

IVEY BUSINESS SCHOOL
HONOURS BUSINESS ADMINISTRATION

HBA 2023 EMPLOYMENT REPORT

Message from the Executive Director

On behalf of Career Management at Ivey, I am pleased to share the HBA Class of 2023 and HBA Class of 2024 employment report. As we celebrated our centennial year, Ivey continued its legacy of delivering a world class business education, helping to prepare and transform our HBA students into business leaders. Highlights in this report reflect:

High demand

Ivey HBAs are in high demand. 94 per cent of the Class of 2023 received at least one employment offer by October 1st, 2023 and by January 1st, 2024 this number rose to 95 per cent. In addition, 97 per cent of our HBA 2024 class seeking summer internships received at least one job offer.

Strong industry partnerships

Top organizations like Deloitte, Accenture, BMO Financial Group, CIBC, Restaurant Brands International, and Amazon amongst many others, continue to recruit Ivey

students and new graduates. And over the last year we welcomed many new organizations that recognize the value in recruiting top talent. Feedback from our corporate partners reinforces what we know to be true — Ivey students and graduates are prepared to hit the ground running and make a positive impact in the organizations they join.

World-class support

Ivey HBAs are a talented group and their career journey is supported by a Career Management team that is doing more than ever to prepare students for post-graduate employment needs and long-term career success. In our career management programming, we help students reflect on the types of critical issues that they want to work on as business leaders and we use that information to help guide our programming.

We take pride in the achievements of our HBA cohorts and the outcomes documented in this report. Special thanks to the 32,000 strong Alumni network that our graduates now join, as well as all of our corporate partners for their support and confidence in our Ivey talent.

All the best,

Kim Miller
Executive Director, Career Management

\$83,579

Average base salary based on a 72-per-cent salary reporting rate.

\$89,650

Average total compensation (includes: base salary, signing bonus, and other guaranteed compensation), based on a 72-per-cent salary reporting rate.

94%

of those seeking employment received at least one job offer three months post-graduation based on an 89-per-cent reporting rate.

95%

of those seeking employment received an offer six months post-graduation based on a 91-per-cent reporting rate.

Class of 2023 at a glance



HBA 2023 passports represented



612

Total Students
in Class



47%

Self-Identify
as Women



6%

International
Citizenship



28%

Pursued Dual
Degrees



26

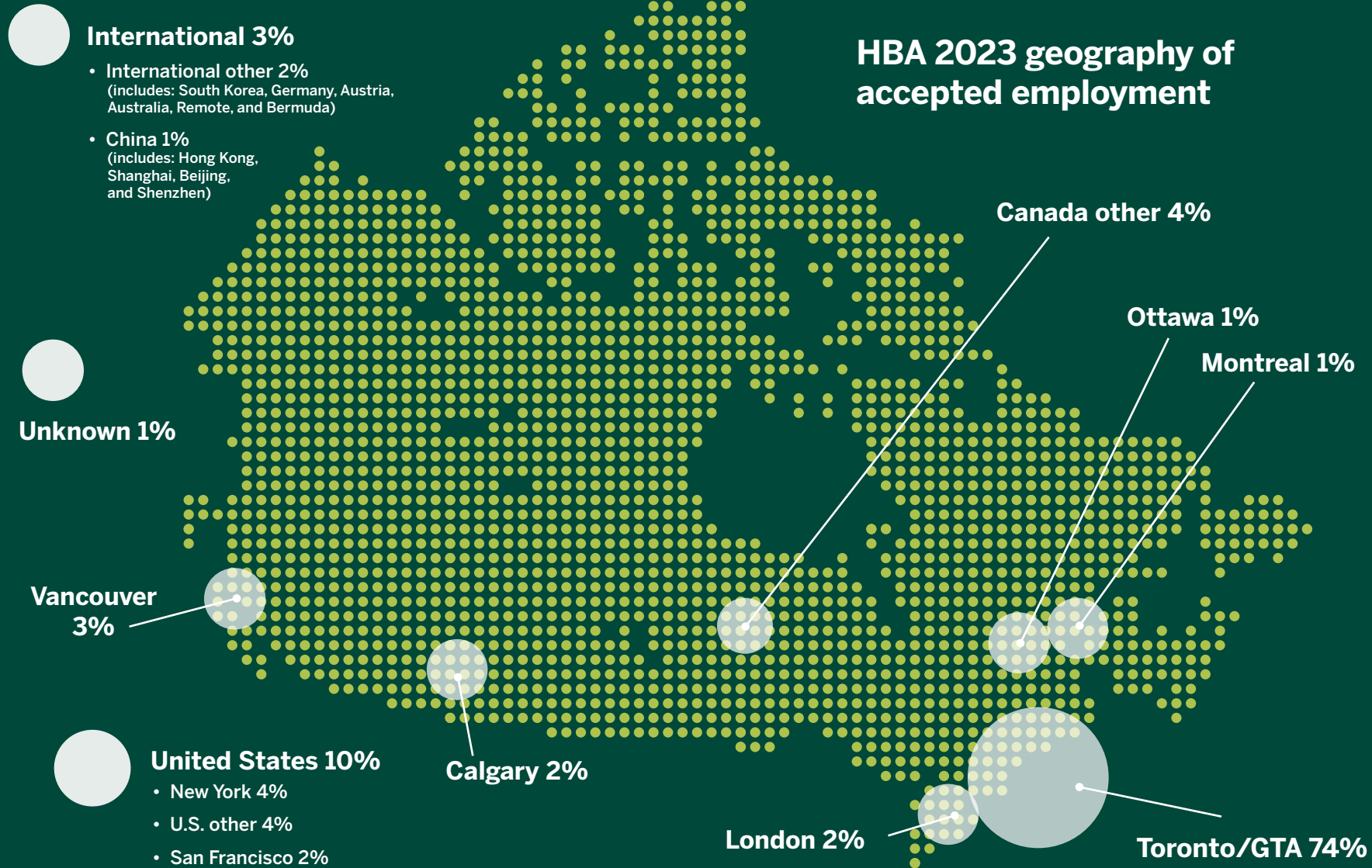
Industries Our Graduates
Accepted Work in



49%

School-Facilitated
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.



Source of accepted employment

49%

School-facilitated

- Ivey summer internships **20%**
- Career Management posting **19%**
- Networking (with alumni and corporate partners) **6%**
- Alumni referral **1%**
- Law school recruiting **1%**
- Resume book/resume referral **1%**

32%

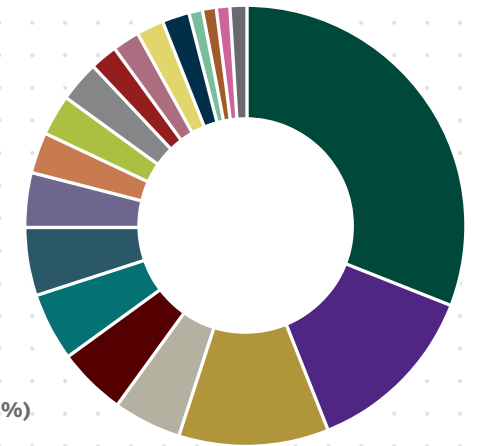
Graduate-facilitated

- Networking (outside school) **14%**
- Company websites, external job boards/LinkedIn **11%**
- Previous employer (before starting Ivey) **3%**
- Personal network (friends/family) **4%**

■ Source of offer unknown or not reported: **19%**

Alumni industry of employment

- Finance **(31%)**
- Consulting **(13%)**
- Technology **(11%)**
- Consumer Products **(5%)**
- Education **(5%)**
- Energy/Resources **(5%)**
- Healthcare **(5%)**
- Retail **(4%)**
- Advertising/Marketing/Communications/PR **(3%)**
- Other* **(3%)**
- Real Estate **(3%)**
- Entertainment **(2%)**
- Government **(2%)**
- Legal **(2%)**
- Manufacturing **(2%)**
- Automotives **(1%)**
- Construction **(1%)**
- Engineering **(1%)**
- Transportation/Distribution/Logistics **(1%)**



*Other includes: Aerospace, Agriculture/Agribusiness, Charities/Not-for-profit, and Holding Companies.

323

Companies that posted jobs to the Ivey HBA 2023 class

226

Companies with which our HBA students accepted employment

25%

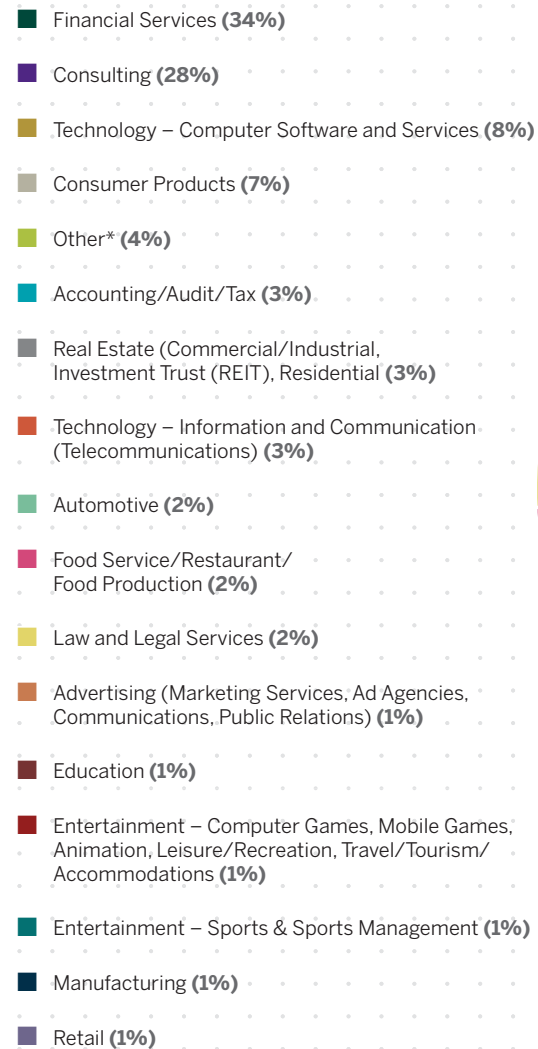
HBA's returning to their summer internship employer

