Ltd.*
Willis Towers Watson
ZS*
CONSUMER PACKAGED GOODS
3M Canada
Aitchl Ltd.
Anaheuser-Busch InBev*
Bimbo Canada (Formerly Canada Bread Company Limited)
beiersdorf
British American Tobacco (Imperial Tobacco)*
brust*
Coty Inc.*
Equals Brewing Company Inc.
Fable Home
General Mills Canada*
Green Hedge Education and Distribution*
High Spirits Inc.
High Tea Cannabis Co.*
Humboldt Distillery
Imperial Tobacco Canada Ltd.*
Johnson & Johnson
Juicebox*
Kabo
Kraft Heinz Canada Inc.*
Labatt Breweries of Canada*
Lactalis Canada*
L'Oreal
Luxton Woman*
Maple Leaf Foods Inc.
Maskeraide
Mentum Group Inc.*
Molson Coors Canada

Nestle Canada Inc.*
Niagara Bottling LLC*
NorLand Limited
Northern Helm*
NUDESTIX*
Organic Ocean
PepsiCo Foods Canada*
Philip Morris International
Procter & Gamble*
Reckitt Beckinser*
Sansin
Shomigo*
STEL+MAR*
Tealeaves*
The Butcher Shoppe*
Three Ships Beauty
Tina Davies Professional
TJX Canada*
Unilever Canada*
EDUCATION
Acadium*
Chimera Firearms Training
Desa Global Leadership
Inspirely
Ivey Business School*
Jain University Incubation Centre
Kingsway Academy
London Bridge Child Care Services Inc.*
Matthews Hall
Number 16 School*
Student Works Management Program*
The Princeton Review Canada
University of British Columbia*
Western Heads East*
Western University*
YaizY

ENERGY

Seven Generations Energy

ENGINEERING

21st Century Bearings*
Blackline Aluminum*
Canadian Nuclear Laboratories
Hatch Ltd.*
Integral Group*
Masco Canada Ltd.*
Mech Solutions
Siemens Canada Limited*
Tandell Research*
Tatham Engineering*

ENVIRONMENTAL SERVICES/CLEANTECH

BioRefinex Canada Inc.*
ClearBlue Markets*
Environmental Defense Fund
London Environmental Network*
StormFisher Environmental Inc.*
The Atmospheric Fund*
The Starfish Canada*
Trojan Technologies
Workbench Energy*
Youth Climate Lab

EXECUTIVE SEARCH

Cegid Inc.
Corporate Consultants
Day Communications
Fintros
InterCast Staffing
Janet David + Associates Inc.
Korn Ferry*
Loberto & Associates
Peloton Search Partners

Persuit Group
Ross & Company
Spencer Stuart & Associates
Tundra Technical Solutions

FINANCIAL SERVICES

Acrisure Reinsurance*
Agentis Capital*
AIG Canada*
Alberta Investment Management Corporation / AIMCo.*
Albourne Partners*
American Express*
Anson Funds Management LP*
Aon Hewitt*
Appian Capital
Arcadea Group*
ATB Financial*
Aviva Canada Inc.*
Bank of America Merrill Lynch*
Barometer Capital Management*
BCAA*
BCI
BDC Capital*
Beacon Mergers and Acquisitions*
Beacon Securities Ltd.*
Beringer Capital
Berkley Canada
Birch Hill Equity Partners
Bitbuy
BitGo*
BlackRock*
Blackstone
Blair Franklin Capital Partners*
BMO Financial Group*
Bondly Finance*
Bristol Gate Capital Partners

British Columbia Investment Management Corporation (bcIMC)*
Brookfield Asset Management*
Brookfield Financial
Burgundy Asset Management Ltd.
Business Development Bank of Canada (BDC)*
Canaccord Genuity Group Inc.*
Canada Life*
Canada Pension Plan Investment Board (CPPIB)*
Canadian Business Growth Fund
Canadian Imperial Bank of Commerce (CIBC)*
Canadian Shield Capital*
Canoe Financial*
Cantor Fitzgerald*
Capficiency
Capital One Canada*
Caravel Capital*
Chubb Insurance Company of Canada*
Citibank Canada*
CITIC Group*
Clearbanc*
Cormark Securities*
CPS Capital
Credit Suisse*
Cresco Labs (formerly Origin House/ Cannaroyalty)
Desjardins Group*
Deutsche Bank of Canada*
Diagram Ventures
Digital Asset Capital Management*
Dolat Capital Market Private Ltd.*
DW Healthcare Partners*

