

MSc²⁰²³

EMPLOYMENT REPORT



IVEY
Business School

WESTERN UNIVERSITY · CANADA

MSc 2023 Employment Report



MESSAGE FROM THE EXECUTIVE DIRECTOR

On behalf of Career Management at Ivey, I am pleased to present the 2023 MSc Employment Report, showcasing the remarkable achievements of graduates from our Business Analytics, Digital Management, and International Business programs. As we celebrated our centennial year, Ivey continued its legacy of bringing the world into our classrooms, blending real-world cases with hands-on industry experience, all in an international context. Our focus remained on instilling leadership essentials required to address the critical issues facing organizations and society. Key highlights for the 2023 class include:

Sustained high demand

Ivey MSc students remained in high demand, with well over 90 per cent of students in each stream receiving at least one employment offer within 6 months of graduation.

Robust industry partnerships

We are grateful to our corporate partners for their continued dedication to Ivey MSc students. Top organizations in consulting, technology, 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, education, and advertising, amongst many others.

Commitment to world-class support

Our Career Management team remains committed to assisting Ivey MScs 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 MSc classes, and 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

Graduate Employment at a glance

\$80,333

Average base salary, based on a **57-per-cent** salary reporting rate.

\$84,974

Average total compensation (includes: base salary, signing bonus, and other guaranteed compensation), based on a **57-per-cent** salary reporting rate.

98%

of those seeking employment received at least one job offer by August 1st, 2023 based on a **94-per-cent** reporting rate.

MSc Business Analytics compensation summary

Salary data reflects base salary and/or signing bonus. Note 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.

All salary details are in Canadian dollars.

2023 BREAKDOWN					
	Reporting rate	Min \$	Max \$	Average \$	Median \$
Base Salary	57%	\$65,000	\$108,000	\$80,333	\$80,000
Signing Bonus	30%	\$2,500	\$35,000	\$7,906	\$5,000
Total Compensation	47%	\$65,000	\$152,720	\$84,974	\$83,250

Class facts



70

Total Students in Class



100%

Graduate Job Satisfaction Rate*



53%

International Citizenship

* based on a 53-per-cent reporting rate.