6

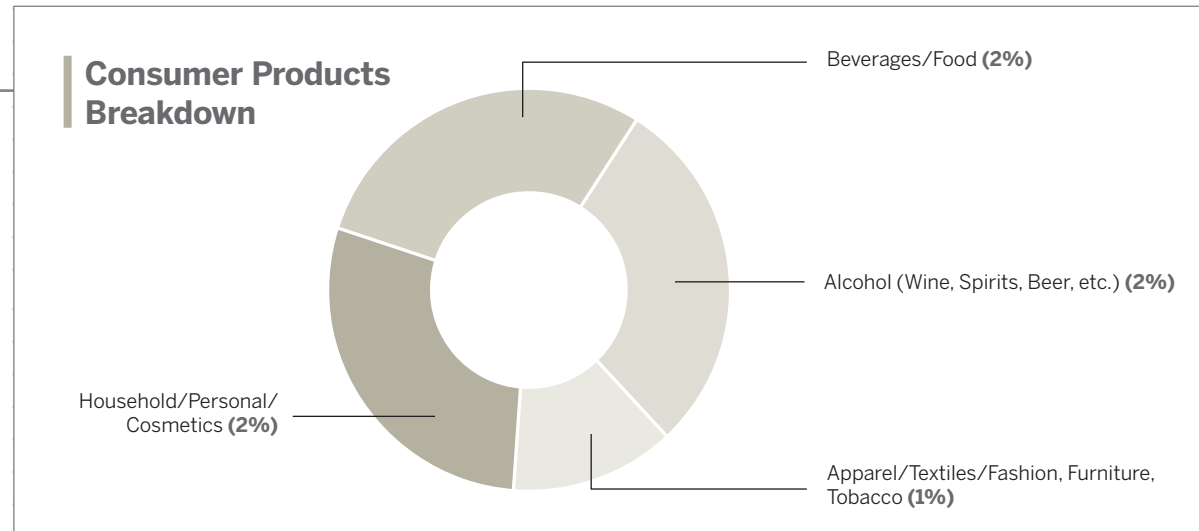
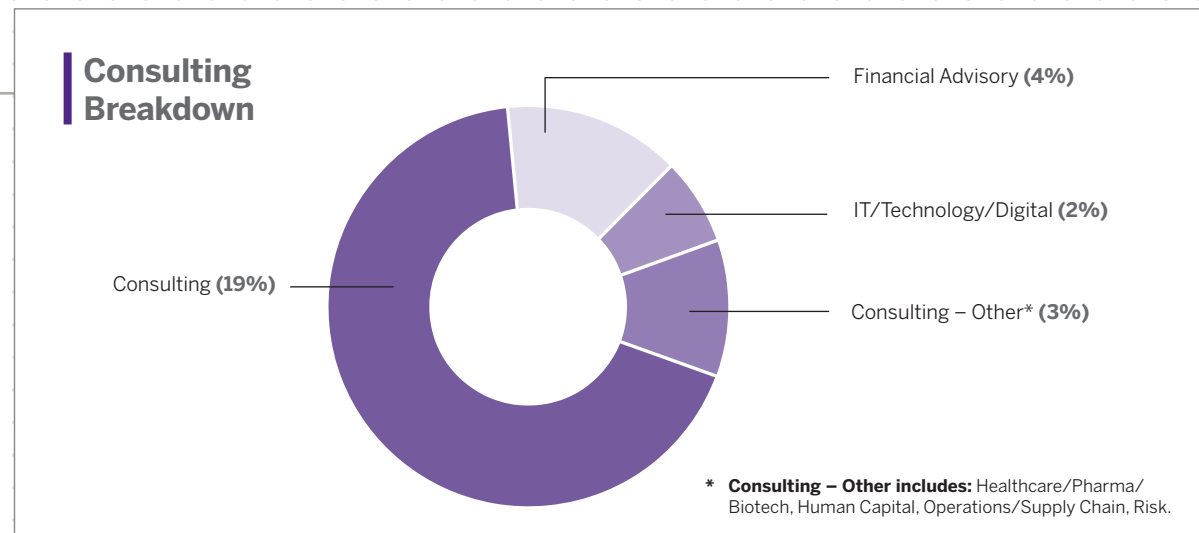
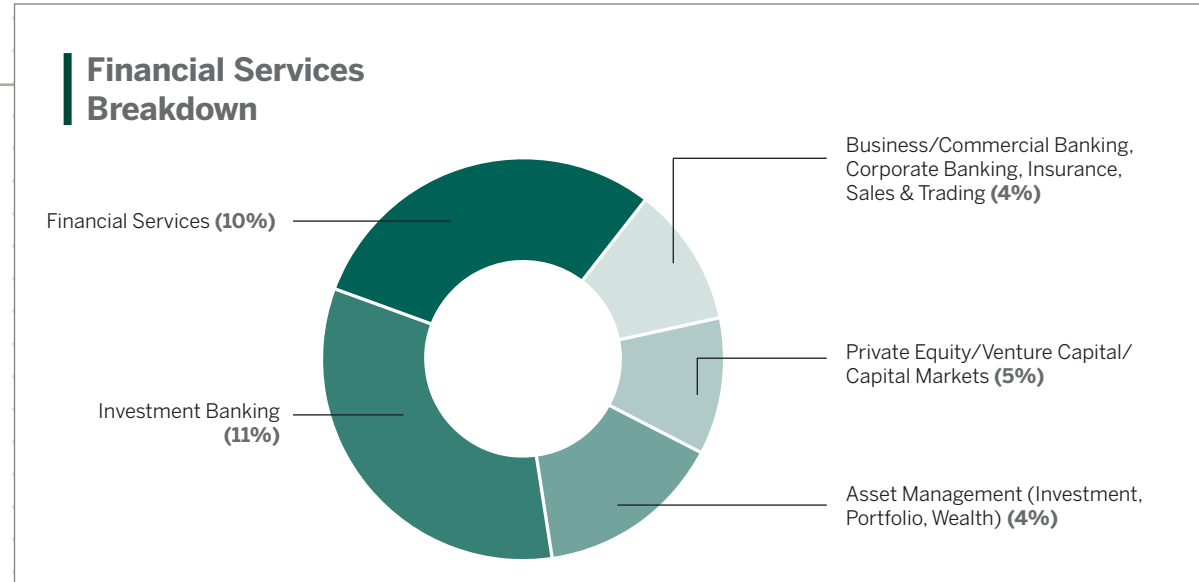
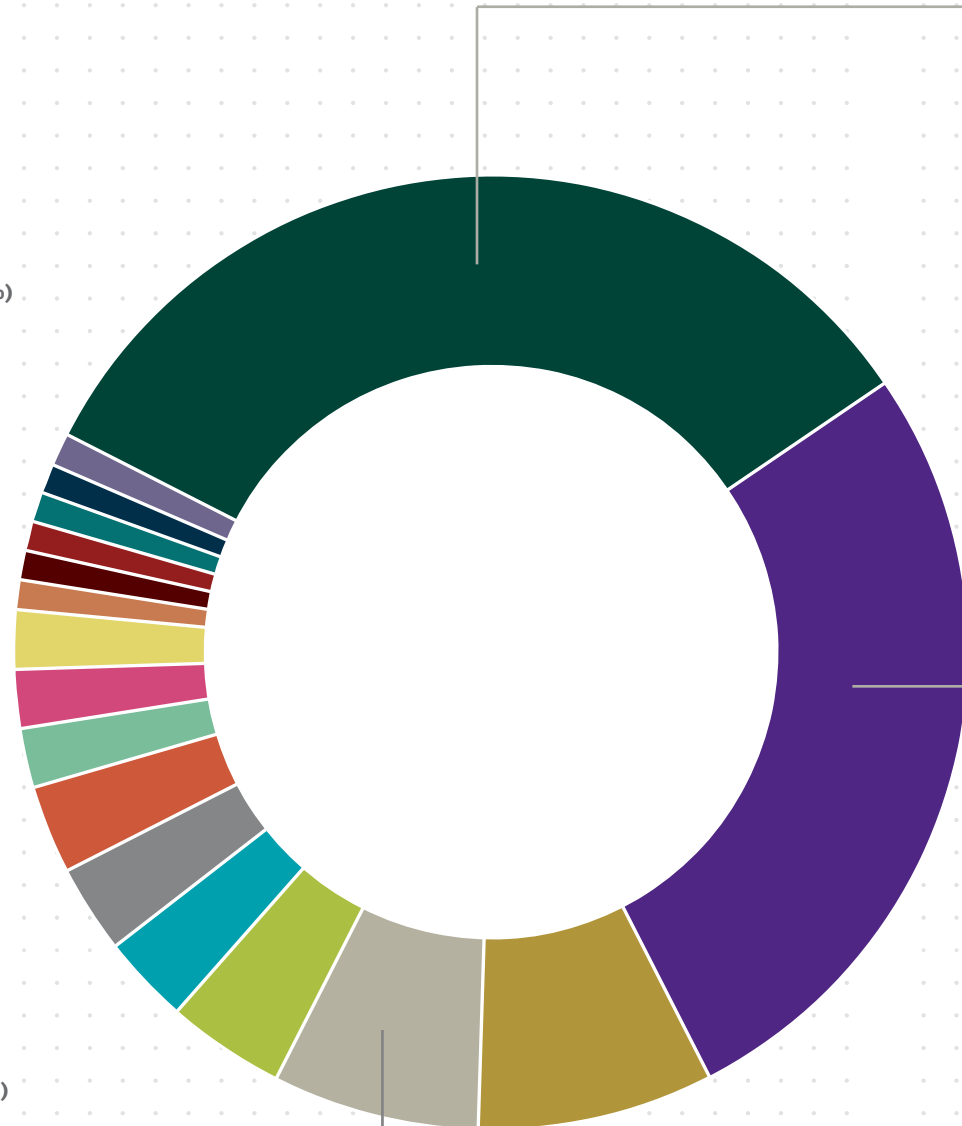
Students pursuing Entrepreneurship

