

# HBA 2018 EMPLOYMENT REPORT

Ivey Business School

# MESSAGE FROM IVEY CAREER MANAGEMENT

Congratulations to the Ivey HBA classes of 2018 and 2019!

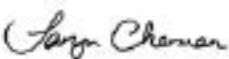
Our HBA graduates achieved 96% placement across a variety of roles, industries, firms and locations, indicating another successful year.

With half of the 2018 class placing in the Consulting and Finance sectors, these industries continue to hold a strong level of interest for our students. In addition, Ivey students continue to seek out diverse and niche roles that align not only with their interests, but with the community impact, initiative and innovation they want to create. Despite shifts in the business landscape year over year, we continue to see somewhat consistent placement in industries like Consumer Packaged Goods, Technology, Accounting, Telecommunications, Food Services and Retail. As always, we are excited to see this class' progression over the next few years as they transition to alumni and become the business world's newest leaders.

For the Class of 2019, 96% of the class received at least one summer job offer. These internships are an opportunity for students to apply the learnings from their first year of HBA and experience a new corporate role as a stepping stone to a potential career. Internships continue to be a valuable avenue for both students and organizations to assess fit over a shorter time frame. This resulted in 32% of the graduating class of 2018 translating their summer employment to a full-time role within the same organization.

As always, our active network of more than 25,000 alumni and 450 corporate partners played a central roles in our students' success. These results would not be possible without the organizations and alumni who not only trust us with their recruitment efforts, but share market insights that help drive our students' success. Thank you to all of them for their support and confidence in Ivey talent - we look forward to another great year ahead..

Sincerely,



**Taryn Cherman**

Director, HBA/MSc Career Management  
Ivey Business School

## HBA BY THE NUMBERS Class of 2018

# 96%

Of those seeking, received an offer by  
September 30, based on a 92% reporting rate

# \$70,393

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

# 32%

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

# CLASS OF 2018 AT A GLANCE

## Demographics



**594**

Total Students  
in Class



**39%**

Percent  
Women



**7%**

Percent Non-  
Canadian\*



**20%**

Pursue Dual  
Degrees



**3**

Months to 96%  
Employment



**33**

Industries where  
graduates work



**69%**

School-Facilitated  
Job Offers

\*as defined by Citizenship

## Citizenship by Geography

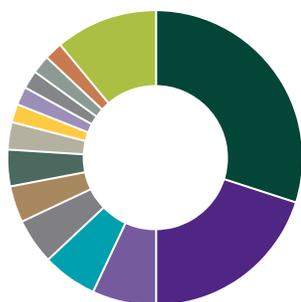
Canada (90%)

Other Include: India, Iran (Islamic Republic of), Iraq, Israel, Italy, Korea, (Republic of), Nigeria, Pakistan, Russian Federation, Switzerland, United Kingdom, United States.

China (7%)

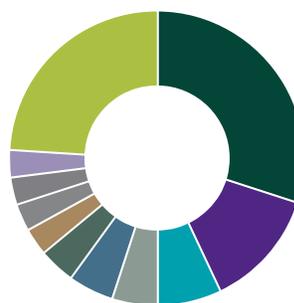
Other (3%)

### Distribution of Industries where HBA Class of 2018 is going



- Financial Institution (30%)
- Consulting (21%)
- Accounting (7%)
- Technology (6%)
- Telecommunications/Communications (5%)
- Restaurant/Food Services (4%)
- Wholesale/Retail (4%)
- Consumer Packaged Goods (5%)
- Charities/Not-for-Profit (2%)
- Manufacturing (2%)
- Real Estate/Property (2%)
- Education (2%)
- Marketing/PR/Advertising (2%)
- Other (8%)

### Distribution of Industries of our 26,000+ alumni worldwide



- Financial Services (30%)
- Consulting (13%)
- Information Technology (7%)
- Education (5%)
- Biotech/Healthcare/Pharma (5%)
- Wholesale/Retail (4%)
- Food/Drink/Tobacco (3%)
- Real Estate/Property (3%)
- Telecommunications/Communications (3%)
- Manufacturing (3%)
- Other (24%)