Accepted employment by company size



32%

2-500 EMPLOYEES



8%

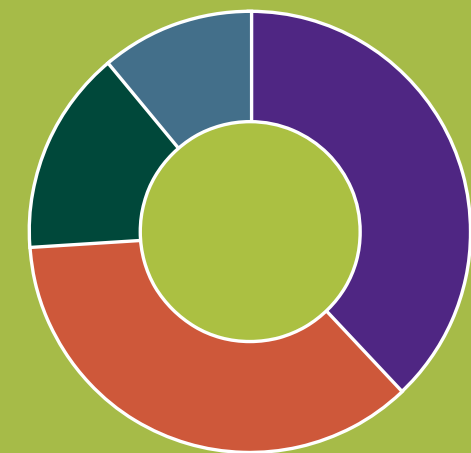
501-10,000 EMPLOYEES



60%

10,000+ EMPLOYEES

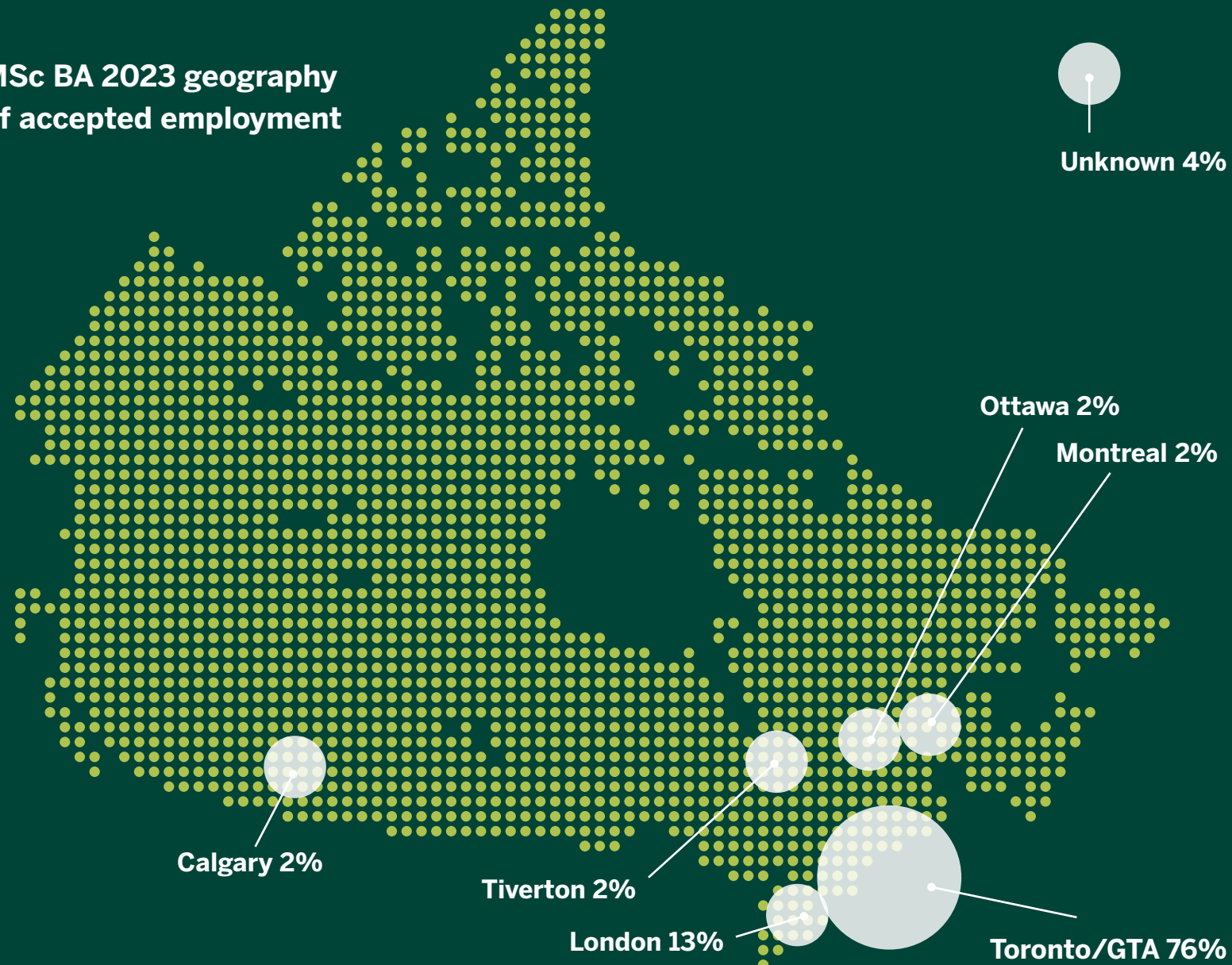
Function of accepted employment



- Consulting/Corporate Strategy (38%)
- Data Analytics (36%)
- Finance (15%)
- Other* (11%)

* Other includes: Human Resources, Operations/Logistics, Product Management, Project Management, and Research and Development.

MSc BA 2023 geography of accepted employment



Source of accepted employment

41%

School-facilitated

- Career Management Posting **23%**
- Summer Internships **6%**
- Networking (Alumni and Corporate Partners) **6%**
- Alumni Referral **2%**
- Classmate Referral **2%**
- Resume Book/Resume Referral **2%**

25%

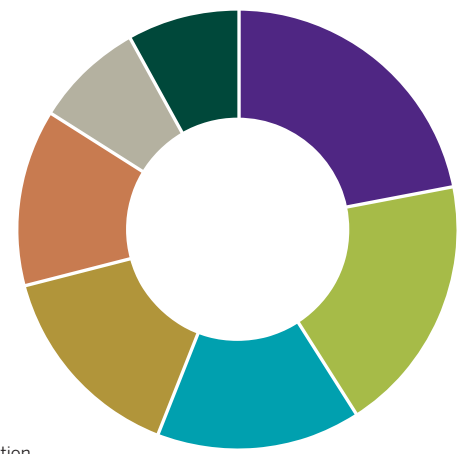
Graduate-facilitated

- Company Websites, External Job Boards/LinkedIn **13%**
- Networking (Outside School) **4%**
- Previous Employer (Before Starting Ivey) **4%**
- Personal Network (Friends/Family) **2%**
- Third Party Sources (i.e. Executive Recruiters) **2%**

■ Other/Unknown **36%**

Industry of accepted full-time employment

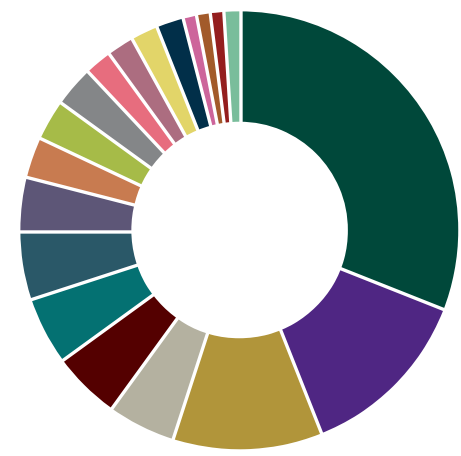
- Consulting (23%)
- Other* (19%)
- Consulting – IT/Technology/Digital (15%)
- Technology – Computer Software and Services (15%)
- Financial Services – Other* (13%)
- Consulting – Other* (8%)
- Financial Services (8%)



*Other includes: Aerospace, Consumer Products, Education, Government, Real Estate, Technology – Hardware & Equipment, and Technology – Information and Communication (Telecommunications).
 *Financial Services – Other includes: Asset Management, Business/Commercial Banking, Investment Banking, Retail Banking, and Risk.
 *Consulting – Other includes: Financial Advisory, Human Capital, Operations/Supply Chain, and Risk.

Alumni industry of employment

- Financial Services (31%)
- Consulting (13%)
- Technology (11%)
- Consumer Products (5%)
- Education (5%)
- Energy/Resources (5%)
- Healthcare (5%)
- Retail (4%)
- Advertising (Marketing Services, Ad Agencies, Communications, Public Relations) (3%)
- Other* (3%)
- Real Estate (3%)
- Entertainment (2%)
- Government (2%)
- Legal (2%)
- Manufacturing (2%)
- Automotive (1%)
- Construction (1%)
- Engineering (1%)
- Transportation/Distribution/Logistics (1%)



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

Graduate Employment at a glance

\$75,531

Average base salary, based on a **40-per-cent** salary reporting rate.

