

MBA EMPLOYMENT REPORT

IVEY BUSINESS SCHOOL

2023

MESSAGE FROM THE EXECUTIVE DIRECTOR



I am pleased to present the MBA 2023 Employment Report on behalf of Career Management at Ivey. As Ivey celebrated its centennial year in 2023, we remained dedicated to providing an unparalleled business education, equipping our MBA students to address critical issues on local, national, and international fronts. Key highlights for the 2023 class include:

1. Sustained High Demand: Despite a challenging market, Ivey MBAs remained in high demand, with an impressive 92 per cent of the class securing at least one employment offer within six months of graduation. Feedback from our

recruiting partners consistently highlighted the job readiness of Ivey students, their commitment to ethical leadership, and their positive contributions to organizational teams. This reflects both the caliber of individuals attracted to the program and the effectiveness of our curriculum.

2. Robust industry partnerships: We are grateful to our corporate partners for their continued dedication to the Ivey MBA class. Top organizations in consulting and financial services actively engaged with our students, and Alumni and employers from diverse sectors, including healthcare and consumer products, participated in various activities such as coffee chats, networking events, office visits, panels, and more. While many students landed roles in consulting and finance, others successfully secured positions with partners in government, technology, and energy, amongst many others.

3. Commitment to world-class support: Our Career Management team remains steadfast in assisting Ivey MBAs in preparing for their initial roles after graduation and supporting their lifelong career journey. We continue to expand our network of corporate partners to help align with our students' career interests, and our dedicated team of career coaches are embedded into the curriculum and easily accessible for one-on-one support.

We take pride in the achievements of the 2023 MBA class despite the challenging recruiting landscape they faced. We extend our special thanks to our Alumni network, comprising nearly 33,000 members, and to our corporate partners for their ongoing support and confidence in the Ivey Business School.

All the best,

Kim Miller

Executive Director, Career Management

Overview

\$131,282

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

\$21,294

Average signing bonus based on a 48 per cent reporting rate.

\$148,478

Average total compensation (including base, signing bonus and other guaranteed compensation) based on an 87 per cent salary reporting rate.

89%

Percentage of those seeking employment who received at least one job offer as of September 15th, 2023, based on a 92 per cent reporting rate. By December 15th, 2023, 92 per cent of those seeking had received at least one job offer based on a 96 per cent reporting rate.

Understanding the data

The Employment Report provides prospective students with a snapshot of MBA outcomes to see how top programs compare, help them sort through the list of schools they might want to consider, and find the one that's right for them.

Not all reports are created equal, but their intentions are the same: to help prospective students understand where recent graduates have gone in their post-MBA career endeavours.

All data, except where otherwise noted, is captured as of September 15, 2023.



Offers and reporting rate

The best schools follow a globally held standard of how and what to report, which is driven by the MBA Career Services and Employer Alliance. While most schools will break down the percentage of students who report having an offer, at Ivey, we believe transparency and detail are the basis of a trusting and lasting relationship with our students.

With our Employment Reports, we target a minimum of 90 per cent of our students reporting their job status, which specifies whether they have received an offer or whether they are currently still job-seeking. For the 2023 MBA class, we had a 89 per cent reporting rate by September 15th, 2023 (which tells you how many graduates provided information).

In addition to sharing the three-month reporting rate (i.e., September 15th) we also detail offer rates at six months following graduation (excluding students returning to school, seeking entrepreneurial opportunities, returning to their former employers, and those not currently seeking employment) to help you understand that, for some, the career journey is longer than for others, but, in the end, our graduates are successful.

Salary

Salary is reported both at an aggregate level for the class overall and broken down by industry, function, and geography. We understand that each industry has its own demands and trade-offs, and the compensation standards often reflect that. Reporting salary in these ways helps you better assess what the graduates have self-reported as their compensation and in some cases make decisions on what industries you want to pursue.

Career transitions

Prior work experience is an important admissions criteria at Ivey, and it often helps our graduates make their desired changes to new geographies, industries, and/or functions in new companies or in their previous companies. Looking at how many graduates in a class have made a change, as well as which companies came to look at the talent, may help you answer your own questions about the viability of the MBA and its role in helping you make the personal career change that started you on this journey in the first place.

Class of 2023 at a glance

Diversity of industries, functions, geography, and perspectives is one of the many strengths of the Ivey MBA. With a focus on case method and experiential learning, students are able to challenge each other and learn from one another as they come up with strategies to solve real-life business problems.