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Industry of accepted full-time employment

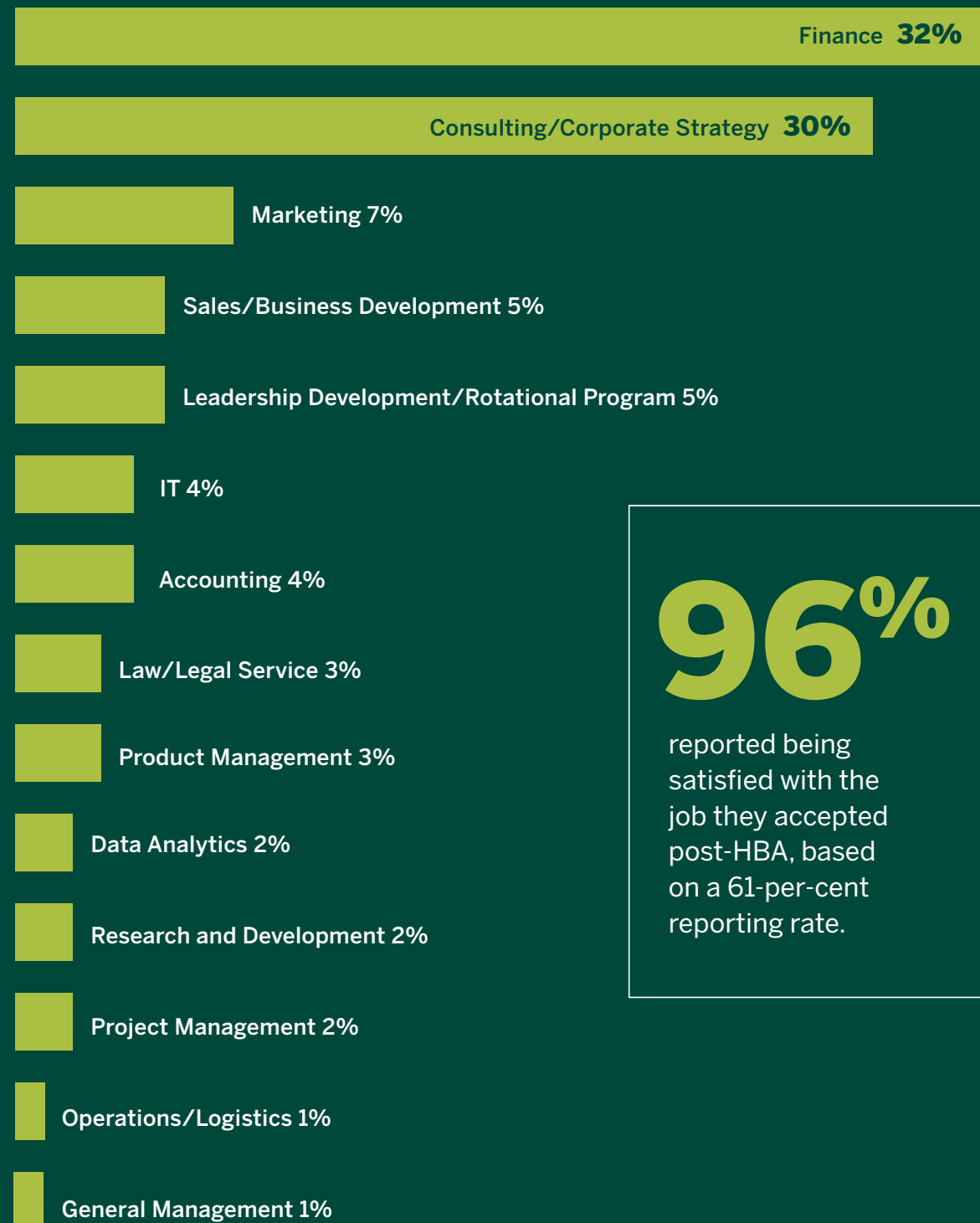


* **Other includes:** Charities/Non-Profit, Consumer Services, Government, Market Research, Recruitment Services/Executive Search, Security and Investigations, Think Tanks/Policy Institute/Research Institute, Transportation/Distribution/Logistics, Healthcare - Hospitals, Clinics, Healthcare Providers & Services, Environmental Services - Sustainability, Cleantech.



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.

Function of accepted full-time employment



96%
 reported being satisfied with the job they accepted post-HBA, based on a 61-per-cent reporting rate.

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Compensation

HBA 2023 FULL TIME					
	REPORTING RATE	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Base Salary	72%	\$40,000	\$188,000	\$83,597	\$75,000
Signing Bonus	38%	\$1,000	\$67,000	\$9,891	\$5,000
Other Guaranteed Compensation	1%	\$1,300	\$60,000	\$10,927	\$5,000
Total Compensation	72%	\$40,000	\$226,848	\$89,650	\$82,500

Base salary by geography

FULL TIME					
GEOGRAPHY	% SHARE OF TOTAL REPORTED SALARIES	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Calgary	3%	\$50,000	\$100,000	\$76,375	\$74,500
London	2%	\$48,000	\$66,826	\$59,554	\$62,250
Toronto/GTA	79%	\$40,000	\$160,000	\$79,110	\$75,000
Vancouver	2%	\$50,000	\$113,800	\$76,560	\$66,000
Canada – Other*	5%	\$49,000	\$130,000	\$79,966	\$70,000
New York	3%	\$87,100	\$160,000	\$131,513	\$135,000
San Francisco	2%	\$89,000	\$188,000	\$154,603	\$162,050
USA – Other*	3%	\$90,000	\$162,150	\$139,288	\$137,570
International – Other*	2%	\$65,000	\$158,979	\$99,283	\$96,000

* **Canada – Other includes:** Montreal, Ottawa and Unknown.

* **USA – Other includes:** Austin, and Unknown.

* **International – Other includes:** Germany, Australia, Bermuda, United Kingdom.

Base salary by industry

FULL TIME					
INDUSTRY	% SHARE OF TOTAL REPORTED SALARIES	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Accounting/Audit/Tax	3%	\$48,000	\$60,000	\$57,400	\$59,000
Consulting	20%	\$60,000	\$136,000	\$86,437	\$80,000
Consulting – Financial Advisory	5%	\$57,000	\$104,000	\$74,150	\$73,500
Consulting – IT/Technology/Digital	3%	\$60,000	\$80,000	\$74,375	\$75,000
Consulting – Other*	4%	\$58,000	\$75,000	\$73,000	\$75,000
Consumer Products – All*	5%	\$52,525	\$90,000	\$74,231	\$75,000
Entertainment	2%	\$50,000	\$96,000	\$64,680	\$62,400
Financial Services	6%	\$45,000	\$160,000	\$87,380	\$80,000
Financial Services – Asset Management (Investment, Portfolio, Wealth)	5%	\$60,000	\$110,000	\$88,125	\$82,500
Financial Services – Business/Commercial Banking	2%	\$67,500	\$80,000	\$73,500	\$70,000
Financial Services – Corporate Banking	2%	\$90,000	\$120,000	\$97,500	\$90,000
Financial Services – Investment Banking	10%	\$40,000	\$163,000	\$108,874	\$100,000
Financial Services – Private Equity/Venture Capital	3%	\$65,000	\$162,150	\$96,559	\$85,000
Financial Services – Other*	2%	\$65,000	\$115,000	\$88,714	\$90,000
Food Service/Restaurant/Food Production	3%	\$65,000	\$70,000	\$68,750	\$70,000
Government	2%	\$60,000	\$75,400	\$70,786	\$73,528
Other*	8%	\$41,600	\$137,570	\$75,496	\$68,500
Real Estate	3%	\$50,000	\$80,500	\$70,000	\$70,000
Technology – Information and Communication (Telecommunications)	4%	\$60,000	\$75,000	\$67,333	\$68,000
Technology – Computer Software and Services	9%	\$50,000	\$188,000	\$94,545	\$84,000

* **Consulting – Other includes:** Healthcare/Pharma/Biotech, Human Capital, Operations/Supply Chain and Risk.

* **Consumer Products – All includes:** Furniture, Tobacco, Beverages/Food, Alcohol (Wine, Spirits, Beer, etc.) and Household/Personal/Cosmetics.

* **Financial Services – Other includes:** Capital Markets, Insurance, and Sales & Trading.

* **Other includes:** Automotive, Advertising, Charities/Non-Profit, Education, Environmental Services – Sustainability, Cleantech, Healthcare – Hospitals, Clinics, Healthcare Providers & Services, Law and Legal Services, Manufacturing, Market Research, Retail, and Energy/Resources.