\$79,487

Average total compensation (includes: base salary, signing bonus, and other guaranteed compensation), based on a **40-per-cent** salary reporting rate.

97%

of those seeking employment received at least one job offer six months post-graduation based on an **88-per-cent** reporting rate*.

* MSc 2022 CEMS 6-months post-graduation was May 1st, 2023, and MSc 2023 IB 6-months post-graduation was December 31st, 2023.

MSc International Business with CEMS MIM compensation summary

Salary data reflects base salary and/or signing bonus. Note 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.

All salary details are in Canadian dollars.

2023 BREAKDOWN					
	Reporting rate	Min \$	Max \$	Average \$	Median \$
Base Salary	40%	\$25,000	\$124,000	\$75,531	\$75,000
Signing Bonus	16%	\$2,500	\$20,000	\$8,863	\$10,000
Total Compensation	40%	\$25,000	\$124,000	\$79,487	\$80,000

Class facts



83

Total Students in Class



93%

Graduate Job Satisfaction Rate*



54%

International Citizenship

* based on a 41-per-cent reporting rate.

Accepted employment by company size



33%

2-500 EMPLOYEES



34%

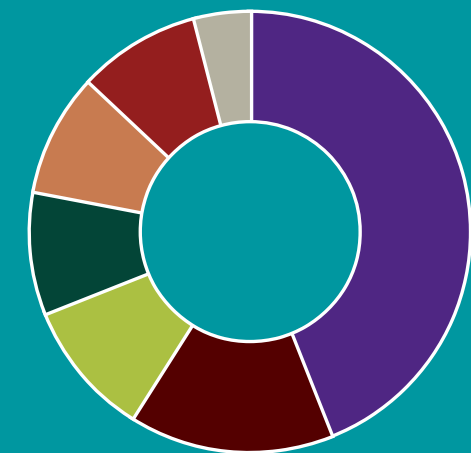
501-10,000 EMPLOYEES



34%

10,000+ EMPLOYEES

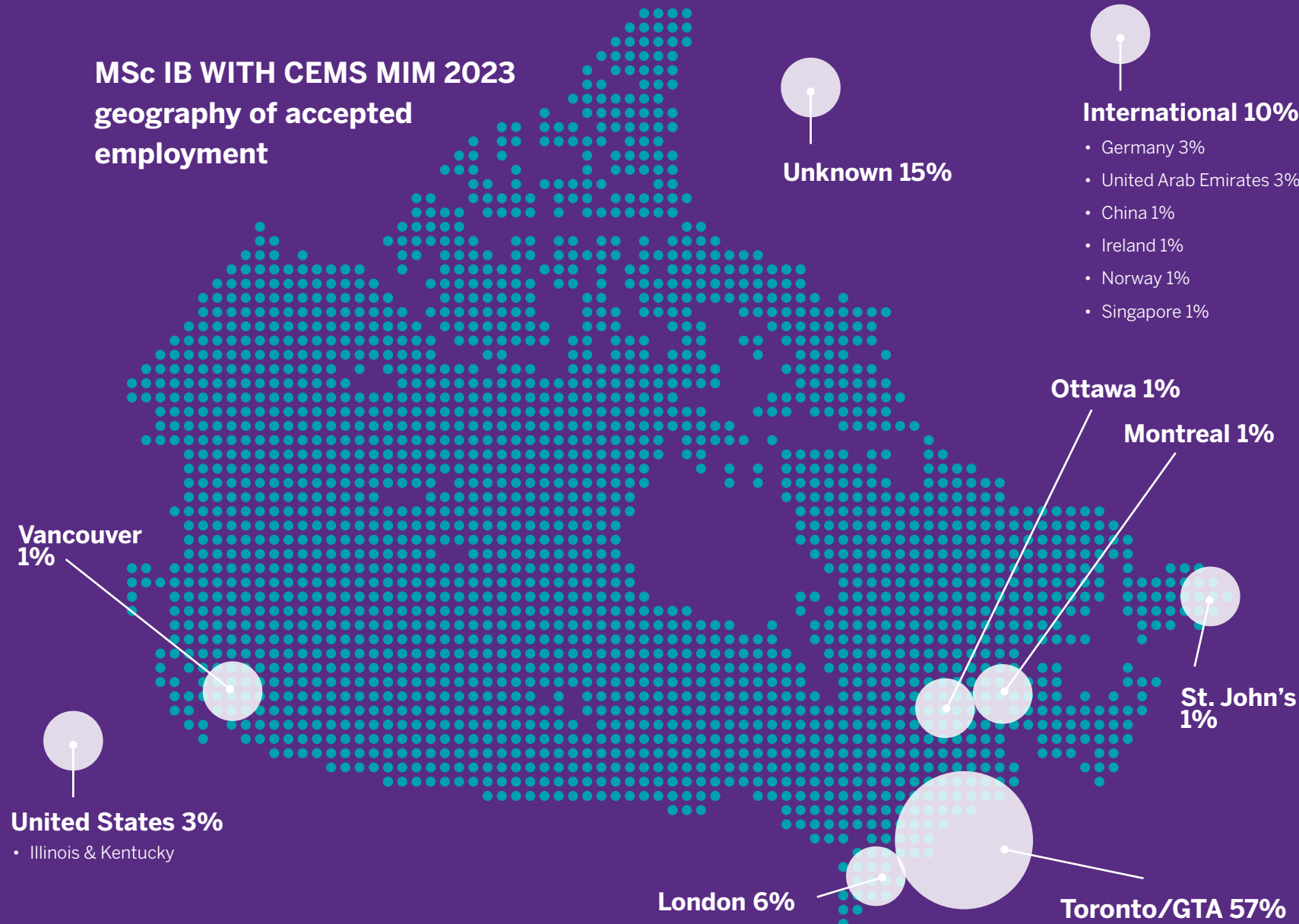
Function of accepted employment



- Consulting/Corporate Strategy (44%)
- Research and Development (15%)
- Other* (10%)
- Finance (9%)
- Marketing (9%)
- Sales/Business Development (9%)
- Project Management (4%)

* Other includes: Data Analytics, Human Resources, Operations/Logistics, and Product Management.

MSc IB WITH CEMS MIM 2023 geography of accepted employment



Source of accepted employment

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

40%

School-facilitated

- Career Management Posting **29%**
- Networking (Alumni and Corporate Partners) **6%**
- Alumni Referral **3%**
- Faculty Referral **1%**
- Resume Book/Resume Referral **1%**