# RECRUITING AT THE IVEY BUSINESS SCHOOL

## 2018 Graduates Compensation Summary\*

Base Salary		
% Receiving	Median	Range
100%	\$62,000	\$10,000 - \$156,000
Signing Bonus		
% Receiving	Median	Range
44%	\$5,000	\$800 - \$29,000
Other Guaranteed Compensation		
% Receiving	Median	Range
15%	\$6,000	\$300 - \$100,000

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

## Source of Offer

 <b>School-Facilitated</b>	<b>69%</b>
Career Management Posting	28%
Summer Internships	32%
Networking (with Alumni and Corporate Partners)	5%
Alumni/Classmate/Faculty Referrals	3%
Other	1%
 <b>Graduate-Facilitated</b>	<b>18%</b>
Networking (outside School)	13%
Internet, Company Websites, Executive Search Firms and Newspaper Posting	5%
<b>Other</b>	<b>13%</b>

\*School-Facilitated Other – Law School Recruiting

289

Companies that posted jobs to the Ivey HBA Class of 2018

238

Companies our HBA 2018 students signed with

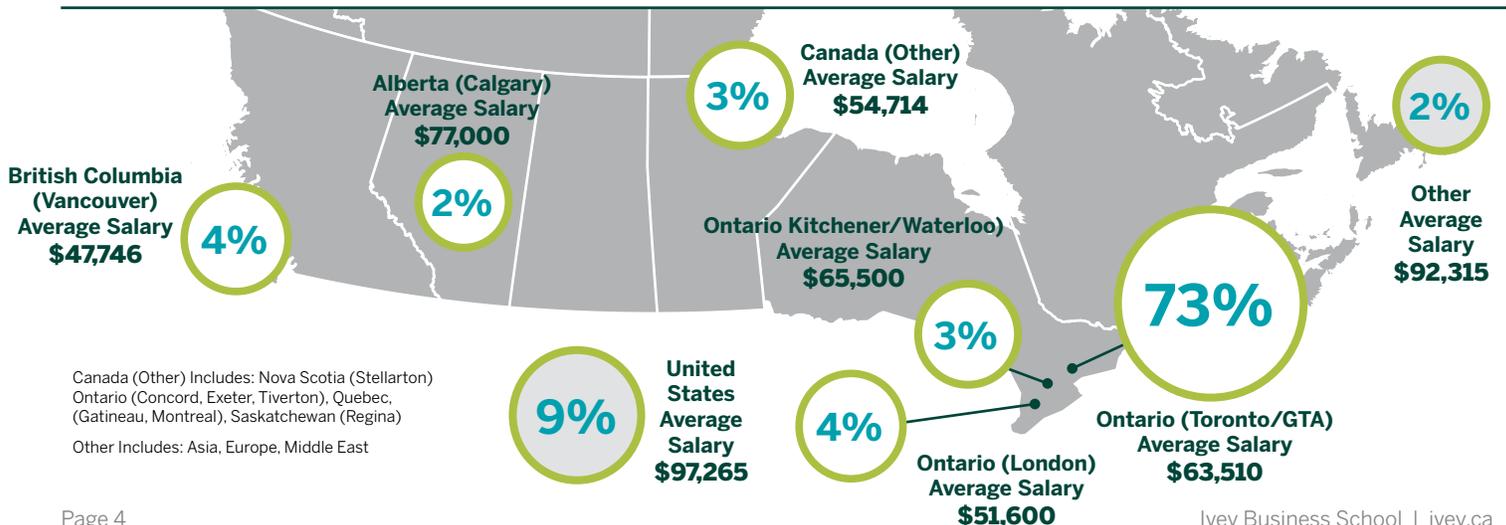
7

Number of students pursuing Entrepreneurship

156

HBAs returning to their summer employer

## Offers Accepted by Geography



# COMPENSATION BY INDUSTRY

## HBA Class of 2018

Base salary ranged from \$10,000 – \$156,000, with a median salary of \$62,000 and where other compensation was offered, it ranged from \$500 – \$105,000