Base salary by function

FULL TIME					
FUNCTION	% SHARE OF TOTAL REPORTED SALARIES	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Accounting	4%	\$48,000	\$70,000	\$58,000	\$60,000
Consulting/Corporate Strategy	33%	\$55,000	\$136,000	\$81,518	\$75,000
Data Analytics	2%	\$60,000	\$115,000	\$83,667	\$82,500
Finance	29%	\$40,000	\$163,000	\$94,971	\$90,000
IT	3%	\$65,000	\$158,000	\$104,870	\$100,000
Law/Legal Service	2%	\$70,000	\$130,000	\$89,488	\$82,700
Leadership Development/Rotational Program	6%	\$58,000	\$110,000	\$71,444	\$69,000
Marketing	7%	\$41,600	\$82,000	\$66,391	\$66,000
Other*	2%	\$55,000	\$125,000	\$89,714	\$96,000
Product Management	3%	\$60,000	\$188,000	\$104,939	\$80,000
Project Management	2%	\$49,000	\$137,570	\$80,262	\$69,000
Research and Development	3%	\$60,000	\$80,000	\$67,831	\$66,413
Sales/Business Development	4%	\$50,000	\$89,000	\$63,830	\$58,660

* **Other includes:** General Management, Human Resources and Operations/Logistics.

Class of 2024 summer employment at a glance

\$1,152

Average weekly base salary based on an 87-per-cent reporting rate.

97%

of those seeking received at least one job offer based on a 96-per-cent reporting rate.

Company size of accepted summer employment



758

Total Students in Class



47%

Self-Identify as Women



3%

International Citizenship



14

Different Functions That the Students Worked in



30

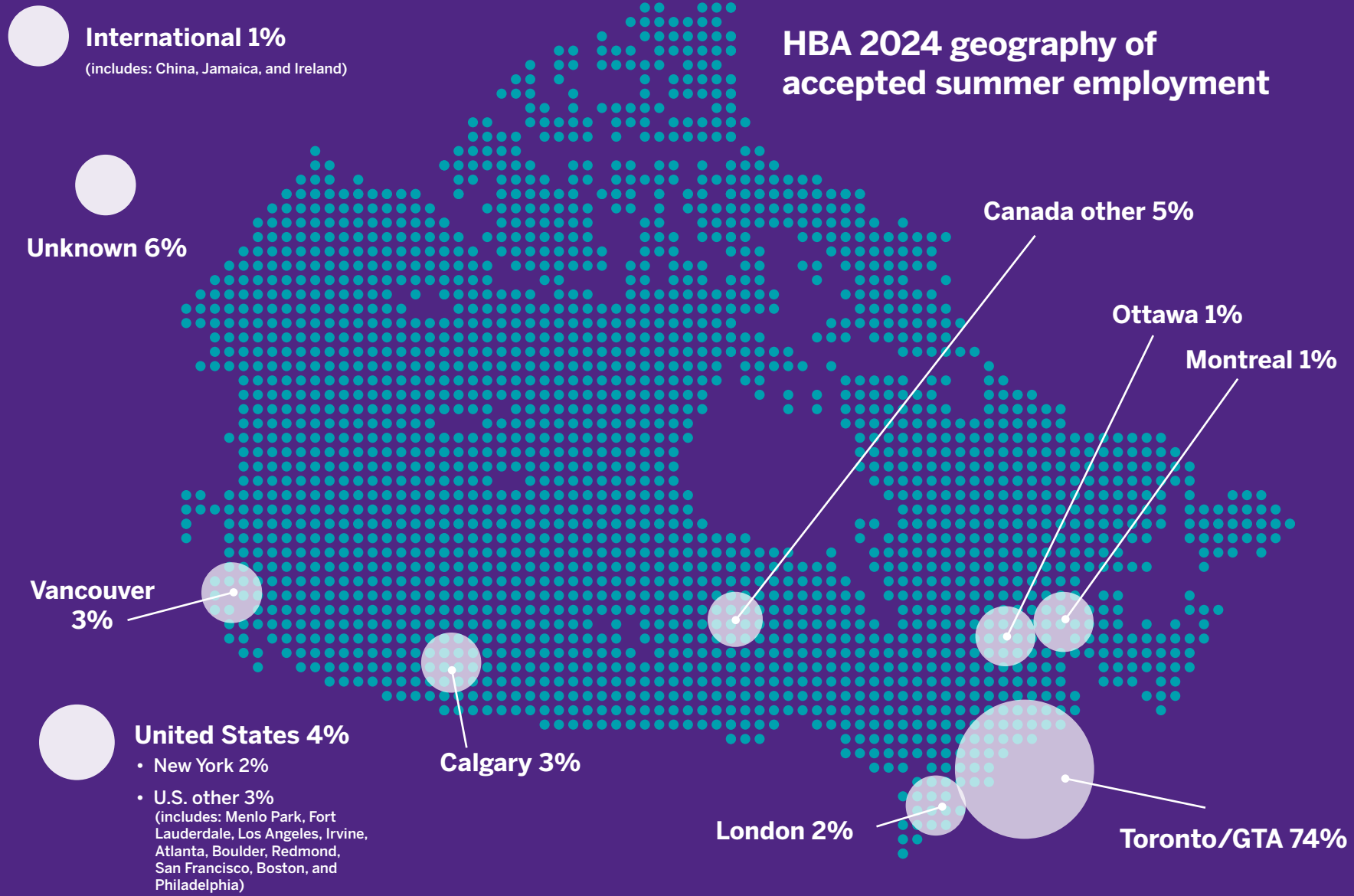
Different Industries That Students Worked in



41%

School-Facilitated Accepted Job Offers

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Source of accepted summer employment

41%

School-facilitated

- Career Management posting **29%**
- Networking (with alumni and corporate partners) **6%**
- Summer Internships **3%**
- Classmate Referral **2%**
- Alumni referral **1%**

48%

Student-facilitated

- Company websites, external job boards/LinkedIn **17%**
- Networking (outside school) **14%**
- Personal network (friends/family) **12%**
- Previous employer (before starting Ivey) **4%**
- Third party sources (i.e. executive recruiters) **1%**

■ Source of offer unknown or not reported: **11%**

261

Total number of companies that posted summer jobs to the Ivey HBA class of 2024

342

Total companies that the Ivey HBA class of 2024 signed with

93%

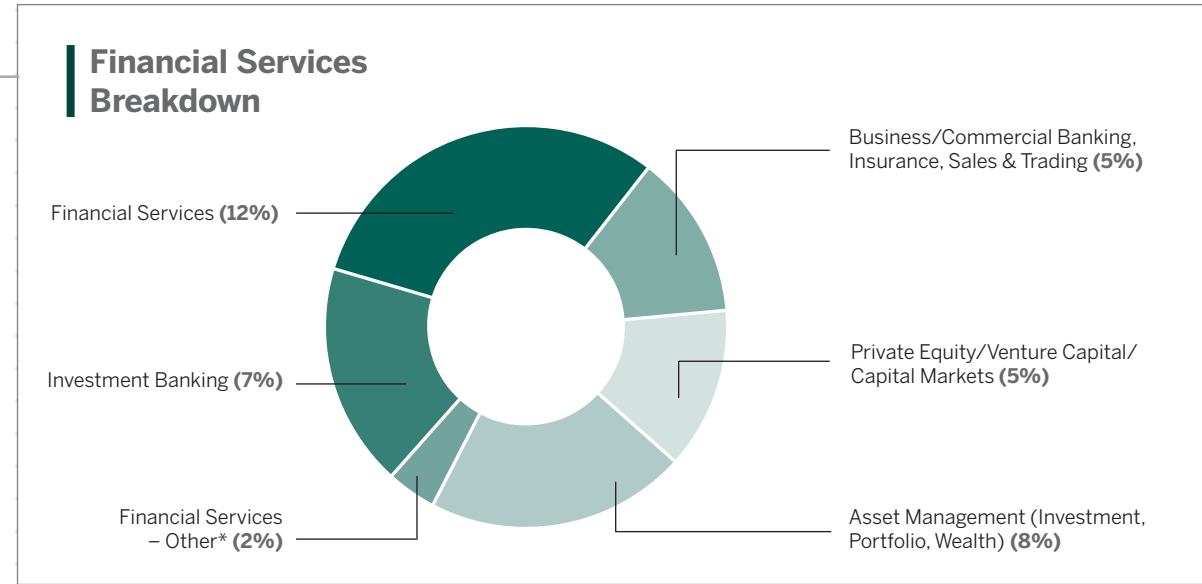
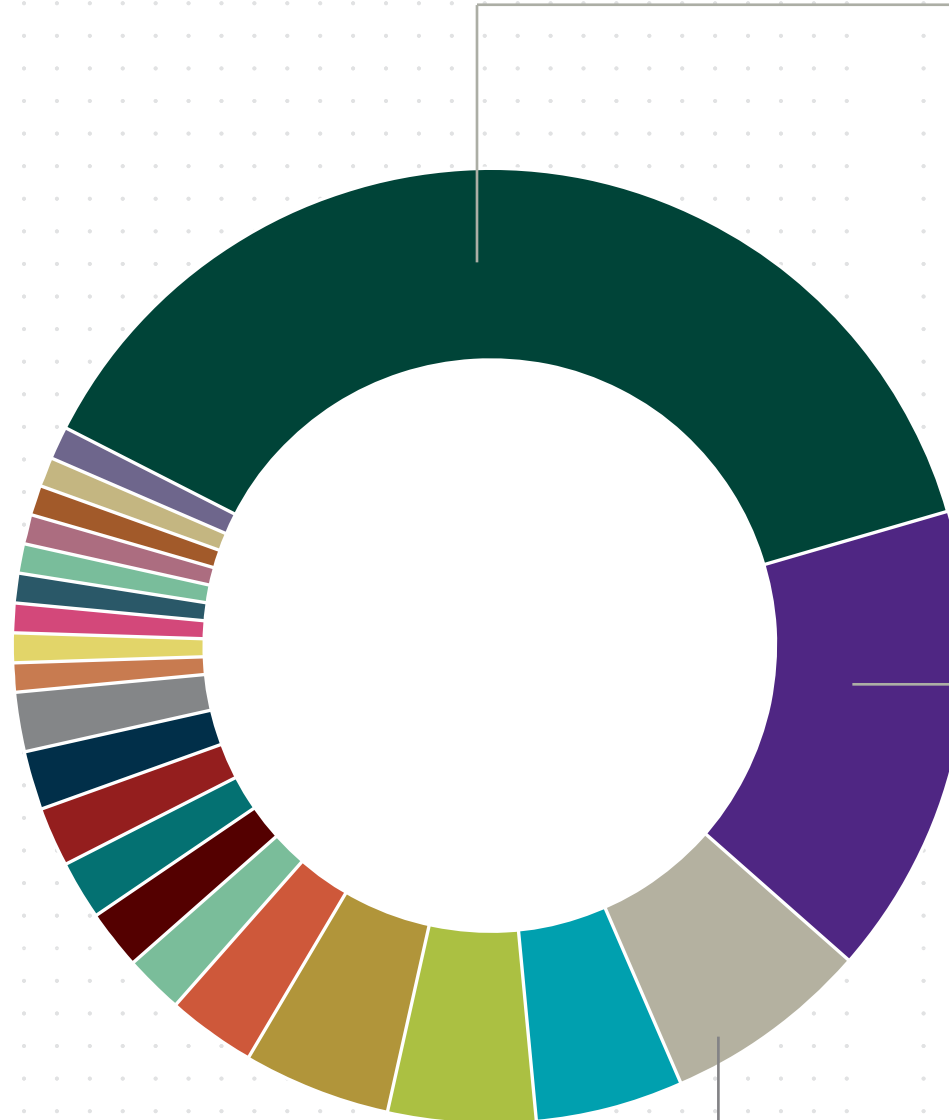
Percentage of HBA 2024 students who accepted positions with summer employers they had not worked with before their HBA studies