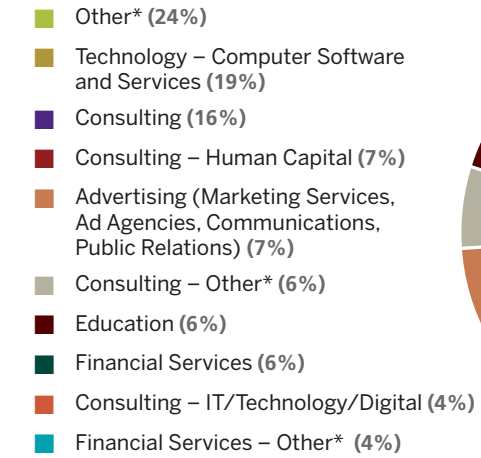
21%

Graduate-facilitated

- Company Websites, External Job Boards/LinkedIn **10%**
- Networking (Outside School) **9%**
- Previous Employer (Before Starting Ivey) **1%**
- Personal Network (Friends/Family) **1%**

■ Other/Unknown **37%**

Industry of accepted full-time employment

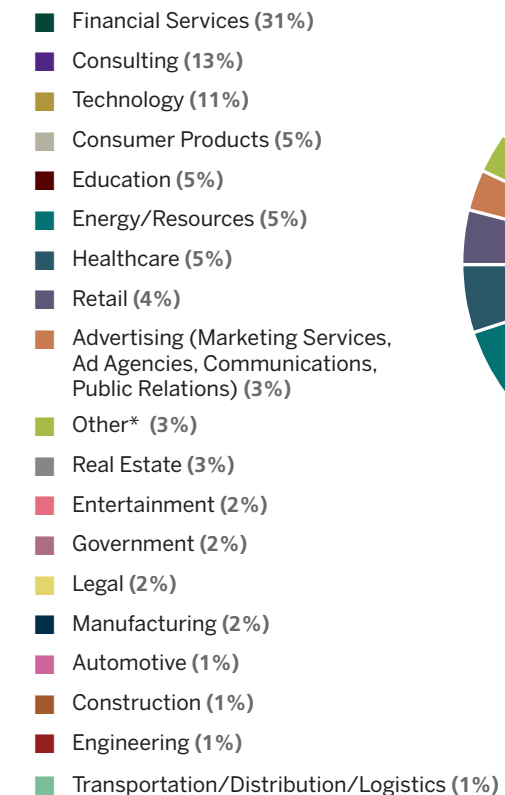


* **Other includes:** Aerospace, Charities/Non-Profit, Consumer Products, Energy/Resources, Environmental Services, Government, Healthcare, Law and Legal Services, Market Research, Retail, Technology – Hardware & Equipment, and Transportation/Logistics.

* **Consulting – Other includes:** Financial Advisory, Healthcare/Pharma/Biotech, and Operations/Supply Chain.

* **Financial Services – Other includes:** Asset Management, Investment Banking, and Private Equity/Venture Capital.

Alumni industry of employment



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

Graduate Employment *at a glance*

\$69,239

Average base salary, based on a **66-per-cent** salary reporting rate.

\$70,217

Average total compensation (includes: base salary, signing bonus, and other guaranteed compensation), based on a **66-per-cent** salary reporting rate.

93%

of those seeking employment received at least one job offer by August 1st, 2023 based on a **77-per-cent** reporting rate.

MSc Digital Management compensation summary

Salary data reflects base salary and/or signing bonus. Note 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.

All salary details are in Canadian dollars.

2023 BREAKDOWN					
	Reporting rate	Min \$	Max \$	Average \$	Median \$
Base Salary	66%	\$35,000	\$92,000	\$69,239	\$70,000
Signing Bonus	11%	\$5,000	\$7,500	\$5,625	\$5,000
Total Compensation	66%	\$35,000	\$92,000	\$70,217	\$70,000

Class facts



57

Total Students in Class



100%

Graduate Job Satisfaction Rate*



49%

International Citizenship

* based on a 63-per-cent reporting rate.