143

Total Students in Class



28.5

Average Age at Entry



24-35

Age Range



5.5

Average Years of Work Experience



540-770

GMAT Range



35%

Self-Identify as Women



40%

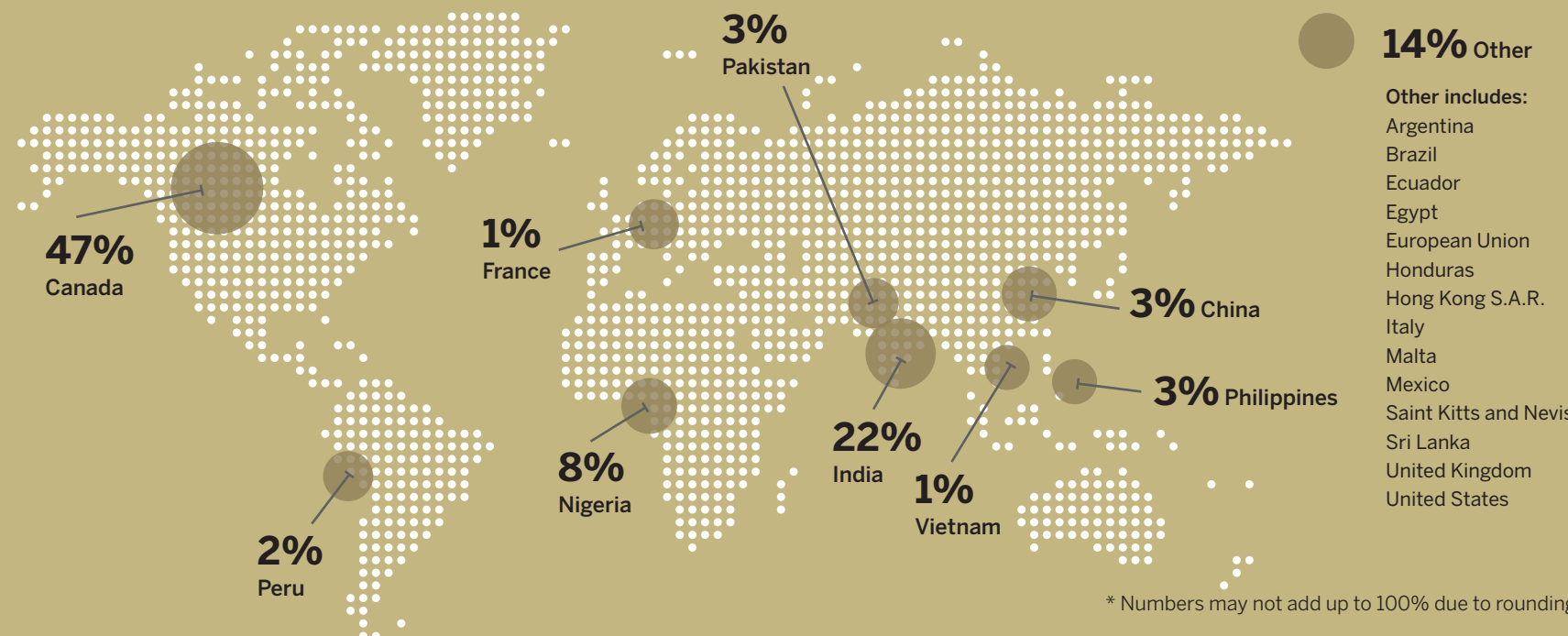
Self-Identify as Non-Canadian

Pre-MBA industry of employment

Financial Services	26%
Consulting	20%
Technology	11%
Other*	11%
Energy/Resources	8%
Consumer Products	6%
Entertainment	5%
Government	3%
Healthcare	3%
Manufacturing	3%
Advertising (Marketing Services, Ad Agencies, Communications, Public Relations)	2%
Aerospace (Space Exploration, Satellite Communications, Commercial Space, Drones, Airlines/Aviation)	2%

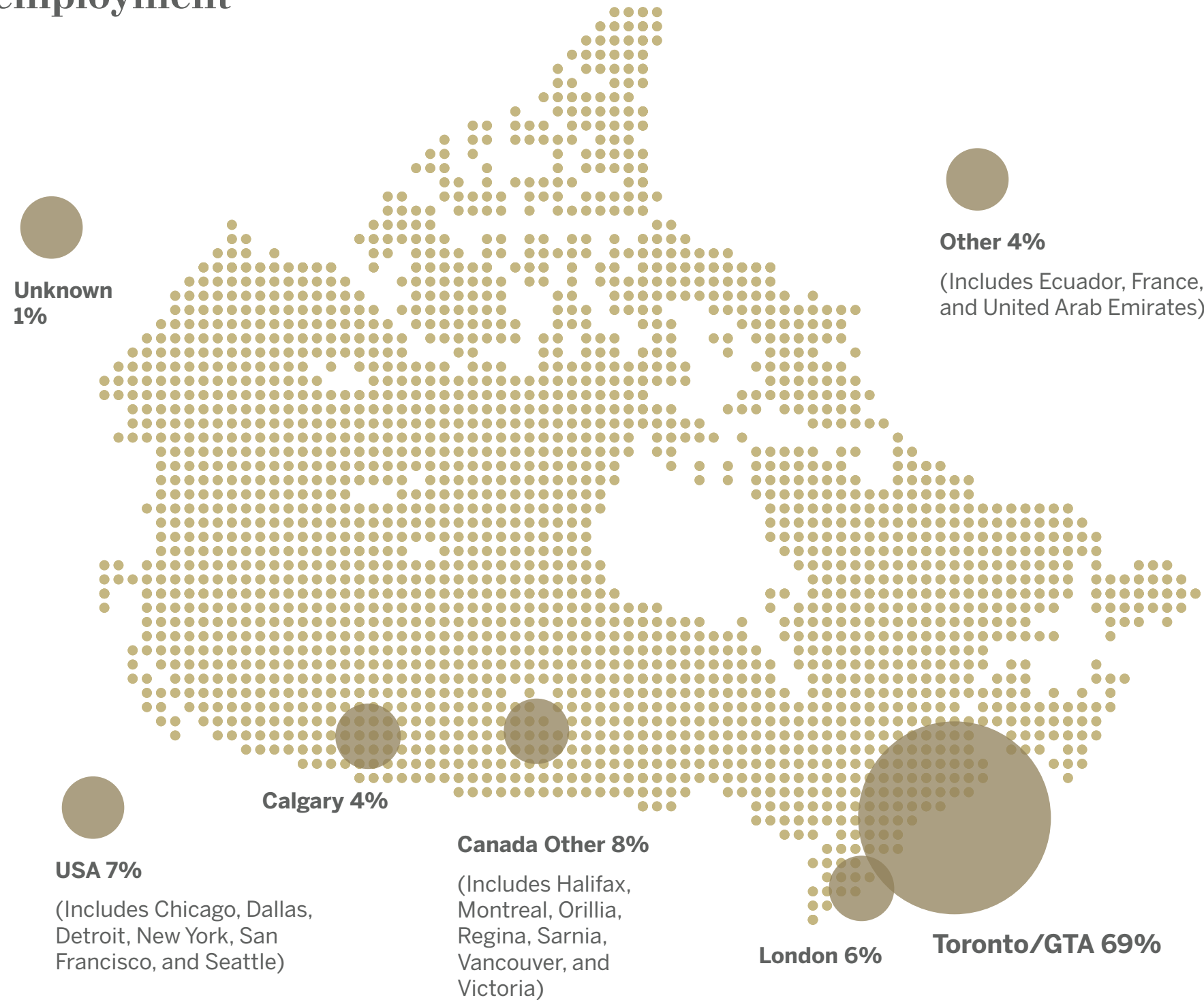
* Other includes: Agriculture/Agribusiness, Automotive, Charities/Non-Profit, Construction, Education, Engineering, Environmental Services, Food Service/Restaurant/Food Production, Law and Legal Services, Real Estate, Recruitment Services/Executive Search and Think Tanks/Policy Institute/Research Institute.