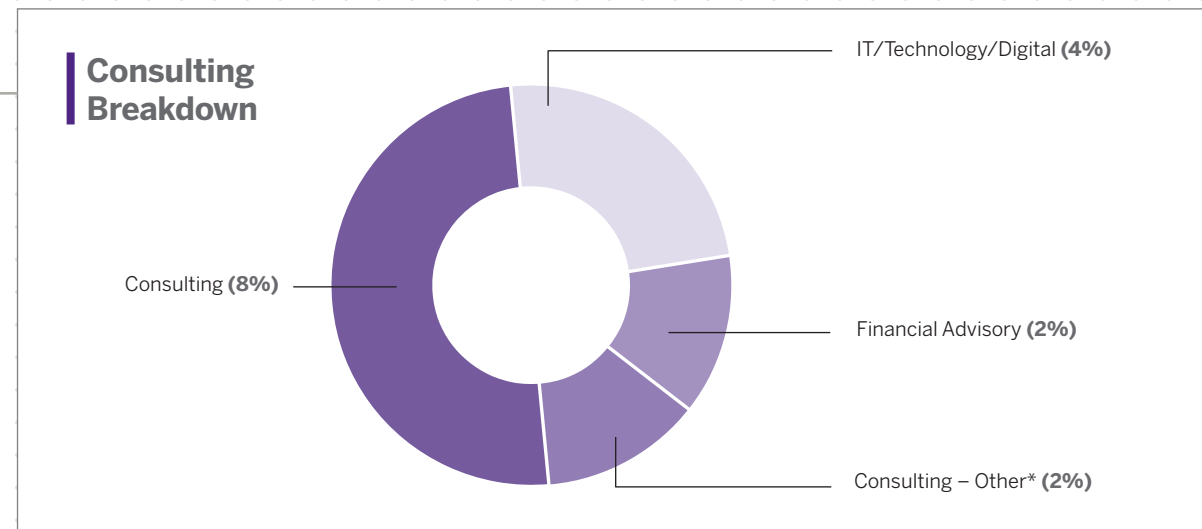
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Industry of accepted summer employment

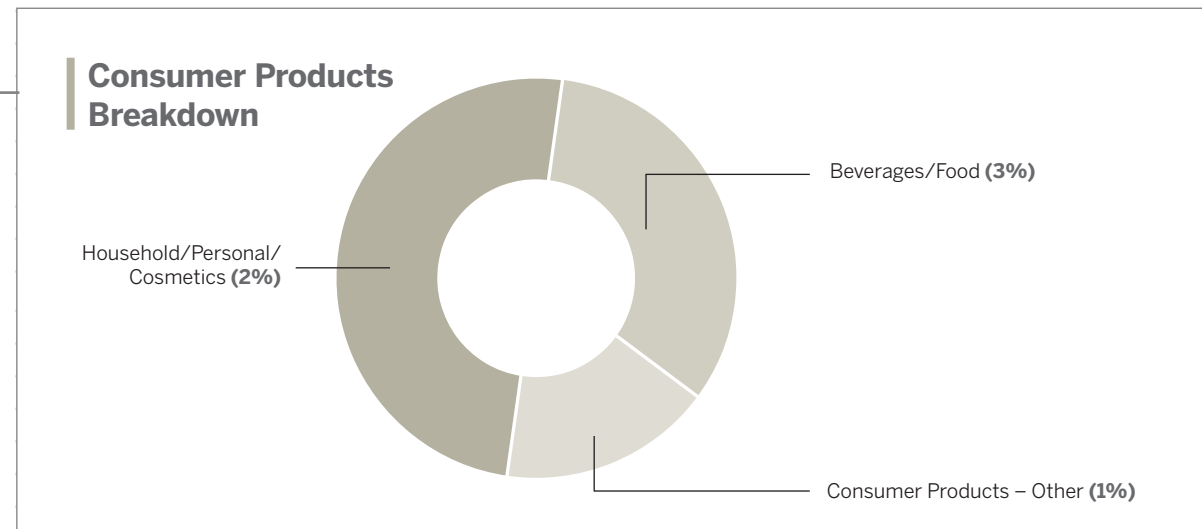
- Financial Services (39%)
- Consulting (16%)
- Consumer Products (6%)
- Accounting/Audit/Tax (5%)
- Other* (5%)
- Technology – Computer Software and Services (5%)
- Technology – Information and Communication (Telecommunications) (3%)
- Charities/Non-Profit (2%)
- Education (2%)
- Energy/Resources (2%)
- Entertainment – Sports & Sports Management (2%)
- Manufacturing (2%)
- Real Estate – Commercial/Industrial (2%)
- Advertising (Marketing Services, Ad Agencies, Communications, Public Relations) (1%)
- Entertainment – Other* (1%)
- Food Service/Restaurant/Food Production (1%)
- Healthcare – Hospitals, Clinics, Healthcare Providers & Services (1%)
- Healthcare – Other* (1%)
- Real Estate – Investment Trust (REIT) (1%)
- Real Estate – Property Management (1%)
- Real Estate – Residential (1%)
- Retail (1%)



* Financial Services – Other includes: Equity Research, Corporate Banking, Risk and Retail Banking.



* Consulting – Other includes: Human Capital, Operations/Supply Chain, Risk and Healthcare/Pharma/Biotech.



* Consumer Products – Other includes: Alcohol (Wine, Spirits, Beer, etc.), Apparel/Textiles/Fashion, Tobacco, and Sporting Goods.

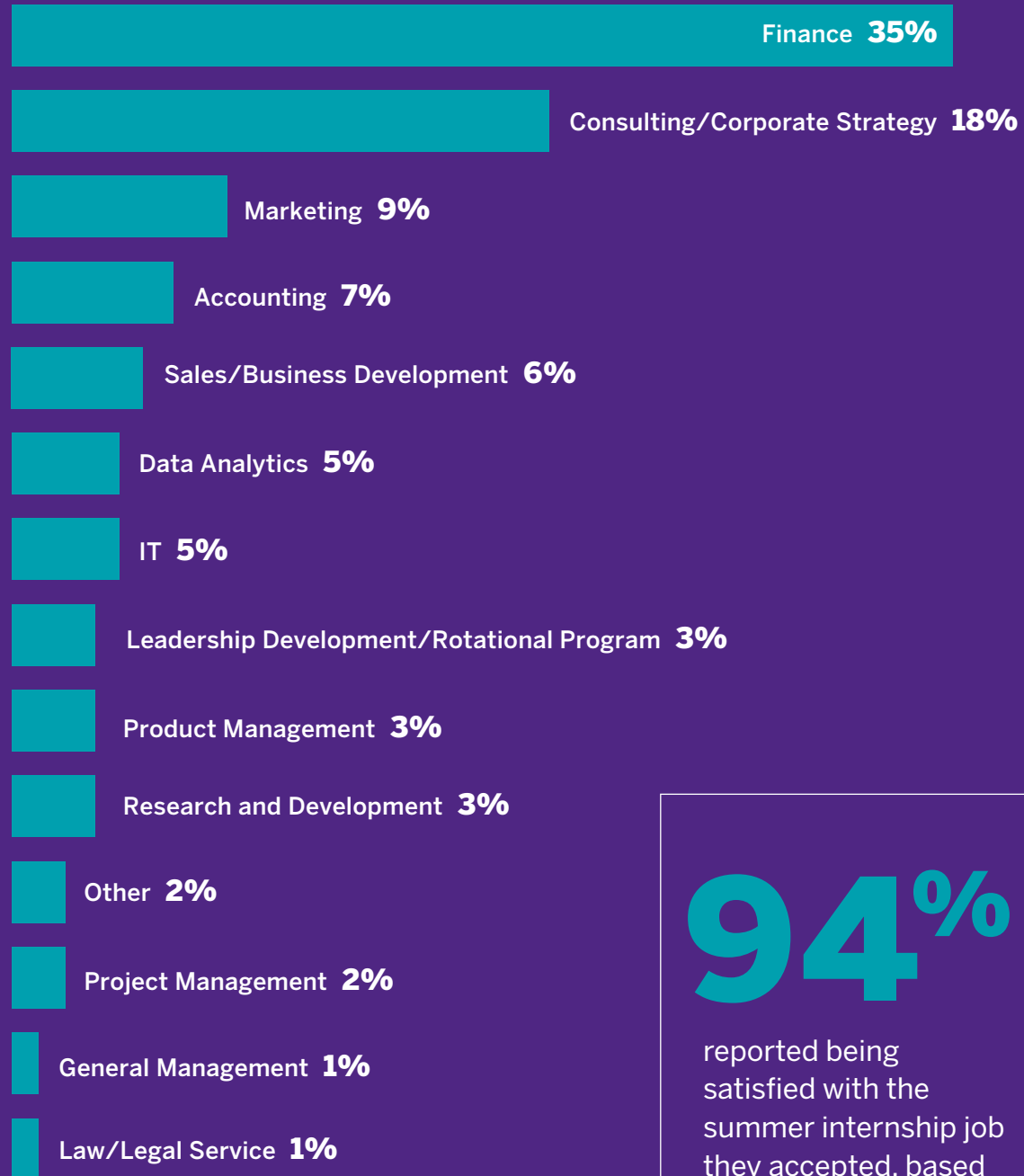
* **Other includes:** Agriculture/Agribusiness, Architecture & Planning, Automotive, Construction, Consumer Services, Engineering – Engineering Services, Engineering – Mechanical or Industrial Engineering, Environmental Services – Sustainability, CleanTech, Government, Holding Company, Law and Legal Services, Other, Public Administration/Regulatory Groups, Recruitment Services/Executive Search, Think Tanks/Policy Institute/Research Institute, and Transportation/Distribution/Logistics.