Accepted employment by company size



37%

2-500 EMPLOYEES



15%

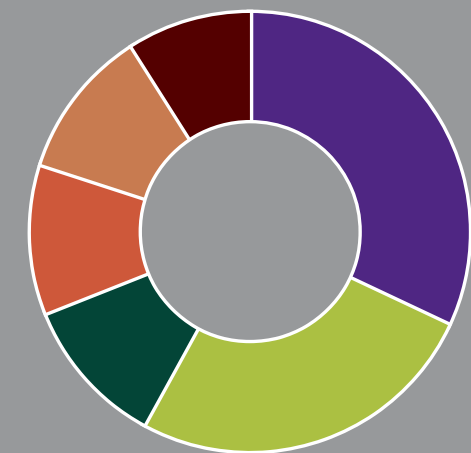
501-10,000 EMPLOYEES



49%

10,000+ EMPLOYEES

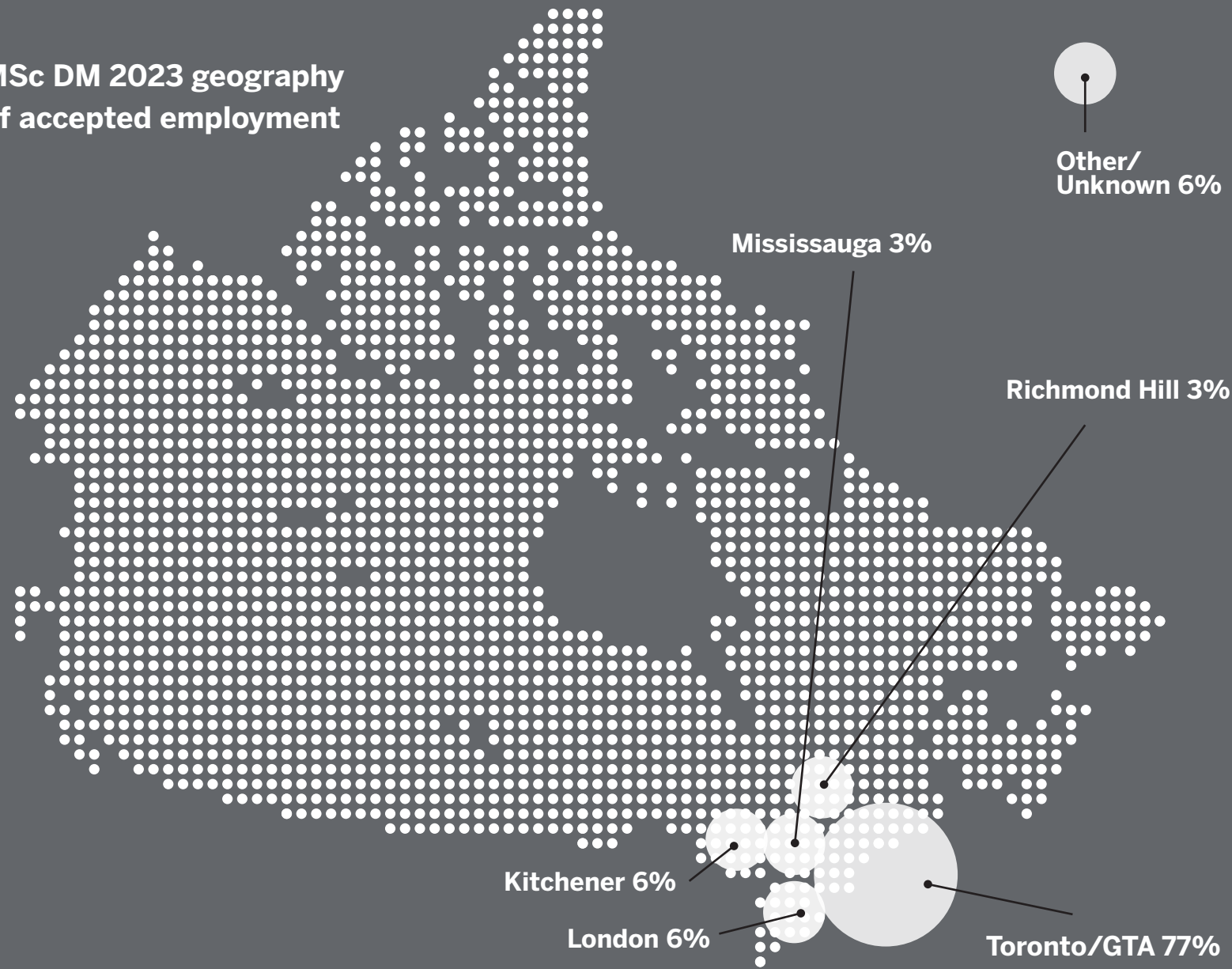
Function of accepted employment



- Consulting/Corporate Strategy (31%)
- Other* (26%)
- Finance (11%)
- IT (11%)
- Marketing (11%)
- Operations/Logistics (9%)

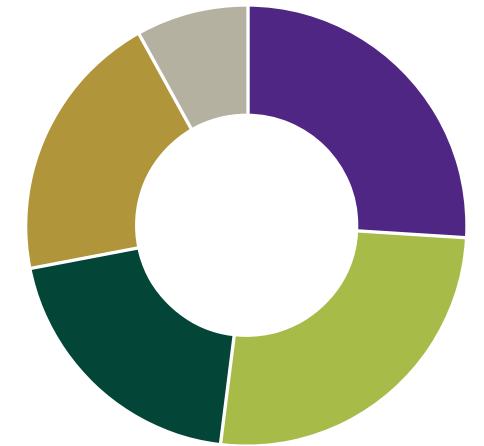
* Other includes: Data Analytics, Leadership Development/ Rotational Program, Product Management, Project Management, Research and Development, and Sales/Business Development.