MBA 2023 passports represented



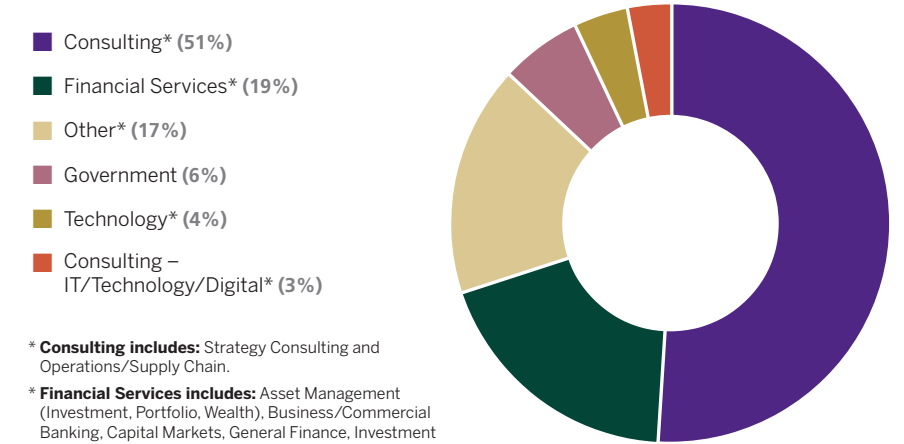
* Numbers may not add up to 100% due to rounding.

Geography of accepted employment



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.

Industry of accepted employment



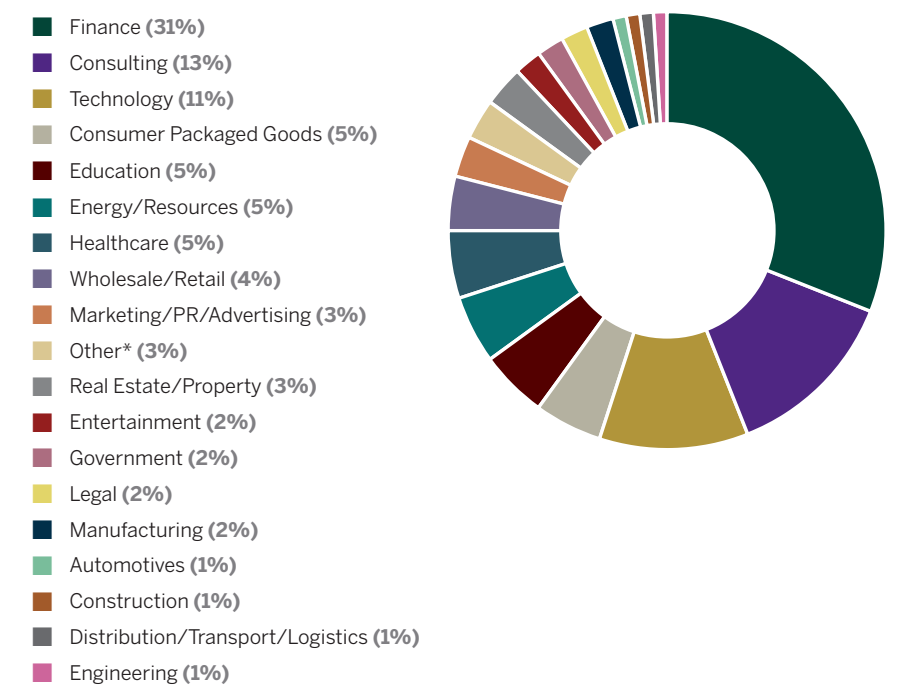
* **Consulting includes:** Strategy Consulting and Operations/Supply Chain.

* **Financial Services includes:** Asset Management (Investment, Portfolio, Wealth), Business/Commercial Banking, Capital Markets, General Finance, Investment Banking, Private Equity/Venture Capital, and Retail Banking.

* **Other includes:** Charities/Non-Profit, Consumer Products - Household/Personal/Cosmetics, Education, Energy/Resources - Alternative Energy/Renewable Energy, Energy/Resources - Petroleum, Oil, Gas, Engineering, Entertainment - Sports & Sports Management, Food Service/Restaurant/ Food Production, Healthcare - Medical Devices and Equipment, Law and Legal Services, Real Estate - Commercial/Industrial, and Retail.