* **Entertainment – Other includes:** Leisure/Recreation, Gambling & Casinos, Arts & Media (Broadcast Media, Performing Arts, Production, Radio/TV/Film) and Travel/Tourism/Accommodations.

* **Healthcare – Other includes:** Biotechnology, Medical Technology, Pharmaceuticals and Medical Devices and Equipment.

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Function of accepted summer employment



94%

reported being satisfied with the summer internship job they accepted, based on a 98-per-cent reporting rate.

Weekly base salary by function

SUMMER					
FUNCTION	% SHARE OF TOTAL REPORTED SALARIES	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Accounting	7%	\$640	\$1,125	\$975	\$990
Consulting/Corporate Strategy	18%	\$462	\$6,000	\$1,198	\$1,077
Data Analytics	5%	\$180	\$1,500	\$897	\$960
Finance	35%	\$231	\$5,083	\$1,348	\$1,154
IT	5%	\$715	\$2,800	\$1,274	\$1,120
Marketing	9%	\$300	\$4,667	\$935	\$885
Operations/Logistics	3%	\$700	\$1,200	\$905	\$920
Other*	4%	\$577	\$1,482	\$902	\$870
Product Management	3%	\$800	\$1,830	\$1,155	\$1,020
Project Management	2%	\$554	\$2,885	\$978	\$800
Research and Development	3%	\$462	\$3,333	\$943	\$720
Sales/Business Development	6%	\$500	\$1,250	\$830	\$806

* Other includes: General Management, Human Resources, Law/Legal Services and Leadership Development/Rotational Program.

Weekly base salary by industry

SUMMER					
INDUSTRY	% SHARE OF TOTAL REPORTED SALARIES	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Accounting/Audit/Tax	5%	\$923	\$1,154	\$1,023	\$1,038
Charities/Non-Profit	2%	\$577	\$900	\$716	\$710
Consulting	9%	\$577	\$2,952	\$1,225	\$1,154
Consulting – Financial Advisory	2%	\$980	\$1,269	\$1,143	\$1,168
Consulting – IT/Technology/Digital	4%	\$700	\$2,080	\$1,067	\$1,077
Consulting – Other*	3%	\$960	\$1,385	\$1,087	\$1,077
Consumer Products*	6%	\$500	\$1,200	\$907	\$885
Entertainment *	3%	\$346	\$1,442	\$787	\$745
Financial Services	12%	\$577	\$1,827	\$1,062	\$1,000
Financial Services – Asset Management (Investment, Portfolio, Wealth)	8%	\$750	\$3,077	\$1,289	\$1,120
Financial Services – Business/Commercial Banking	2%	\$743	\$1,038	\$933	\$960
Financial Services – Capital Markets	2%	\$231	\$2,576	\$1,406	\$1,538
Financial Services – Investment Banking	7%	\$692	\$3,450	\$1,988	\$1,923
Financial Services – Other*	5%	\$800	\$2,115	\$1,242	\$1,158
Financial Services – Private Equity/Venture Capital	2%	\$678	\$3,000	\$1,420	\$1,119
Other*	14%	\$192	\$1,600	\$880	\$840
Real Estate	5%	\$462	\$1,800	\$854	\$840
Retail	2%	\$180	\$1,200	\$786	\$800
Technology – Information and Communication (Telecommunications)	3%	\$530	\$1,575	\$934	\$910
Technology – Computer Software and Services	5%	\$720	\$2,885	\$1,259	\$1,004

* **Consulting – Other includes:** Human Capital, Operations/Supply Chain, Risk and Healthcare/Pharma/Biotech.

* **Consumer Products includes:** Beverage/Food, Alcohol, Household/Personal/Cosmetics, Tobacco, and Sporting Goods.

* **Entertainment includes:** Leisure/Recreation, Gambling & Casinos, Arts & Media (Broadcast Media, Performing Arts, Production, Radio/TV/Film), and Travel/Tourism/Accommodations, Sports, and Sports Management.

* **Financial Services – Other includes:** Equity Research, Corporate Banking, Risk and Retail Banking, Sales & Trading, and Insurance.

* **Other includes:** Advertising, Agriculture/Agribusiness, Architecture & Planning, Automotive, Construction, Consumer Services, Education, Energy/Resources, Engineering – Engineering Services, Engineering – Mechanical or Industrial Engineering, Environmental Services – Sustainability, CleanTech, Food Service/Restaurant/Food Production, Government, Healthcare, Holding Company, Law and Legal Services, Manufacturing, Other, Public Administration/Regulatory Groups, Real Estate, Recruitment Services/Executive Search, Retail, Think Tanks/Policy Institute/Research Institute, and Transportation/Distribution/Logistics.

Weekly base salary by geography

SUMMER					
GEOGRAPHY	% SHARE OF TOTAL REPORTED SALARIES	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Calgary	3%	\$231	\$1,923	\$1,022	\$937
London	2%	\$577	\$1,482	\$871	\$822
Montreal	1%	\$960	\$1,827	\$1,230	\$1,154
Toronto/GTA	74%	\$293	\$2,625	\$1,104	\$1,038
Vancouver	3%	\$626	\$1,860	\$1,023	\$960
Ottawa	1%	\$819	\$1,154	\$1,031	\$1,108
Canada – Other*	6%	\$650	\$1,000	\$842	\$826
New York	2%	\$1,635	\$3,450	\$2,658	\$2,785
USA – Other*	3%	\$678	\$3,136	\$1,951	\$1,830
International*	1%	\$180	\$577	\$446	\$500
Unknown	6%	\$192	\$2,885	\$837	\$750

* **Canada – Other includes:** Ailsa Craig, Barrie, Brighton, Cambridge, Cornwall, Etobicoke, Guelph, Hamilton, Kitchener, Langley, Little Current, Maple, and Waterloo.

* **USA – Other includes:** Atlanta, Boston, Boulder, Fort Lauderdale, Irvine, Los Angeles, Menlo Park, Philadelphia, Redmond, and San Francisco.

* **International includes:** China, China Mainland, Jamaica, and Ireland.

Ivey Corporate Partners

Below is a list of companies that engaged with Ivey’s HBA students this year through networking, hiring, formal or informal job postings, and/or on-campus recruiting. Companies that have been among our top hiring firms this year are bolded. Those companies denoted with an (*) have hired at least one Ivey HBA grad this year.

ACCOUNTING

BDO Canada*

Clear Insight

Deloitte.*

EY*

Grant Thornton LLP*

KPMG*

Lipton LLP

MNP*

Oakbrook Corporation

PwC*

Williams & Partners*

ADVERTISING (MARKETING SERVICES, AD AGENCIES, COMMUNICATIONS, PUBLIC RELATIONS)

B4brand

Bond Brand Loyalty*

Canadian Marketing League

Cossette

FCB Global*

Klick

Konrad Group*

Lightyear Media*

M&K Media

Maven

Medioplanet*

Northern Commerce

Publicis Sapient

REALQualified Inc.

Salt XC*

The Canadian Marketing Association

TTG Canada*

UM Worldwide*

Vantage Marketing Canada

Wasserman*

WebHealth Network Media

AEROSPACE (SPACE EXPLORATION, SATELLITE COMMUNICATIONS, COMMERCIAL SPACE, DRONES, AIRLINES/ AVIATION)

Armaterc Survivability

Bombardier

Magnestar Inc.

AGRICULTURE/ AGRIBUSINESS

Good Food Farms*

Nutrien

ARCHITECTURE & PLANNING

Infrastructure Ontario

Mercedes and Singh, Innovative Ventures*

AUTOMOTIVE

Enterprise Holdings*

Ford Motor Company*

General Motors

Mercedes-Benz Canada

Tesla*

CHARITIES/ NON-PROFIT

Access to Success Organization

Aga Khan Foundation Canada

AgScape*

CAMSC*

Canadian Council for Youth Prosperity

Canadian Franchise Association

Charity Intelligence Canada

Cystic Fibrosis Foundation*

Enactus Canada

FCSS-FESC*

Get REAL

Good Neighbour Project*

Goodwill Industries Ontario Great Lakes

Grand Challenges Canada

GreenShield*

id directory*

Lime Connect

Nanny Angel Network

Onyx Initiative

Parkinson Canada*

The Cansbridge Fellowship

The Leacock Foundation

The Sunshine Foundation of Canada*

The Upside Foundation of Canada*

Venture for Canada*

Volunteer Toronto

World Vision Canada*

Yellow Brick House*

Youth Challenge International

Youth Opportunities Unlimited*

CONSTRUCTION

Aecon Group Inc.*

Bissett Fasteners Ltd.