EdgePoint Wealth Management*
Eight Capital*
Emerald BioVentures*
Equitable Bank*
Eragon Capital Inc.*
Esplanade Ventures
Euclid Transactional
Evans Investment Counsel*
Evercore Partners*
Ficanex
Fidelity Investments Canada Limited*
Fiera Capital*
Fiera Infrastructure*
Financial Technology Partners*
FirePower Capital*
First Derivates*
Flux Capital*
FNF Canada*
Fort Capital Partners*
Forum Family Office GmbH
Foster and Associates*
Freddie Mac*
FrontFundr*
Gazelle Capital
Generation Capital
Genus Capital Management*
Global Infrastructure Partners
Gluskin Sheff & Associates Inc.*
Goldman Sachs*
Good & Well*
Graywood Developments*
Greenhill & Co.*
GreensKeeper Asset Management Inc.
Haitong Capital Management*
Hazelview Investments*

Hedosophia*
HFG CHINA
Hines
Houlihan Lokey*
HSBC Canada*
Huatai Securities*
Hybrid Financial*
IGM Financial
IJW & Co.*
INCapital Ventures*
Inverlochy Capital Ltd.
Invictus RG Pte. Ltd.
J.P. Morgan*
Jane Street Capital*
Jarislowsky, Fraser Limited*
Jesa Investment & Management Co. Ltd.*
Jetstar Capital
John Swire & Sons (H.K.) Ltd.
Jones Lang LaSalle
Joriki Inc (Troquest Partners)*
Klass Capital*
Kohlberg Kravis Roberts & Co.*
Korea Search Investment Partners
Krystal Growth Partners*
Leatherback
Left Lane Associates
LendCare Capital
LGM Financial Services Inc.*
Liberty Mutual Group
Longview Asset Management Ltd.
LowestRates.ca*
Lynx Equity Limited*
Mackenzie Investments*
Macquarie
Manulife Financial*
Massey Capital

Matson Driscoll & Damico Ltd.*
Mawer
Middlefield Group*
Moelis & Company*
Moneris Solutions
Moneta Group*
Morgan Stanley*
Moves Financial*
Murray Wealth Group*
National Bank of Canada*
NBI Venture*
Neo Financial*
NewPoint Capital Partners
Ninepoint Partners LP
North Growth Management Ltd.
Northbridge Insurance*
Novacap*
OMERS*
On Deck*
OneSixtyTwo Digital Capital
Ontario Teachers' Pension Plan (OTPP)*
Origin Merchant Partners*
Osprey Capital Partners Inc.
PaceZero Capital Partners*
Paradigm Capital*
Peakhill Capital*
Penfund
Persistence Capital Partners*
Pimco*
PJT Partners*
Plenary
Point72*
Portag3 Ventures*
Portland Investment Counsel*
PSP Investments*

Questrade Inc.*
Raymond James*
RFA Capital*
Rhyno Equity Group*
Richardson Wealth
Richmond Equity Management*
Rogue Insight Capital Ltd.
Rothschild & Co.*
Royal Bank of Canada (RBC)*
S&P Global Market Intelligence*
Sagard Holdings*
Sampford Advisors Inc.*
Scotiabank*
SeaFort Capital
Select Equity Group
Setter Capital*
Silver Lake*
Simplii Financial*
Skyson Inc.
Slate Asset Management*
Socotra*
Southeastern Asset Management
Sprucegrove Investment Management*
State Street
Stiefel Canada Inc.*
Stone Pier Capital Advisors*
Stormont Capital Advisors*
Stormont Partners
Suiyong Asset Management*
Sun Life Financial*
Tacita Capital*
Tailwind Associates*
Tangerine*
TD Bank Group*

The Daniels Corporation
The Rosseau Group*
Toronto Finance International
TorQuest Partners
Total Credit Recovery
Total Credit Recovery Limited*
Transit Capital Corporation*
Triovest
True Wind Capital
Tudor, Pickering, Holt & Co.
Vanguard
Veritas Investment Research Corporation
Verstra Ventures
Vibrant Equity
VIVID Insurance*
VWK Capital Management
Wells Fargo*
Whitehorse Liquidity Partners*
Wildcats.io*
Windsor Private Capital
XPV Water Partners

FOODSERVICE/ RESTAURANT
Chick-fil-A
Elite Sweets Inc.*
Freepour Beverage Management
HelloFresh Canada
Recipe Unlimited Corporation
Restaurant Brands International (RBI)*
Saulter St. Brewery*
York & Mason*

GOVERNMENT

Bureau of Commerce*
Canada Post
Canadian Business Youth Council for Sustainable Development*
Export Development Canada (EDC)
Government of Canada*
Government of Manitoba*
Government of Ontario*
Metrolinx
Ontario Securities Commission
The Regional Municipality of York