* **Technology includes:** Information and Communication (Telecommunication) and Computer Software and Services.

Alumni industry of employment over time



* **Other includes:** Aerospace, Agriculture/Agribusiness, Charities/Non-profit, and Holding Companies.

Recruiting at the Ivey Business School

Ivey students' employment success is actively supported by its world-class Career Management department. Career Management guides MBAs through the recruiting and interview process, provides students with tools and resources, and helps them develop the skills they need to succeed in their post-MBA career journey.

57

Companies with which our MBA students accepted employment

6

Number of students pursuing entrepreneurship

119

Companies that posted jobs to the MBA 2023 class

13

Students returning to their former employer

85%

Students reported being satisfied with the job they accepted post-MBA, based on a 65 per cent reporting rate

96%

Graduates who accepted an offer and made at least one career transition (change in industry, function, and/or geography)

72 per cent made at least two career transitions, and **42 per cent** made three career transitions (change in industry, function, and/or geography)

“Ivey’s Career Management team provided unparalleled support in my job search. The guidance from Career Management staff was instrumental in refining my professional image and equipped me with the skills necessary to stand out in a competitive job market.”

Jeann Lasrado, MBA '23

ATB Capital Markets

Women’s Rotation Program

Recruiting at the Ivey Business School

The power of the Ivey network was evident for the Class of 2023. The class engaged with corporate partners and alumni at recruiting activities, found opportunities through school-facilitated job postings, and applied skills developed through their program to secure employment. Through their own independent job search, 31 per cent of students secured their own opportunities, while 57 per cent took advantage of opportunities promoted through Ivey.

Source of accepted employment

57%

School-facilitated

- Career Management Posting **39%**
- Networking (Alumni and Corporate Partners) **11%**
- Alumni Referral **2%**
- Classmate Referral **2%**
- Resume Book/Resume Referral **2%**
- Faculty Referral **1%**

31%

Graduate-facilitated

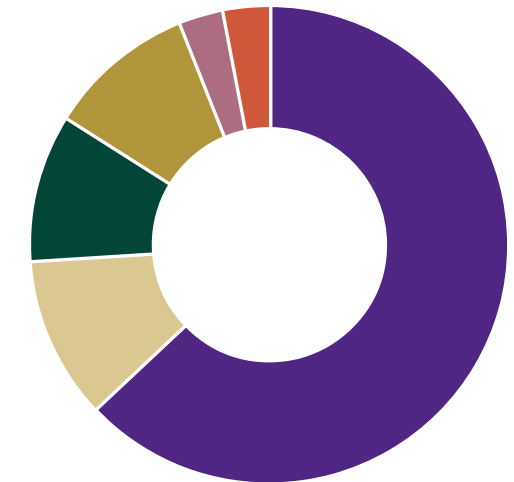
- Company Websites, External Job Boards/LinkedIn **13%**
- Networking (Outside School) **8%**
- Personal Network (Friends/Family) **6%**
- Previous Employer (Before starting Ivey) **3%**
- Third Party Sources (i.e., Executive Recruiters) **1%**

■ Source of offer unknown or not reported: **12%**

Function of accepted employment

- Consulting/Corporate Strategy (62%)
- Other* (11%)
- Finance (10%)
- Leadership Development/Rotational Program (10%)
- General Management (3%)
- Marketing (3%)

*Other includes: IT, Law/Legal Services, Operations/Logistics, Other, Product Management, Research and Development, and Sales/Business Development.



Salary data in this report is based on an 87 per cent salary reporting rate from our students and reflects base salary and/or signing bonus and other guaranteed compensation (e.g., other taxable payroll compensation such as a guaranteed annual bonus). It is important to remember that not every role includes a signing bonus or other guaranteed compensation. Signing bonuses are most common in select industries. Of the students who shared their salary data, less than half reported receiving a signing bonus.

Where students have reported roles outside of Canada, all salary details have been converted to Canadian dollars.

COMPENSATION BREAKDOWN					
	% Receiving	Min \$	Max \$	Average \$	Median \$
Base Salary	87%	\$24,720	\$233,740	\$131,282	\$107,500
Signing Bonus	48%	\$2,000	\$41,200	\$21,284	\$25,000
Other Guaranteed Compensation	58%	\$2,000	\$71,200	\$25,463	\$15,000
Total Compensation	87%	\$39,720	\$304,940	\$148,478	\$115,000

Alumni Spotlight



Jeann Lasrado, MBA '23

Member of the 2023 cohort of the ATB Capital Markets Women's Rotation Program

What inspired you to pursue your MBA degree at Ivey?

I was drawn in by Ivey's reputation for fostering transformative leadership as well as its commitment to developing well-rounded strategic thinkers. After working in corporate banking for more than eight years, at a Dutch financial institution, I saw pursuing an MBA at Ivey as the perfect catalyst for advancing my career and honing the leadership skills necessary to navigate today's dynamic business landscape. Ivey's Case-Method Learning was a major factor in my decision. I wanted to learn from the diversity of challenges presented by the case studies. I thought they would provide an immersive learning experience, equipping me with not just a degree, but also practical skills that I could immediately apply in my career.

What were your goals coming into the program?

One of my key goals was to develop a global perspective and enhance my cultural awareness within Canada and, largely, North America. I recognized the importance of understanding international business dynamics. My aim was to leverage the program to gain exposure to diverse perspectives, cultures, and business practices. I believed this would better equip me to navigate the globalized business landscape.

How did the Career Management team and your Ivey network help you in achieving your career goals?