Computer Room Services Corporation – CRSC*

Condrain Group

Dodds Garage Door Systems

Hilti

Ledcor*

CONSULTING

Accenture*

Accuracy*

Actemium*

Adaptovate

Alpha FMC*

Alvarez & Marsal*

Amaris Consulting*

Analysis Group

Aon Canada*

AppDirect

Appficiency Inc.*

Avascent

Avison Young

Bain & Company*

Boston Consulting Group – BCG*

Boyden*

Burnie Group*

Business Transition Consulting*

Capco*

Capgemini

Carpedia*

Cascadia Strategy Consulting Partners*

CGI

Clarity & Co.*

Coactuate*

Cognizant*

Compensation Governance Partners

Creative Fire

Deloitte.*

Evergreen

EY*

EY-Parthenon*

FTI Consulting*

Fusion Analytics

GALE*

Galleon Advisors

GGA Partners

Guidehouse*

Hatch*

HINICIO

Hoist*

Hugessen Consulting Inc.

Huron*

iDriveCareer (iDC)

Isaac Operations

Jackman*

JTE Claims Consultants Ltd.

Kearney*

Korn Ferry

KPMG*

Legal Track*

Level5 Strategy*

Marsh & McLennan Companies*

Mastercard Advisors*

Mastermind Solutions

McKinsey & Company*

Mensana Change Management Ltd.

Mercer*

Meridian Compensation Partners*

Monark Tech*

Monitor Deloitte*

NielsenIQ

Nous Group*

Oliver Wyman*

Onova*

Partners in Performance

PMP Consulting*

Prokura, A Kearney Company*

ProVenture Advisors Inc.

PwC*

Quinn+Partners*

Revenue Management Labs

Roland Berger*

RSM Canada*

Satov*

Southlea Group*

Stack'd Consulting

Strategy&*

StrategyCorp Inc.*

Synpulse

Team Lead*

TechAlliance of Southwestern Ontario*

Trindent Consulting

WTW (Formerly Willis Towers Watson)

ZS*

CONSUMER PRODUCTS

AB InBev*

ABB

Athena Cultivation Inc.

Barilla*

Bayer

Beiersdorf

Bimbo Canada (Formerly Canada Bread Company Limited)

Branch Furniture Inc.

Danone Canada*

Diva International*

EarthFresh Foods

Ferrero*

General Mills*

Greenhouse

HOUSE iD

How To Cake It*

Imperial Tobacco

Johnson & Johnson*

Kenvue*

Keurig Dr Pepper*

Kotn

Labatt Breweries of Canada*

Levant Cakes*

Lindt & Sprüngli (Canada), Inc.*

L'Oreal

Maple Leaf Foods

Mark Anthony Group*

Mars, Incorporated

McCain Foods*

Molson Coors Beverage Company*

Mondelez International*

Multi-Turf Canada*

Nestle*

Niagara Bottling*

NIKU Farms

Nokona*

Oliver Jewellery

PepsiCo Canada*

Philip Morris International (PMI)*

Procter & Gamble*

Reckitt*

Riverside Natural Foods*

Rothmans, Benson & Hedges Inc.*

Saputo Inc.*

SINGLA*

Sleeman Breweries

TEALEAVES

The J.M. Smucker Co.*

The Kraft Heinz Company*

Unilever*

Wisynco Group Ltd*

CONSUMER SERVICES

Haleon (former division of GSK)

JEM Events*

Simply Group*

Techtronic Industries Canada Ltd. – TTI*

ECONOMIC DEVELOPMENT

MaRS Discovery District

EDUCATION

Calgary French and International School*

Illuminate Universe

Innovation North, Powered by Ivey*

Ivey Business School*

Juno College of Technology

McMaster University*

Scholars Education

TECHNATION

Vault

Wavemakers

Western University*

ENERGY/RESOURCES

BerQ RNG Inc.

BioRefinex Canada Inc.*

Bruce Power

Canadian Manganese Company Inc.*

Combined Metal Industries

Dufferin Aggregates

elerGreen Industry*

Fluor Corporation*

Global Fuels

Great Circle Solar Management Corporation*

Hydro One*

Imperial

Kinross Gold*

Mercer International Inc.

MySolar Group Ltd.

Northland Power

Ontario Power Generation

Perpetual Energy*

RCS Global*

Reclaimed Plastics

Reliance Home Comfort

Rio Tinto*

StormFisher*

TC Energy*

Teck Resources Ltd.

Trafigura

Vestas*

Whitecap Resources Inc.*

ENGINEERING

Cima+*

GEI Consultants*

Strik, Baldinelli, Moniz, Ltd.*

ENTERTAINMENT

Algonquin Outfitters

Attila Glatz Concert Productions

Brantford Bulldogs Hockey Club*

Bruce Anchor Cruises*

CAA ICON*

Canucks Sports & Entertainment (CSE)*

Destawed*

Drayton Entertainment*

Fairmont Royal York*

Gameday London*

Golden State Warriors*

Golf Canada

GTA Mavericks Basketball Association*

Hodson Bay Hotel*

Kaneff Golf*

Manitoba Liquor & Lotteries Corporation*

MILLIONS.Co*

Mississauga Steelheads*

MLSE (Maple Leaf Sports & Entertainment Partnership)*

Oak View Group*

Ontario Lottery and Gaming – OLG

Roblox*

Rock Solid Productions Inc.

Seminole Hard Rock Support Services*

Spin Master*

Team Liquid

TechTO

The Manitoulin Expositor*

theScore*

Toronto Arts Foundation

Toronto Blue Jays*

Victory*

Waterviews Travel*

ENVIRONMENTAL SERVICES

Environment and Climate Change Canada*

Evergreen Canada

Peak Power Inc.*

Re_Generation*

Trojan Technologies

FINANCIAL SERVICES

1832 Asset Management

Agentis Capital*

AGF Investments*

AIG*

Alberta Investment Management Corporation (AIMCo)*

Albourne Partners

Aligned Capital Partners*

American Express*

Anson Funds*

Antler

Appian Capital Advisory LLP

AQ Technology Partners*

Ares Management LLC*

ATB Financial*

Athene*

Axia Real Assets

Bacchus Capital Advisors*

Balmoral Capital

Bank of America-Merrill Lynch (BofA)*

Bank of Canada*

Banyan Risk Ltd.*

Barclays*

Battery Ventures

Bayview Asset Management, LLC*

BCI

BDC Capital*

BDT & MSD Partners International, LLP*

Beringer Capital

Birch Hill Equity Partners*

BlackRock*

Blackstone*

BMO Financial Group*

Bristol Capital Management

Britehorn Partners*

Broderick Capital

Brookfield Annuity Company*

Brookfield Asset Management*

Burlington Street Partners

Business Development Bank of Canada – BDC

Caldwell Securities*

Canaccord Genuity Group Inc.*

Canadian Association of Urban Financial Professionals (CAUFP)

Canadian Business Growth Fund (CBGF)*

Capficiency Private Equity*

Capital Canada Limited.*

Capital One*

CBRE Investment Management*

CCC Investment Banking

Choice Properties*

CI Financial*

CIBC***Citi***

Combined Insurance*

Connectr

Connor, Clark & Lunn Financial Group

Convergence Blended Finance*

Cooper Cliff Holding*

Cormark Securities Inc.*

CPP Investments – CPPIB*

CPS Capital*

Creative Destruction Lab*

CRM Global Capital

Crypto Babes Club Cutfield Freeman & Co Ltd.*

DaVinci Capital Partners*

Definity Financial*

Desjardin Group*

DigitalBridge*

Disruption Ventures

DRW*

DW Healthcare Partners*

Eastdil Secured*

Echelon Wealth Partners Inc.*

Echo Street Capital

EdgePoint Wealth Management Inc.

Eight Capital*

Empire Life Investments Inc.*

Equitable Bank*

Esplanade Ventures*

Euclid Transactional*

Evercore*

Felicitas Global Partners

Fengate Asset Management

Fidelity Investments*

Fiduciary Trust International*

Fiera Comox Partners

Fiera Infrastructure*

Financial Women's Association

First Ascent Ventures*

First National Financial*

First West Credit Union*

FirstOntario Credit Union*

Fort Capital Partners*

Foyston, Gordon and Payne*

Georgian Partners*

Gluskin Sheff + Associates Inc.*

Goldman Sachs & Co.*

Good & Well*

Great Gulf*

Greenhill*

GreensKeeper Asset Management Inc.*

Hamilton Lane

Hannover Re

Harlo Group*

Harrison Street*

Hatley Capital Partners Inc.*

Hazelview Investments

Hiive

Hillsdale Investment Management*

Home Trust Company*

HOOPP (Healthcare of Ontario Pension Plan)*

Houlihan Lokey*

HSBC Bank

Huatai Securities*

ICON Talent Partners

IGM Financial

IJW & Co., Ltd.*

Imperial Capital

INFOR Financial Group Inc.

Interac Corporation*

Investment Management Corporation of Ontario – IMCO*

Ironbridge Equity Partners*

Jarislowsky Fraser

JP Morgan*

Klass Capital

Koru*

LaSalle Investment Management*

Left Lane Associates

LionTree LLC*

Longview Asset Management Ltd.