HEALTH SERVICES/ MEDICAL TECHNOLOGY/ PHARMACEUTICALS

123Dentist
AbCellera*
Align Custom Fit Footwear & Footcare
Anova Fertility & Reproductive Health*
Apotex
AstraZeneca
Canadian Congenital Heart Alliance (CCHA)
CarePros
Clinical Research Dental
Clinician's Choice*
dentalcorp*
eSight eyewear
Express Scripts Canada
Freddie*
GlaxoSmithKline (GSK)*
GUD
Hamilton Health Sciences*
HealthHub Patient Engagement Solutions Inc.*

Hear.com*
Inkblot Technologies Inc.*
Innomar Strategies*
Innovative Canadians for Change
Klick Health*
LIV North Inc.*
LUCID
Mandara Pharma
McMaster University*
Mind Cure Health
Mint Pharmaceuticals Inc.
Mohawk Medical*
Motif Labs
NeuroTechX
New Step for You*
OnCall Health*
Pharmascience
PHSS: Medical & Complex Care in Community*
PointClickCare*
PurposeMed
Relay Medical Corp.
Sanofi Pasteur Limited
Straight Up Health
Sunnybrook Health Sciences Centre*
TopSpin Technologies*
Trudell Medical International*
Vita Health Products*
Wholistic Health Training & Research Centre
Wing Kei Care Centre*
YouCount
Zennea Technologies*

HOSPITALITY

Arterra Wines Canada (AWC)
Sherwin-Williams Company
Whiterose Janitorial Services*

LEGAL
Bennett Jones*
Blake, Cassels & Graydon LLP*
Dickinson Wright LLP*
Fasken*
Fokger, Rubinoff LLP*
Foreman & Company Professional Corporation
McCarthy Tetrault*
Minden Gross LLP*
Riches, McKenzie & Herbert LLP
Robins Appleby LLP*

MANUFACTURING

Bell and Howell*
BFC Technologies
Industrial Power & Control
Keyence Canada Inc.
Motion Canada*
Sigma Corporation*
T&T Power Group
VAST Industrial*

MARKETING/ PUBLIC RELATIONS/ ADVERTISING

Azimuth Marketing*
Bond Brand Loyalty*
BT/A Advertising*
BTI Brand Innovations
Calgary Economic Development
Cossette
Communication Group*

CulturalIQ Marketing International*
dacs marketing*
Globelite Travel Marketing Inc.*
LoyaltyOne*
Lucid Communication Inc.*
MiQ
NielsenIQ
NMG
Perennial | DCM*
PerkUp*
Precis Digital*
Proforo Inc.
Publicis Sapient*
RANI Creative Collective
SDL MKTG*
Shift Marketing Studio Inc.
Sprout Digital*
Strawberry Frog*
The Aber Group
The Lightning Group*
The Strategic Counsel
The Thoughtful Design Group
Traffic Driven*
TTG Canada
Vantage Canada*
Victory Creative Group
WandrPass*
Wasserman Media Group
Research Money

METALS/MINING/ QUARRYING
IAMGOLD
Teck Resources Ltd.
Vale

**PETROLEUM/
ENERGY/OIL AND GAS
EXTRACTION**

Alberta Energy
Regulator*
Nexus Energy
Orennia
Petro Canada Lubricants
Inc.*
Suncor
Tourmaline Oil Corp.*
Tudor Pickering Holt &
Co.*

PRINTING/PUBLISHING

Adfactor*
ASL Print FX Ltd.*

REAL ESTATE

Accretive Realty Partners
Athree Developments*
BentallGreenOak*
BuyProperly
Cadillac Fairview*
Capital Developments
CBRE Investment
Management*
Chestnut Park Real
Estate*
Colliers International*
Crestpoint Real Estate
Investments Ltd.*
DCI Properties*
Dream Unlimited*
Edenshaw Developments
Limited
Farhi*
Fitzrovia Real Estate*
Foxwood Homes*
HLH Investments*
Jones Lang LaSalle
Limited*
Justo Brokerage*

Kitchen Hub
Lamb Developments*
**Mattamy Homes
Limited***
Muskoka Living Interiors
Inc.*
Neighbourhood
Holdings*
Northland Properties*
Oberfeld Snowcap Realty
– Brokerage
One Properties*
Openhouse.ai
PK-30 System*
Primera Properties
Group
Primera+*
Protect your Office
The Juneja Group*
WeWork