INDUSTRY	%	BASE SALARY		OTHER COMPENSATION		
		RANGE \$	MEDIAN \$	%	RANGE \$	MEDIAN \$
Accounting	7%	20,000 - 58,000	48,000	13%	1,300 - 6,300	3,000
Charities/Not-for-Profit	2%	40,000 - 50,000	46,500	Not Enough Data*		
Consulting	21%	27,000 - 100,000	68,000	70%	500 - 25,000	5,000
Consumer Packaged Goods	5%	43,000 - 72,000	62,000	52%	1,200 - 10,000	5,000
Education	2%	40,500 - 72,000	65,000	Not Enough Data*		
Financial Institution	30%	10,000 - 140,000	80,000	22%	800 - 105,000	10,000
Manufacturing	2%	22,615 - 67,500	63,000	Not Enough Data*		
Marketing/PR/Advertising	2%	39,996 - 145,000	50,000	Not Enough Data*		
Real Estate/Property	2%	40,000 - 120,000	65,000	Not Enough Data*		
Restaurant/Food Services	4%	42,000 - 60,000	60,000	82%	7,000 - 12,500	7,500
Technology	6%	15,621 - 156,000	55,500	44%	2,100 - 31,000	5,000
Telecommunications/ Communications	5%	55,000 - 72,500	60,000	75%	1,000 - 10,900	1,700
Wholesale/Retail	4%	34,000 - 65,000	50,000	Not Enough Data*		
Other	8%	27,000 - 140,000	68,000	60%	500 - 25,000	5,000

Given Ivey's commitment to privacy when collecting student data, the industries contained within 'Other' include less than 1% and/or less than 3 graduates, of the graduating class in the following industries: Aerospace, Agribusiness, Construction, Charities/Non-Profit, Distribution/Production, Education, Electricity/Gas/Water, Entertainment, Government, Healthcare, Manufacturing, Petroleum/Energy, Pharmaceuticals/Medical, Public Administration/Regulatory, Tourism/Leisure

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

# COMPENSATION BY FUNCTION

## HBA Class of 2018

Base salary ranged from \$10,000 – \$156,000, with a median salary of \$62,000 and where other compensation was offered, it ranged from \$500 – \$105,000

FUNCTION	%	BASE SALARY		OTHER COMPENSATION		
		RANGE \$	MEDIAN \$	%	RANGE \$	MEDIAN \$
Accounting	9%	20,000 - 58,000	48,000	13%	1,300 - 6,300	3,000
Business Development/ Corporate Development	4%	39,996 - 140,000	52,500	Not Enough Data*		
Consulting/Corporate Strategy	22%	27,000 - 100,000	68,000	70%	500 - 25,000	5,000
Finance - Asset Management	3%	11,400 - 140,000	65,000	33%	4,550 - 40,000	9,475
Finance - Private Equity/ Venture Capital	2%	65,000 - 100,000	85,000	Not Enough Data*		
Finance - Wholesale Banking/ Capital Markets	17%	10,000 - 120,000	85,000	79%	800 - 80,000	12,500
Information Technology	2%	46,500 - 100,000	65,000	Not Enough Data*		
Internal Corporate Finance	3%	45,000 - 70,000	63,500	44%	4,000 - 10,000	6,290
Leadership Development Program	11%	50,000 - 85,000	60,000	71%	1,000 - 12,500	7,250
Marketing	6%	15,621 - 156,000	53,000	31%	500 - 13,000	5,000
Operations	2%	34,000 - 60,000	47,500	Not Enough Data*		
Research and Development/ Product Development	3%	40,500 - 70,000	67,500	Not Enough Data*		
Sales	5%	22,615 - 145,000	52,500	55%	1,200 - 18,000	5,000
Other	11%	36,000 - 120,000	62,300	33%	4,000 - 10,000	5,500