Mackenzie Investments*

Macquarie Group*

Manulife Financial

Mawer

Maxit Capital*

MFS Investment Management*

Moelis & Company*

Moneris Solutions*

Morgan Stanley*

Morningstar Sustainalytics*

Mount Healy Capital*

MUFG Bank

Munich Re*

Nasdaq*

National Bank Financial*

National Bank of Canada*

New Billionaires Capital*

Newport Private Wealth*

NFP Canada*

Nicola Wealth*

Ninepoint Partners LP*

Nitsubishi HC Capital Canada*

Northleaf Capital Partners

Northwestern Mutual*

Oaklins – HFG China

OMERS*

ONCAP

Onex Corporation

Ontario Teachers' Pension Plan Board – OTPP*

Origin Merchant Partners

Oxford Properties Group & OMERS*

PaceZero Capital Partners

Paradigm Capital*

PartnerOne

Partners Group

Peakhill Capital

Penfund

Perella Weinberg Partners

Peters & Co.*

Pier 4 REIT*

PillarFour Capital*

PIMCO*

Pipe*

PJT Partners*

Point72*

Polymath*

Power Sustainable Lios

President's Choice Financial
 PSP Investments*
 Purpose Advisor Solutions*
 Purpose Investments
 Qatalyst Partners LP*
 Qingdao Zeying Asset Management Limited*
 Rally Asset
 RazorHorse Capital*
RBC*
 RBCx*
 Research Capital Corporation
 RFA Capital Partners Inc.
 Richardson Wealth*
 R-LABS Canada Inc.
 Rocket Mortgage
 Rothschild & Co.*
 Sagard Holdings*
 Sarona Asset Management
 ScaleUP Venture Partners Inc.*
Scotiabank*
 Select Equity Group*
 Selectpath
 Setter Capital
 Silver Lake*
 Silverstone Capital*
 Slate Asset Management*
 Social Finance
 Societe Generale*
 Specialty Capital*
 Sprucegrove Investment Management Ltd.
 Starlight Investments*
 Stillwater Capital*
 Stormont Partners
 Sumeru Equity Partners
 Sun Life Financial*

Sunstone Management*
 Tangerine*
TD Bank Financial Group*
 theFinanceStack
 TorQuest Partners
 Trez Capital
 UBS Group AG*
 University Pension Plan Ontario*
 Untraceable
 Venture Lab
 Niterra Group*
 Visa*
 VWK Capital Management*
 WAVE – Women's Association of Venture & Equity
 Wells Fargo*
 Werklund Family Office
 Whitehorse Liquidity Partners*
 Women in Capital Markets
 Women in Finance
 Woodbourne Capital Management*
 Yorkville Asset Management*
FOOD SERVICE/ RESTAURANT/FOOD PRODUCTION
 Chick-fil-A*
 Cookin Inc.*
 Impact Kitchen
 Recipe Unlimited Corporation
 Restaurant Brands International*
 The Butcher Shoppe*

GOVERNMENT

City of Vaughan
 Government of Canada*
 Ministry of Labour, Immigration, Training and Skills Development of Ontario*
 Ministry of the Attorney General*
 NATO
 Ontario Finance*
 Ontario Government (Ontario Public Service)*
 Ontario Securities Commission*
 Public Service Commission of Canada

HEALTHCARE

Addiction Services Central Ontario
 Aurium Pharma Inc.
 CBI Health
 Clinical Research Dental dentalcorp*
 Eli Lilly and Company*
 Epineuron
 GE HealthCare
 Independent Living Services Simcoe County*
 Management Advisory Practitioners*
 Medcan
 Medicom Group*
 Medline Canada, Corporation
 MedSpa Partners Inc.*
 Merz Therapeutics
 Novo Nordisk
 Ontario Health*
 PLTFRM
 PragmaClin Research Inc.*

Qinematic*
 Sanofi
 Sifio Health
 Silver Valet Dental Care
 Stiris Research*
 Szio+
 Temetry Centre of AI Research and Education in Medicine*
 TikTalk
 Tilray Brands, Inc.*
 Trudell Medical International*
 Unity Health Toronto*
 Verily*
 Vessl Prosthetics
 Virano Therapeutics

HOLDING COMPANY

John Swire & Sons (H.K.) Ltd.*

LAW AND LEGAL SERVICES

Aird & Berlis LLP
 Blake, Cassels & Graydon LLP*
 Borden Ladner Gervais LLP*
 Dickinson Wright*
 Goldman Spring Kichler & Sanders LLP*
 Green and Spiegel LLP*
 Hicks Morley*
 Saleh Law Professional Corporation*
 Torys LLP*
 Trisam Legal LLP*

MANUFACTURING

Brock Solutions*
 Canada Tire*
 Cantrio
 Cargill
 EMCO Corporation
 General Dynamics Land Systems Canada*
 JMP Solutions
 KEYENCE Corporation*
 Korex Canada*
 Linamar Corporation*
 Masco Canada Ltd.
 Precision Resource*
 Siemens*
 Spark Power*
 Steelcase*
 Ultra Fit Manufacturing*

MARKET RESEARCH

Hotspex*
 McLean & Company

PUBLIC ADMINISTRATION/ REGULATORY GROUPS

Canadian Shield Capital*
 Office of the Superintendent of Financial Institutions*

REAL ESTATE

Alliance REIT*
 Beedie*
 BGIS*
 Cadillac Fairview*
 Canderel Residential*
 CAPREIT*
 CBRE*
 Chancery Seniors Housing Investments*
 Colliers International*

Crestpoint Real Estate Investments Ltd.*
 Dez Capital*
 DiamondCorp*
 Dream Unlimited*
 First Capital REIT*
 FirstService Corporation*
 Graywood Developments
 Guardian Capital Group*
 GWL Realty Advisors*
 HomeLife Landmark Realty Inc. Brokerage*
 JLL
 Keltic Development
 KingSett Capital*
 Larendale Group of Companies
 Mattamy Homes
 Neatt Communities*
 Neighbourhood Holdings*
 Osmington Gerofsky Development Corp.
 Primera Properties Group*
 QuadReal Property Group*
 Realstar Management*
 RioCan Real Estate Investment Trust*
 SmartCentresREIT*
 Southbridge Care Homes*
 Space Developers Ltd.*
 Takol Real Estate Inc.*
 TAS*
 The Pearl Group
 Triovest*
 Zehr Group*

RECRUITMENT SERVICES/EXECUTIVE SEARCH

FDM Group
 Human Resources Professionals Association (HRPA)*
 Insight Global*
 London Economic Development Corp.
 Syndesus, Inc.
 Toronto Metropolitan University

RETAIL

Apple Self Storage*
 Aritzia*
Canadian Tire Corporation*
 Cider*
 George Weston Limited*
 Loblaw Companies Limited*
 Mastermind Toys*
 NET-A-PORTER China (Feng Mao Trading (Shanghai) Limited Company)*
 Nordstrom
 Shoppers Drug Mart*
 TJX Canada – Winners, Marshalls, HomeSense
 Walmart Canada

SECURITY AND INVESTIGATIONS

Signal*

TECHNOLOGY

Achievers*
 Acrylic Robotics
 ADP
 Alida (formerly Vision Critical)
 Altis Recruitment
Amazon*

Appen*
 Arteria AI
 Atila*
 Bell Canada Enterprises – Virgin Mobile
Bell Canada Enterprises*
 Benchmarx*
 BlackBerry
 Bloom*
 BlueJ Legal
 Bonsai (Shopbonsai.ca)
 BrainStation
 BuyProperly
 Calix*
 Canada Startup Company
 Cardata
 CDW Canada*
 CEO Law
 Ceridian*
 CertiCraft*
 Darktrace
 Datadog*
 Dayforce (Formerly Ceridian)
 Dig Insights
 Digital Boundary Group
 Disco
 eBay*
 ecobee
 Elevate
 ETHGlobal*
 Execulink Telecom
 FactSet
 FrontFundr*
 Geotab
 Glowstick (Formerly known as Ampersand)
 Google*
 Goosechase
 Hackworks

HealthHub – Patient Engagement Solutions*

HelloFresh

Honk Mobile*

HubSpot*

IBM*

Info-Tech Research Group Inc.*

Innovapost*

InTouchCX

ISNetwork*

Jitto

Jonas Software

Kooltra

LineZero*

LinkedIn

Litespace*

Lumine Group*

Mark43*

Microcad Computer Corp

Microsoft*

Mikutech

MineOS*

Mobsquad*

MoveMate

NetDynamic Consulting Inc.

Notch*

Numerator*

Omatic Software

Oracle*

PaperDoDo Inc.

PAR Technology*

Peggy

Perpetua*

Phoenix Health Canada

Plative*

Powtoon – a Visual Native company*

PureFacts Financial Solutions*

Qualcomm*

Realtor.com*

Replit*

RideCo On-Demand Transit

Riipen

Rogers Communications*

S&P Global

Sage Group*

Sairyo

Salesforce.com*

SES Technologies*

SharpStakes*

Shopify

SignAgent*

Sphera

Tech Mahindra*

Tech Talent

TELUS*

Teranet Inc.*

Thentia*

Toronto Product Management Association

Trapeze Group*

Tucows

Uber*

Unity

Vidyard

vivo*

Volaris Group*

Xerox*

Xplor*

Xtivity Inc.

Zebra Technologies*

ZoomInfo

THINK TANKS/POLICY INSTITUTE/RESEARCH INSTITUTE

Delphic Research Group*

Network for Business Sustainability (NBS)*

TRANSPORTATION/DISTRIBUTION/LOGISTICS

Ahmadiyya Muslim Jama`at Canada

Blocksyte*

Metro Supply Chain

Metrolinx*

Quarterback Transportation

Universal Logistics Inc.*

WHOLESALE TRADE

POOLCORP