TECHNOLOGY

Ada Support Inc.
Adobe
Advanced Analytics and
Research Lab
Aggregate Intellect*
Alpaca Markets*
Always Designing for
People (ADP)
Amazon*
Ant Group*
Appficiency Inc.*
ApplyBoard
Aucerna*
Autometrics
Manufacturing
Technologies Inc.
Auvik Networks Inc.*
Auxo*
Avanti Software
Avaya
BeMotion Inc.*
Blackhawk Network*

Bld.ai*
Boss Insights
Bridgit*
BuzzIt Inc.
Byte Dance*
CarfaxCanada
Ceridian*
Clear Insight
Clear Path Robotics
Clearco*
ClientTable*
CoCreate
CondoWorks*
Constellation Software
Inc.*
Creospark Consulting
Services Inc.
Databook*
Datakite Inc. (dba
Dropbase)
DealMaker*
Diebold Nixdorf
Dispatch Integration Ltd.
Doxim
Dque
Dunroe
Ecopia AI
EnPoint
Esiance*
EventConnect*
Fabriik
Facebook Inc.*
FactSet Research
Systems Inc.*
FDM Group
Field Safe Solutions*
Fiix Software*
Flybits*
Freely Parking
Geotab*
Get ResQ Ltd.

Google*
Green Apple Gives*
Grocer Box*
Hackworks*
Hockeystick*
HRdownloads
Humi
Ideal
Ignite Atlantic*
iLobby
Info-Tech Research
Group
Ionland
Irwin
ISAAC Instruments
iSP3 global
technologies*
J.D. Power
Jerry.ai*
Jiraftek Solutions
Karrot*
KEV Group*
Klick Inc.
Konrad Group
Kritik*
Lexria*
Lightspeed HQ*
Lime*
Lumine Group
Lynk Global*
Mavennet*
MeasureUp
Meituan*
Mentum QR
Metronome Growth
Systems
Microcad Computer
Corp.
Microsoft*
Mobias

Nasdaq
NetDynamic Consulting
Inc.
Noibu*
Omatic Software
Oracle*
Orkestra SCS Inc.
Overbond
Parking Logix
patsnap
Payd
Penrose Partners*
Phelix.ai
Placeholder Inc.*
PledgeX
Plooto
Plum
Receptiviti*
RedIron Technologies*
Resolver Inc.*
Riipen*
Route4Me*
s2e Technologies Inc*
ScalePad*
ServiceEcho
Shift
Shopify*
Shutterstock
SkipTheDishes*
SnapTravel
SoilFLO
Start.ca
StarTech.com
Statflo*
Taptap Send
Teranet*
The Better Navigation
Company (BNC)

The BOGO App*
The Sales Factory*
Thrive Health*
Together Software
Torinit Technologies*
TouchBistro*
Trivayu Infotech
Incorporation*
Trvlar
Twitter*
Uber*
Valence (Formerly Shift)
Vena Solutions*
Viaduct Productions
Vidyard*
Vision Critical
Voiceflow
Wise Publishing*
Wow Leads*
Xerox
Zafin
Zebra Technologies*

TELECOMMUNICATIONS

Bell Canada*
BlackBerry Limited
Huawei Technologies*
Rogers Communications
Inc.*
SAP Canada Inc.
Sigma Systems*
TELUS*

**TOURISM/
RECREATION/LEISURE**

Bronte Harbour Yacht
Club*
Chateau Whistler*
Easton's Group of Hotels
Flytographer
Maxwell Residences
Puerto Vallarta
Myant Inc.*
Parkhill Carnegie Gallery
Redden's Camp Ltd.*
Toronto Garlic Festival*
Volleyball Canada*

**TRANSPORTATION/
DISTRIBUTION/
LOGISTICS**

Bolt Logistics
Buckland
Cintas Canada Limited*
J.D. Irving
Penske Logistics
Quarterback
Transportation
Second Closet
Vortex Freight Systems
Inc.*

**UTILITIES
(ELECTRICITY, GAS,
WATER)**

Bruce Power*
Canadian RiteRate
Energy Corporation
CHE Power Structures
Corp.*
EnerCare Inc.*
Gibson Energy
Hydro One Networks
Northland Power
Ontario Power
Generation Inc.*
Reliance Home Comfort
Toronto Hydro

WHOLESALE/RETAIL

Adidas Canada Limited
ARIA VENT INC
Aritzia*
baaz*
Baskits Inc.
Bear's Blooms
Best Buy Canada
Canadian Tire
Corporation*
Doggy Bathroom*
Enterprise Holdings
**George Weston
Limited***
High Spirits Design Inc*
Higher Objects*
Hudson's Bay Company
(HBC)*
Koda Co.
Loblaws Companies
Limited*
Mastermind Toys
SSENSE
Tentree*
Walmart Canada
Weston Foods Canada*



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