Ivey's Career Management team provided unparalleled support in my job search. From resumé workshops to mock interviews and coaching sessions, the guidance from Career Management staff was instrumental in refining my professional image and equipped me with the skills necessary to stand out in a competitive job market.

Was there a standout moment you'd like to share?

A standout moment for me was winning the first edition of the McGill-Desautels Negotiation Competition, together with my classmates, whom I'm blessed to call friends. Faced with challenging negotiations, I was able to draw upon the program's emphasis on thinking creatively to propose a solution that both addressed the immediate concerns and created value for all parties involved. Winning the competition mirrored my success from the program, affirming the practicality and effectiveness of the skills cultivated during my MBA journey.



Giustin MacLean, MBA '23

Associate, McKinsey and Company

What inspired you to pursue your MBA degree at Ivey?

Ironically, I was inspired by the pandemic! With all the change that was occurring in the world, there was no better time to make a career change. The Ivey MBA offered a hands-on learning experience through the case method, historically great career outcomes, and a peerless alumni network. The idea of completing an MBA in one year, rather than two, was also very appealing, given that the pandemic had placed all of our lives on hold for long enough.

What were your goals coming into the program?

Coming into the MBA, I was interested in acquiring a skillset I didn't have – specifically comfort interacting with data, accounting, and finance. I figured these would round out the soft skills I had acquired across a very atypical and varied career.

How did the Career Management team and your Ivey network help you in achieving your career goals?

The Career Management team were my cheerleaders from day one and helped me navigate formal recruiting processes – something I had not previously encountered in my career. When the recruiting process began, I was told that Ivey alumni have an unwritten rule to always find 15 minutes of their time to help someone from Ivey. I found this both true and invaluable, as many alumni helped me refine my resume, story, and case skills.

Was there a standout moment you'd like to share?

At a certain part of the recruiting process, I started to lose perspective and began comparing myself to this "ideal" perfect-on-paper candidate who I didn't believe I measured up to very well. The whole career management team did a great job of reminding me that my experiences, and the skills I had acquired in a unique career, set me apart and that I needed to use them to remind people why I was the person they wanted to hire.



Samuel Osho, MBA '23

Product Manager, CARFAX Canada

What inspired you to pursue your MBA degree at Ivey?

After contemplating for years whether to pursue an MBA degree, I was inspired by the stories of Ivey alumni who had made stunning and bold career changes.

After interacting with several alumni and faculty members from the School, I chose Ivey because of its supportive community and case-based method. Ivey's case method offered an incredible opportunity to glean lessons from real-life examples, and the supportive community stood by me when I needed help. You have to be here to truly understand the generosity, empathy, and kindness embedded in Ivey's positive culture.

What were your goals coming into the program?

Before my Ivey MBA, I had two main goals: learn the rudimentary principles of business management and transition from manufacturing to managing digital and consumer-facing products.

I desired formal training which provides a wide range of skills required for modern business management in today's rapidly changing landscape. Having worked in different roles within operations and manufacturing, I yearned for a new challenge. I wanted to make a move to product management, and I thought that an Ivey MBA would prepare me for this career change.

How did the Career Management team and your Ivey network help you in achieving your career goals?

Several Career Management programs, especially the design thinking session, helped me to focus on aligning my values, strengths, and career goals. These sessions provided tools to filter through the noise and zone in on what I wanted to achieve within the program. The Career Management team provided a host of resources that assisted in refining my resume, preparing for interviews, and tweaking my networking approach.

During one of the Ivey Get Connected events in Toronto, I had a mock interview with an Ivey alum who had vast experience in product management and who gave me valuable advice on how to go about my career transition. We connected after the event, and he reviewed my resume and gave me pointers for customizing it to fit what product management recruiters are looking for. Mock interviews with classmates and Career Management coaches proved to be instrumental in building my confidence and managing my blind spots.

Compensation by industry and function

Base salary compensation by industries

Where students have reported roles outside of Canada, all salary details have been converted to Canadian dollars.

INDUSTRY					
INDUSTRY	% SHARE OF TOTAL REPORTED SALARIES	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Consulting	56%	\$50,000	\$233,740	\$156,820	\$180,000
Financial Services	19%	\$92,000	\$130,000	\$102,933	\$100,000
Other*	25%	\$24,720	\$156,000	\$95,868	\$95,000

* **Other includes:** Charities/Non-Profit, Consumer Products - Household/Personal/Cosmetics, Education, Energy/Resources - Alternative Energy/Renewable Energy, Energy/Resources - Petroleum, Oil, Gas, Engineering - Engineering Services, Entertainment - Sports & Sports Management, Food Service/Restaurant/Food Production, Government, Healthcare - Medical Devices and Equipment, Law and Legal Services, Real Estate - Commercial/Industrial, Retail, Technology - Information and Communication (Telecommunications), and Technology - Computer Software and Services.

Base salary compensation by function

Where students have reported roles outside of Canada, all salary details have been converted to Canadian dollars.

FUNCTION					
FUNCTION	% SHARE OF TOTAL REPORTED SALARIES	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Consulting/Corporate Strategy	64%	\$50,000	\$233,740	\$148,332	\$160,000
Finance	8%	\$90,000	\$130,000	\$107,000	\$102,500
Leadership Development/Rotational Program	12%	\$92,000	\$103,000	\$98,000	\$97,000
Other*	16%	\$24,720	\$165,000	\$100,891	\$95,500

* **Other includes:** Corporate Development, General Management, IT, Marketing, Operations/Logistics, Product Management, Research and Development, and Sales/Business Development.

Base salary compensation by geography

Where students have reported roles outside of Canada, all salary details have been converted to Canadian dollars.