MSc DM 2023 geography of accepted employment



Industry of accepted full-time employment

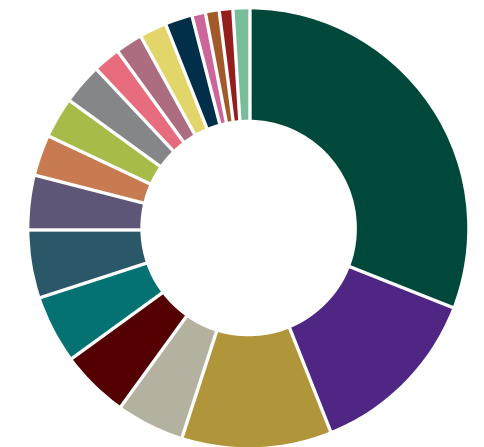
- Consulting (26%)
- Other (26%)
- Financial Services (20%)
- Technology – Computer Software and Services (20%)
- Consulting – Other* (9%)



*Consulting – Other includes: Accounting/Audit/Tax, Advertising, Consumer Products, Education, Financial Services – Insurance, Government, and Healthcare.

Alumni industry of employment

- Financial Services (31%)
- Consulting (13%)
- Technology (11%)
- Consumer Products (5%)
- Education (5%)
- Energy/Resources (5%)
- Healthcare (5%)
- Retail (4%)
- Advertising (Marketing Services, Ad Agencies, Communications, Public Relations) (3%)
- Other* (3%)
- Real Estate (3%)
- Entertainment (2%)
- Government (2%)
- Legal (2%)
- Manufacturing (2%)
- Automotive (1%)
- Construction (1%)
- Engineering (1%)
- Transportation/Distribution/Logistics (1%)



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

Source of accepted employment

26%

School-facilitated

- Career Management Posting 17%
- Networking (Alumni and Corporate Partners) 6%
- Alumni Referral 3%

45%

Graduate-facilitated

- Company Websites, External Job Boards/LinkedIn 14%
- Networking (Outside School) 14%
- Previous Employer (Before Starting Ivey) 14%
- Personal Network (Friends/Family) 3%

Other/Unknown 29%

Ivey Corporate Partners

Below is a list of companies who engaged with Ivey’s MSc students this year through networking, hiring, formal job postings, unadvertised job opportunities, and/or campus recruiting. Companies who have been one of our top hiring firms this year are in bold. Those companies denoted with an (*) have hired at least one Ivey MSc graduate this year.

ACCOUNTING/AUDIT/TAX

Grant Thornton LLP*
theFinanceStack

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

B4brand
Blymp
Canadian Marketing League
INNOCEAN Canada*
Klick
Konrad Group
LoyaltyOne
M&K Media
Maven
Niki Inc.
Northern Commerce
Publicis Sapient*
REALQualified Inc.
SaleSpider Media*
Slash Design Company*

Tech Talent
The Canadian Marketing Association

TTG Canada
Wasserman

WebHealth
Network Media*

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

Air Canada*
Armatec Survivability
Skyservice Business Aviation*

AGRICULTURE/AGRIBUSINESS

Cargill
Mycionics Inc.

AUTOMOTIVE

Enterprise Holdings
Mercedes-Benz Canada*

CHARITIES/ NON-PROFIT

Aga Khan Foundation Canada

Canadian Franchise Association

CFC-Center for Consultancy on Family Health & Community Development*

Charity Intelligence Canada

Elevate

Enactus Canada

Fora: Network for Change

Get REAL

Grand Challenges Canada

LEAP | Pecaut Centre for Social Impact

Lime Connect

Onyx Initiative

The Cansbridge Fellowship

The Inclusion Project

The Starfish Canada

Vector Institute*

Venture for Canada
YMCA of Southwestern Ontario

Youth Challenge International

CONSTRUCTION

Aecon Group Inc.
Hilti

CONSULTING

Aberdeen Advisors*

Accenture*

Accuracy*
Adaptovate
Alpha FMC
Amaris Consulting

Analysis Group*
Asteri Partners

Avascent

Bain & Company

BDO Canada

Boston Consulting Group - BCG*

Burnie Group

Business Transition Consulting*

Capco
Carpedia
Cascadia Strategy Consulting Partners
CGI
Coactuate
Cognizant*
Compensation Governance Partners
Creative Fire

Data SEA Consulting*

Deloitte.*

Dental Strategy*

Disruptive Edge*

EY*

EY-Parthenon*
Fusion Analytics*
Galleon Advisors

Gartner
GGA Partners

HINICIO
Hugessen Consulting Inc.

Huron Consulting Group Inc.*

iDriveCareer (iDC)

In Motion Brands*

Insight Specialty Consulting*

Isaac Operations

JTE Claims Consultants Ltd.