Given Ivey's commitment to privacy when collecting student data, the functions contained within 'Other' include less than 1% and/or less than 3 graduates, of the graduating class in the following functions: Communications/Public Relations, Engineering, Finance - Commercial Banking, Finance - Corporate Office, Finance - Other, Finance - Real Estate, Human Resources, Law, Legal, Other, Project Management

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

# SUMMER INTERNSHIP CLASS OF 2019 EMPLOYMENT

## Class of 2019 Summer employment at a glance

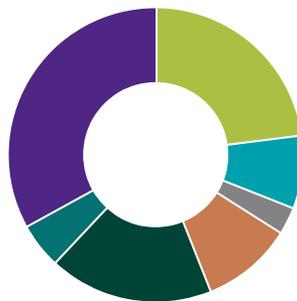
# 96%

Of those seeking received an offer based on a 98% reporting rate

# \$1,034

Average weekly base salary

## Companies Providing Summer Internships by Size:



- 1-50 employees (23%)
- 51-200 employees (8%)
- 201-500 employees (3%)
- 501-1000 employees (10%)
- 1001-5000 employees (18%)
- 5001-10,000 employees (5%)
- 10,000+ employees (33%)

# 274

Number of companies posting summer roles to the HBA Class of 2019

# 292

Number of companies HBA 2019 students signed with

# 545

Number of HBA 2019 students accepting positions with summer employers they had not worked with before their HBA studies