GEOGRAPHY					
GEOGRAPHY	% SHARE OF TOTAL REPORTED SALARIES	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Canada	88%	\$70,000	\$200,000	\$129,243	\$104,000
Calgary	5%	\$125,000	\$200,000	\$181,250	\$200,000
London	5%	\$70,000	\$95,000	\$84,500	\$86,500
Toronto	69%	\$85,000	\$200,000	\$131,038	\$103,000
Canada – Other*	9%	\$85,021	\$156,000	\$111,503	\$105,000
International*	12%	\$24,720	\$233,740	\$146,690	\$160,000

* **Canada – Other includes:** Halifax, Montreal, Orillia, Regina, Sarnia, Vancouver, and Victoria.

* **International includes:** Ecuador, France, United Arab Emirates, and United States.



Ivey Corporate Partners

Below is a list of companies and organizations that engaged with Ivey's MBA students in the last three years through networking, company-sponsored education leave, hiring, formal postings, and/or campus recruiting. Companies that have been among our top hiring firms for the past three years are bolded. Those companies denoted with an (*) have hired at least one Ivey MBA grad in the past three years.

ACCOUNTING/ AUDIT/TAX

theFinanceStack

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

Acosta

Al Murad Group*

B4brand

Bond Brand Loyalty

Canadian Marketing League

DAY Communications

Directive

Hivestack*

iONLAND

Klick

Konrad Group

Mash

Maven

Nexus Communications North America

Northern Commerce

One Net Inc.

Publicis Sapient*

Shift Marketing

SZID Inc.

Tech Talent

The Canadian Marketing Association

Wasserman

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

SpaceRyde

AGRICULTURE/ AGRIBUSINESS

Nutrien

ARCHITECTURE & PLANNING

Saunders Arkitektur AS

CHARITIES/NON- PROFIT

Access to Success Organization

C100*

Canadian Congenital Heart Alliance (CCHA)

Charity Intelligence Canada

Childreach

Cleveland Clinic Canada*

Communitech

DreamRider Productions

eCampusOntario

Elevate

Environmental Defense Fund

Fora: Network for Change

Grand Challenges Canada

Habitat for Humanity Heartland Ontario*

Innovative Canadians for Change (ICChange)

Lime Connect

Onyx Initiative

Plan International Canada

Science Teachers' Association of Ontario (STAO)

Startup Canada

The Cansbridge Fellowship

The Starfish Canada

Toronto Garlic Festival

UNTOLD

Venture for Canada

Youth Challenge International

Youth Climate Lab

CHEMICALS/PLASTICS

Evonik*

Nova Chemicals

CONSTRUCTION

Archimedes Holdings Inc.

ARIA VENT INC.

Hilti*

Ledcor

Linwood Homes*

Mitrex

Paramount Shipbreaking*

Smith and Long*

CONSULTING

Accenture*

Accuracy

Adaptovate*

AlixPartners*

Alpha FMC

Analysis Group

Avanade*

Bain & Company*

BDO Canada*

Boston Consulting Group - BCG*

Brooklin Consulting

Burnie Group*

Business Transition Consulting

Capco*

Carly Rian Group*

Carpedia*

Cascadia Strategy Consulting Partners*

CGI

Coactuate*

Cognizant*

Dalberg

Delfos Consultancy*

Deloitte*

Delphos International - FMA Inc.

Dunsky Energy + Climate Advisors*

Eastwood & Cleef LLC*

EY*

EY-Parthenon*

Fusion Analytics

Galleon Advisors

Gartner

Gemic

GGA Partners

Guidehouse*

Hatch

HINICIO

HVS: Global Hospitality Services

iDriveCareer (iDC)

Invictus Analytics + Strategy

IQVIA (formerly IMS Health)*

Iris Pricing Solutions

Isaac Operations

JTE Claims Consultants Ltd.

Juno Growth Canada Inc.*

Kearney*

KPMG*

LEVEL5 Strategy

Marsh & McLennan Companies

Maslow Centre for Executive Leadership

Mastercard Advisors*

McKinsey & Company*

Mensana Change Management Ltd.

Meridian Compensation Partners

Monitor Deloitte*

NMG Consulting*

Nous Group*

Oliver Wyman*

Optimus SBR*

P1 Consulting

Partners In Performance*

PMP Consulting

PwC*

Revenue Management Labs*

Roland Berger*

RSM Canada*

SA Collective

Sapling Financial Consultants Inc.

Satov*

Shift Health

Stack'd Consulting

Strategy&*

StrategyCorp Inc.

Stratum Advisory Group

Summit Strategic Advisors*

Synpulse*

The Arnold Group*

Tidal Equality

Trident Consulting

Triton Advisory Services*

Upskills

Vector Medical Corporation

Wavestone*

Whiteshield

X/Celerant Consulting

ZS*

Amaris Consulting

TechAlliance of Southwestern Ontario

CONSUMER PRODUCTS

Bayer

Branch Furniture Inc.

Canopy Growth Corporation*

Colgate-Palmolive*

ete (Everything Touches Everything Else)

Gousto*

Humboldt Distillery

Indiva*

Johnson & Johnson*

Kenvue, Part of Johnson & Johnson Family of Companies

Kind Laundry

Labatt Breweries of Canada

L'Oreal

Marcatus QED

Maskeraide

Mondelez International

NIKU Farms

NUDESTIX

Organic Ocean

Procter & Gamble

Reckitt

Skilled Accents

Sleeman Breweries

SuperPower Snax

TEALEAVES

The Kraft Heinz Company*

Athena Cultivation Inc.