Kearney*

KPMG*

Level5 Strategy
Marsh & McLennan Companies
Mastercard Advisors*
MaxPeople HR

McKinsey & Company
Mensana Change Management Ltd.
Mercer
Monitor Deloitte
Nikoleta & Associates Inc.
Nous Group
Oliver Wyman
Optimus SBR

P1 Consulting*

PaperDoDo Inc.

Partners in Performance

Parva Consulting*

PMP Consulting

Protiviti

PwC

RBC Strategy & Transformation Services

Revenue Management Labs*

Roland Berger*

Satov*

Sia Partners*

Simon-Kucher & Partners*

Southlea Group

Stack'd Consulting

Strategic Way Consulting, Inc.*

Synpulse

TechAlliance of Southwestern Ontario

Upskills

Willis Towers Watson

ZS

CONSUMER PRODUCTS

ABB
Athena Cultivation Inc.
Beiersdorf
Branch Furniture Inc.

Coty*

Everist

General Mills*

Greenhouse

HOUSE iD

Imports Dragon*

Johnson & Johnson

Labatt Breweries of Canada

Lindt & Sprüngli (Canada), Inc.

L’Oreal

Maple Leaf Foods*

Mark Anthony Group

Mars, Incorporated

McCain Foods*

Mondelez International

Moosehead Breweries

Nestle

NIKU Farms

Oliver Jewellery

PepsiCo Canada

Pi Electronics Technology Inc.

Procter & Gamble

Reckitt

Rothmans, Benson & Hedges Inc.

Sleeman Breweries

TEALEAVES

The Kraft Heinz Company

Three Ships Beauty
Weishaupt Design Group Inc.

Haleon (former division of GSK)

Integrity Dating

EDUCATION

Dalla Lana School of Public Health, University of Toronto*

Desa Global Leadership Inc.

Grape Tree Education and Immigration Corp.*

Innovation North, Powered by Ivey

Ivey Business School*

Ivey Career Management

Juno College of Technology

London Economic Development Corp.

Project Destined

TECHNATION

Toronto Metropolitan University

Wavemakers

Western University*

ENERGY/RESOURCES

BerQ RNG Inc.

Bruce Power

Combined Metal Industries

Fitec Environmental Technologies Inc.