Battat

General Mills

Maple Leaf Foods

Mars, Incorporated

Nestle*

PepsiCo Canada

CONSUMER SERVICES

London & Middlesex Community Housing

ECONOMIC DEVELOPMENT

Manitoba Technology Accelerator (MTA)

MaRS Discovery District*

EDUCATION

Toronto Metropolitan University

Chimera Firearms Training

Connective Intelligence Inc.

Desa Global Leadership Inc.

Durham College

GoStudent*

Higher Ground Education

Innovation North, Powered by Ivey

Insidell
Inspirely Education
Ivey Business School*
Jain University
Incubation Centre
London Economic
Development Corp.
Rosedale International
Education
TECHNATION
Trent University
University of Waterloo
Wavemakers
Western University
Wholistic Health Training
& Research Centre

ENERGY/RESOURCES

Algonquin Power &
Utilities Corp.*
Amp
Enercare
Imperial*
Invenergy*
Nexus Energy
BerQ RNG Inc.
Cenovus Energy
Enbridge Inc.
Hydro One
Kinectrics
Northland Power
Subterra Renewables*
Teck Resources Ltd.*

ENGINEERING

H.H. Angus &
Associates Ltd.*
Spectra Engineering

ENTERTAINMENT

Easton's Group of Hotels
Fitness World Canada*
Ontario Lottery and
Gaming - OLG
Pelmorex Media Inc.*
RANI Creative Collective
Skillz Inc.*
The Peak
Volley Club Mâconnais*
Winnipeg Trolley
Company
Entertainment One
Four Seasons Hotels
and Resorts
theScore

ENVIRONMENTAL SERVICES

Alberta Innovates
Anaergia
Global Institute for
Food Security
Taking Root
Trojan Technologies*
Carolinian Canada
Coalition

FINANCIAL SERVICES

ACR Alpine Capital
Research
Agentis Capital
AGF Investments
Alpha Square Group
American Express*
Antler
Archer Growth Partners
Area One Farms*
ATB Financial*

Atrium Mortgage
Investment Corporation
Aviva Canada
Bank of America-Merrill
Lynch (BofA)
Bank of Canada
Baseline Capital Group*
Battery Ventures
BCI*
BDC Capital
Birch Hill Equity Partners
Blackstone

BMO Financial Group*

Bonnefield
Broadpeak
Burgundy Asset
Management Ltd.
Business Development
Bank of Canada - BDC
Caldwell Securities
Callian Capital Group*
Cameron Stephens
Mortgage Capital Ltd.
Canadian Association
of Urban Financial
Professionals (CAUFP)
Canadian Venture
Capital & Private Equity
Association (CVCA)

Cantor Fitzgerald

Capital One*

CBRE Investment
Management
Chou Associates
Management Inc.*

CIBC*

Cidel Asset Management
Citi*
Clairvest Group Inc.
Clariti Strategic
Advisors*

Clearco (formerly
Clearbanc)*
ComCap LLC*
Connor, Clark & Lunn
Financial Group
Cormark Securities Inc.
CPP Investments
Creative
Destruction Lab*
Definity Financial
Desjardins Group
Deutsche Bank AG
Essex Lake Group*
Fairstone*
Farmland LP
Fengate Asset
Management
Fidelity Investments
Fintech Cadence
Forum Family
Office GmbH
Frankel & Company*
Gazelle Capital
Georgian Partners*
Ginsler Wealth
Greenhill
GreenSky Capital Inc.
HOOPP (Healthcare of
Ontario Pension Plan)
HSB Canada
HSBC Bank
iA Financial Group*
ICON Talent Partners
IFC - International
Finance Corporation
IGM Financial
INFOR Financial
Group Inc.
Juno Capital Partners*

KOHO
Korea Search
Investment Partners
Koru*
Lighthouse Management
Partners
Longview Asset
Management Ltd.
Mackenzie Investments
Manulife Financial
Maro Partners
Mawer
Moneris Solutions
Morgan Stanley
Morrison Park Advisors*
**National Bank
of Canada***
Neuberger Berman
Ninepoint Partners LP
Northleaf Capital
Partners*
OMERS
OneSixtyTwo
Digital Capital
Ontario Teachers'
Pension Plan Board
Osprey Capital
Partners Inc.
Oxford Properties Group
& OMERS
Paradigm Capital*
Peakhill Capital
Plenary
Polar Asset
Management Partners
Position Ventures
President's Choice
Financial
Prospera Credit Union

RBC*

Regenerative
Capital Group

R-LABS Canada Inc.
Rogue Insight Capital Ltd.
Scotiabank*
Signal Hill Equity Partners
Silver Point Capital, L.P.
Societe Generale
Sprott Capital Partners
Sprucegrove Investment
Management Ltd.
Stillwater Capital

Sun Life Financial
Sustainalytics*
**TD Bank Financial
Group***
The Daniels Corporation
The Group Ventures
Travelers

Triovest

Visa*

WAVE - Women's
Association of Venture
& Equity

Welltower Inc.