Great Circle Solar Management Corporation

Heliene

Hydro One	Archer Growth Partners	CRM Global Capital	Mackenzie Investments	Spearhead	Ontario Government*	LAW AND LEGAL SERVICES	RECRUITMENT SERVICES/EXECUTIVE SEARCH	
Imperial	ATB Financial	Crypto Babes Club	Manulife Financial	Sprucegrove Investment Management Ltd.	Ontario Government (Ontario Public Service)			Bennett Jones*
Innergex*	Avondale Private Capital	Cutfield Freeman & Co Ltd.	Maple Rock Partners	Stillwater Capital	Peel Regional Police			McCarthy Tétrault
MySolar Group Ltd.	Bank of Canada	DBRS Morningstar	Mawer	Stormont Partners			Altis Recruitment	
Nexus Energy	Battery Ventures	Definity Financial	MIT Investment Management Company	Sun Life Financial*	HEALTHCARE	MANUFACTURING	Canadian Health Labs	
Northland Power	BCI	DeltaCap*	Morgan Stanley	TCG Partners	Addiction Services Central Ontario	Brock Solutions	Connectr	
Reliance Home Comfort	BDC Capital	Desjardin Group	MUFG Bank	TD Bank Financial Group	Alexion Pharmaceuticals (AstraZeneca Rare Diseases)	Canada Tire	Corporate Consultants	
Teck Resources Ltd.	BlackRock	Echelon Wealth Partners Inc.*	Munich Re	Trading Central Canada*	Amplifon	Cantrio	CPG Connect	
Trafigura	Blackstone	EdgePoint Wealth Management Inc.	National Bank of Canada	Unit E Investments Ltd.*	Bayshore Healthcare*	Cascades	FDM Group	
	BMO Financial Group*	Empire Life Investments*	Neo Financial	Untraceable	Bristol Myers Squibb	Changes on the Fly	Massey Henry	
ENTERTAINMENT	Bonnefield	Fact Capital	Newport Private Wealth	Valitas Capital Partners Inc.	CAMH	EMCO Corporation	RETAIL	
Attila Glatz Concert Productions	Boosted.ai*	Felicitas Global Partners	Ninepoint Partners LP	Versabank	CBI Health	JMP Solutions	Aritzia*	
Bad Parade	Bristol Capital Management	Fidelity Investments	Novacap	Visa	Clinical Research Dental	KEYENCE Corporation	Canadian Tire Corporation	
Canucks Sports & Entertainment (CSE)	Broderick Capital	Fintech Cadence	Oaklins - HFG China	Waratah Capital Advisors Ltd.	Epineuron	Masco Canada Ltd	George Weston Limited	
Golf Canada	Burgundy Asset Management Ltd.	FirePower Capital*	OMERS	WAVE - Women's Association of Venture & Equity	GE HealthCare	Nfinite Nanotech	Harry Rosen	
Rock Solid Productions Inc.	Burlington Street Partners	Gluskin Sheff + Associates Inc.	Onex Corporation	Wells Fargo	Good2Talk UTSC*	PD International	Hudson's Bay Company	
The Peak	Business Development Bank of Canada - BDC	GreenSky Capital Inc.	Ontario Teachers' Pension Plan Board - OTPP	Women in Capital Markets	Goodself	SowSweet Greetings Inc.	Loblaw Companies Limited	
theScore	Caldwell Securities	Hannover Re	Oxford Properties Group & OMERS		London Health Sciences Centre (LHSC)	Techtronic Industries Canada Ltd. - TTI	Nordstrom	
	Cameron Stephens Mortgage Capital Ltd.	Hazelview Investments	Polar Asset Management Partners	FOOD SERVICE/ RESTAURANT/FOOD PRODUCTION	Medcan	Toyota Tsusho Canada Inc.	Red Apple Stores ULC	
ENVIRONMENTAL SERVICES	Canada Life	Hiive	Raymond James	Chick-fil-A	Medline Canada, Corporation		TJX Canada - Winners, Marshalls, HomeSense	
Global Institute for Food Security	CanFirst Capital Management	HOOPP (Healthcare of Ontario Pension Plan)	RBC*	Impact Kitchen	Merz Therapeutics*	MARKET RESEARCH	Walmart Canada	
Greener Solutions*	Capficiency Private Equity	HSBC Bank	Relay Ventures	Restaurant Brands International	Mint Pharmaceuticals	Environics Research*		
Reclaim Plastics	ICON Talent Partners	IGM Financial	Riverty*	The Butcher Shoppe	Novo Nordisk	McLean & Company	TECHNOLOGY	
Trojan Technologies	Capital One*	Impak Finance	R-LABS Canada Inc.		Ontario Bioscience Innovation Organization		A2X	
	CBRE Investment Management	ING Belgium*	Rocket Mortgage	GOVERNMENT	Southlake Community Ontario Health Team	REAL ESTATE	ADP	
FINANCIAL SERVICES	CEO.ca	Invesco	Roynat Capital	Canada Revenue Agency	Straight Up Health	Cadillac Fairview	Advanced Analytics and Research Lab	
2048 Ventures	CFA Society Toronto	Klass Capital	Scotiabank	Children, Community and Social Services*	Tilray Brands, Inc.	Choice Properties*	Crestpoint Real Estate Investments Ltd.	
Acrisure	CIBC*	Kluane Partners	Setter Capital	Export Development Canada	Vessl Prosthetics	Mattamy Homes	Alida (formerly Vision Critical)	
Agentis Capital*	Citi	Laurentian Bank of Canada	Slate Asset Management	Government of Canada*		NAIOP	Amazon*	
AGF Investments	Connor, Clark & Lunn Financial Group	LendCare Capital	Social Finance	Government of Newfoundland and Labrador*	John Swire & Sons (H.K.) Ltd.	Spanier Group	AMD*	
AI Financial*	Cormark Securities Inc.		Societe Generale		VAST Industrial Corp.	The Pearl Group	Appficiency Inc.*	
AIIG	CPP Investments		Southeastern Asset Management			The Real Estate Coaching Circle	Athennian*	
Alberta Investment Management Corporation (AIMCo)						Tonlu Properties	AutoLeap	
Antler							Bell Canada Enterprises*	
							Bell Canada Enterprises - Virgin Mobile	

BizTech2go Inc.	GoldSpot Discoveries Corp.	Oracle*	TELUS
Blue Guardian	Google	Orennia	TikTalk
BlueJ Legal	Goosechase	PartnerOne	TikTok*
Bonsai (Shopbonsai.ca)*	Goparity Canada	Peggy	Toronto Product Management Association
BrainStation	Hackworks	Perpetua	Tucows
BuyProperly	HealthHub - Patient Engagement Solutions*	PheedLoop.com	Uber*
Caddle	HelloFresh	Phoenix Health Canada	U-Rite
Canada Startup Company	IBM*	Pigment*	ventureLAB*
Carbon6*	Information Services Corporation (ISC)	Plative	Vidyard
Cardata	Info-Tech Research Group Inc.*	Plooto	Workbench Energy
Cattle Scan	InTouchCX	Pontem Innovations Ltd*	ZoomInfo
Ceridian	InvestorCOM	Race Roster*	THINK TANKS/ POLICY INSTITUTE/ RESEARCH INSTITUTE
Cookin Inc.*	Jitto	Rakuten	Canadian Nuclear Laboratories
Cyder	Jonas Software	Red Canari	TRANSPORTATION/ DISTRIBUTION/ LOGISTICS
Darktrace	KeyOps	RideCo On-Demand Transit	407 ETR
Dell Technologies	Kooltra	Riipen	Buckland
Desa Analytics	Loblaw Digital	Rogers Communications	McKesson
Dig Insights*	MeazureUp	S&P Global*	Metrolinx
Digital Boundary Group	Meta	Sairyo	Quarterback Transportation
DotsLive	Microcad Computer Corp.	Shopify	Winit America*
ecobee	Microsoft	Sifio Health	WHOLESALE TRADE
Ecopia AI	Mobsquad	Skillhat	POOLCORP
Emplifi	MoveMate	Sphera	Superior Glove
Execulink Telecom	NetDynamic Consulting Inc.	Spotify	
FactSet	Noname Security	Spotwork	
FOG Software Group	Omatic Software	StackAdapt	
Geotab		StarTech.com*	
Glowstick (Formerly known as Ampersand)		TeamCarts	
		TechTO	

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