Windsor Private Capital

World Bank Group*

Worldsource Wealth
Management*

XPV Water Partners

Disruption Ventures

Hiive

Invesco

Sagard Holdings

Setter Capital

Wells Fargo

Women in
Capital Markets

**FOOD SERVICE/
RESTAURANT/FOOD
PRODUCTION**

Chick-fil-A*
Recipe Unlimited
Corporation*
**Restaurant Brands
International***
The Butcher Shoppe

GOVERNMENT

City of Orillia*
Export Development
Canada*
Government of Canada
Infrastructure Ontario*
Ontario Government
(Ontario Public Service)

HEALTHCARE

Canadian Hospital
Specialties Limited
Critical Care
Services Ontario
eSight
GlaxoSmithKline (GSK)*
Ipsen*
Mandara Pharma
Medline Canada,
Corporation*
Mint Pharmaceuticals
Ontario Bioscience
Innovation Organization
Ontario Health
PharmAla Biotech Inc.
Quinte Health Care*
Siemens Healthineers
Smith+Nephew*
Wosler Corporation
Alexion Pharmaceuticals
(AstraZeneca Rare
Diseases)

Bristol Myers Squibb
CAMH
Medcan
Merz Therapeutics
Novo Nordisk
Pocketpills
SteriMax Inc.
Szio+
Trudell Medical
International
Unity Health Toronto
Vessl Prosthetics

**LAW AND LEGAL
SERVICES**

Goodmans LLP*
Harrison Pensa LLP*
McCarthy Tétrault

MANUFACTURING

AGI - Ag Growth
International
Canada Tire
Cantrio
EMCO Corporation
IPEX Group of Companies
Irving Shipbuilding*
Martinrea International*
Miru Smart
Technologies*
MW Canada
Nfinite Nanotech
Shimco
Skyjack
Toyota Tsusho
Canada Inc.

**PUBLIC
ADMINISTRATION/
REGULATORY GROUPS**

Canadian Tax Foundation
Higher Education Quality
Council of Ontario
(HEQCO)

REAL ESTATE

Bosa Properties
Cadillac Fairview
CentreCourt
Colliers International*
DCI Properties
Dream Unlimited
Edenshaw Developments
Limited
Great Gulf*
Hines
Mattamy Homes
One Properties
Republic Developments
Sotheby's International
Realty Canada

**RECRUITMENT
SERVICES/EXECUTIVE
SEARCH**

Altis Recruitment
Corporate Consultants
David Aplin Goup
Loberto & Associates
Lock Search Group
Seedstages
South End Partners

RETAIL

Aritzia*
Canadian Tire
Corporation
George Weston Limited

Hudson's Bay Company*
Koda Co.
Liquor Control Board
of Ontario (LCBO)
Loblaw Companies
Limited
Miss To Mrs Wedding
Gifts Inc.
Shoppers Drug Mart
Staples Canada*
TJX Canada - Winners,
Marshalls, HomeSense
Walmart Canada*

TECHNOLOGY

7shifts*
Abersoft Inc.
Acadium
Ada
ADP
Advanced Analytics
and Research Lab
AirMatrix
Alida (formerly
Vision Critical)
Alphavima
Technologies Inc.
Amazon*
Appficiency Inc.
ApplyBoard
**Bell Canada
Enterprises***
BFC Technologies
Bitbuy
Black Leopard
Technology
bld.ai
BlockZero*
BrainStation
BuyProperly
Canada Startup
Company

Canada's Virtual
Assistant
Carfax Canada*
Centric Software
Ceridian
CIRA*
Circuit IQ
Constellation
Software Inc.
Creospark
Crypto Babes Club
Databook*

DoorDash*

DotsLive
ecobee
Everest Group*
Everybody Loves
Languages | ELL
Technologies
EXAR Studios
Flybits
FlyEasy Software
Freshbooks*
FrontFundr
G42*
Geotab
Green Apple Gives
Hackworks
Healthcard.ca
HelloFresh*
HomeOptions
HRdownloads
Info-Tech Research
Group Inc.
InTouchCX
InvestorCOM
Irwin
Jiraftek Solutions
Jobify
Jokr

Justo Brokerage
Karrot
Kepstrum
KEV Group
Kitchen Hub
LBMX
League
LiboBerry
LinkedIn
Loblaw Digital
Lynk*
MacroXStudio
MeasureUp
Meesho*
Mentum Group Inc.
Microcad Computer Corp
Microsoft*
Moonchaser
NestReady Inc.
NetDynamic
Consulting Inc.
Newcomp Analytics
Nexxt Intelligence - inca
Orkestra SCS*
PatSnap*
Peggy
Phoenix Health Canada
Pivotree*
Red Canari
RedIron
Replit*
ResQ
Rogers Communications
RouteSwift
Sairyo
Salesforce.com*
SAP Canada Inc.
SBQuantum
Shopify

Skillhat
Spinny*
Spotify
Square*
StealthCo
Taptap Send
TELUS*
The Better Navigation
Company (BNC)
The Bogo App
The Lenbrook Group
of Companies*
TheAppLabb*
TikTalk
TikTok*
TLT Network Inc.*
TrackTik
TripArc

Trvlar
U-Rite
Utradea
Varicent Software*
Vetster
Visionary
Volaris Group*
We-Watch Corporation
Wipro*
Xerox
YaizY
AutoLeap
Autzu
Bell Canada Enterprises
- Virgin Mobile
Dell Technologies
Disco
Ecopia AI

Google
HealthHub - Patient
Engagement Solutions
IBM
Information Services
Corporation (ISC)
KeyOps
Lyra Technology Group
Meta
PartnerOne
Perpetua
RideCo On-Demand
Transit
Riipen
S&P Global
StarTech.com
TechTO
Toronto Product
Management Association

Untraceable
Vidyard
Xtivity Inc.
Talem AI

**THINK TANKS/POLICY
INSTITUTE/RESEARCH
INSTITUTE**

Canadian Nuclear
Laboratories

**TRANSPORTATION/
DISTRIBUTION/
LOGISTICS**

TrueNorth
Wabtec Corporation

**VETERINARY/ANIMAL
HEALTH**

Kabo



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