## Demographics



# 601

Total Students in Class



# 43%

Percent Women



# 7%

Percent Non-Canadian\*



# 27

Different functions that the students summered in



# 32

Different industries that the students summered in



# 53%

School-Facilitated Job Offers

\*as defined by Citizenship

# SUMMER INTERNSHIP CLASS OF 2019 JOB OFFERS

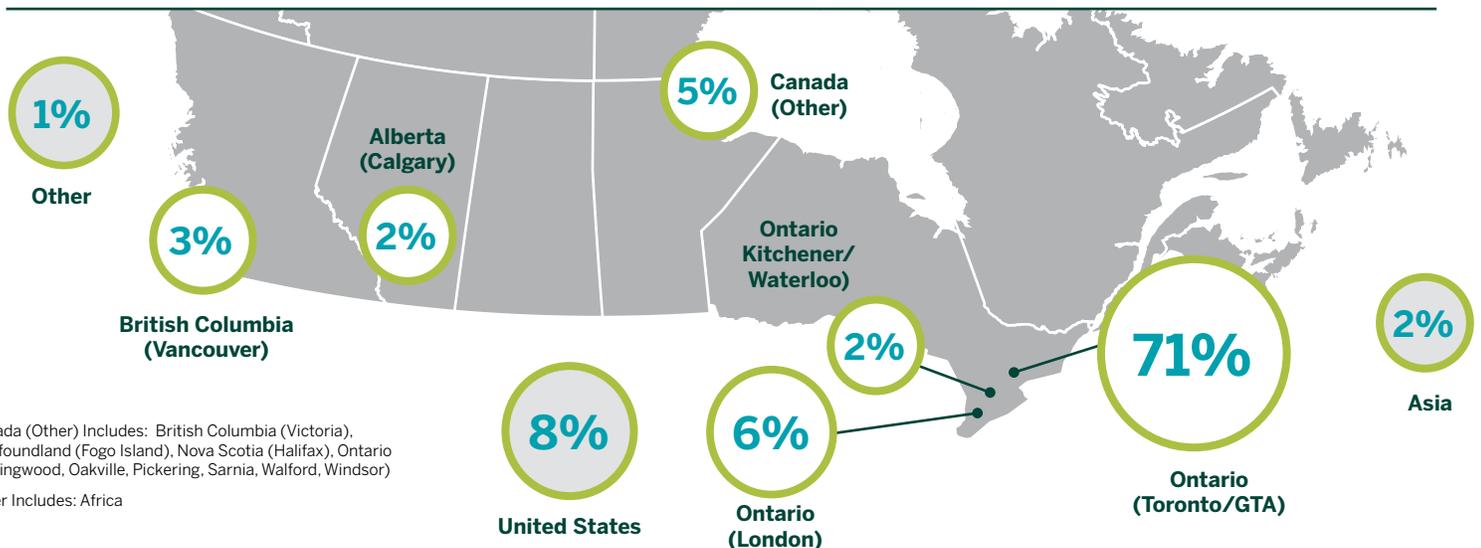
## Source of Opportunity

 School-Facilitated	53%
Career Management Posting	44%
Networking (with Alumni and Corporate Partners)	4%
Alumni/Classmate/Faculty Referrals	5%
 Graduate-Facilitated	28%
Networking (outside School)	15%
Graduate facilitated - Previous Employer	5%
Internet, Company Websites, Executive Search Firms and Newspaper Posting	6%
Graduate facilitated - Pre-Ivey	2%
Other	19%

## Salary by Geography

 Location	Average Weekly Salary (\$)
Asia	Not Enough Data*
Canada - Alberta (Calgary)	1,333
Canada - British Columbia (Vancouver)	950
Canada - Ontario (Kitchener/Waterloo)	795
Canada - Ontario (London)	729
Canada - Ontario (Toronto/GTA)	944
Canada (Other)	749
United States	2,070
Other	720

## Offers Accepted by Geography



# SUMMER EMPLOYMENT COMPENSATION (BY INDUSTRY)

INDUSTRY	%	BASE WEEKLY SALARY	
		RANGE \$	MEDIAN \$
Accounting	7%	600 - 860	785
Consulting	9%	250 - 3,000	1077
Consumer Packaged Goods	5%	638 - 1,151	862
Education	2%	Not Enough Data*	
Entertainment	2%	500 - 720	625
Financial Institution	39%	250 - 3,000	1,000
Healthcare	2%	600 - 800	660
Marketing/PR/Advertising	3%	260 - 640	569
Real Estate/Property	3%	525 - 1,250	620
Restaurant/Food Services	3%	600 - 800	800
Technology	7%	250 - 3,270	880
Telecommunications/Communications	5%	208 - 1,040	975
Other	13%	150 - 2,980	748

Given Ivey's commitment to privacy when collecting student data, the industries contained within 'Other' include less than 1% and/or less than 3 graduates, of the graduating class in the following industries: Aerospace, Biotechnology, Charities/Not-for-Profit, Construction, Distribution/Transport, Engineering, Environmental, Executive Search, Government, Legal, Manufacturing, Metals/Mining, Not For Profit, Other, Petroleum/Energy, Pharmaceuticals/Medical, Public Admin/Regulatory, Timber/Paper/Packaging, Tourism/Leisure, Wholesale/Retail.

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

# SUMMER EMPLOYMENT COMPENSATION (BY FUNCTION)

FUNCTION	%	BASE WEEKLY SALARY	
		RANGE \$	MEDIAN \$
Accounting	8%	300 - 880	785
Business Development/Corporate Development	6%	150 - 962	675
Communications/Public Relations	2%	525 - 825	678
Consulting/Corporate Strategy	12%	250 - 3,000	1,000
Finance - Asset Management	6%	250 - 938	784
Finance - Corporate Office	4%	480 - 2,600	780
Finance - Private Equity/Venture Capital	5%	560 - 2,231	920
Finance - Real Estate	2%	595 - 1,500	750
<i>Finance - Wholesale Banking/Capital Markets</i> <i>(Includes, Corporate Banking, Investment Banking, Sales and Trading, Equity Research and Risk Management)</i>	16%	550 - 3,000	1,751
Information Technology	3%	625 - 3,270	1,362
Internal Corporate Finance	4%	250 - 1,200	665
Leadership Development/Rotational Program	4%	208 - 1,040	910
Marketing	10%	260 - 1,500	788
Operations	6%	273 - 1,040	750
Research and Development/Product Development	4%	500 - 2,980	750
Sales	4%	525 - 1,151	821
Other	4%	360 - 1,000	800

Given Ivey's commitment to privacy when collecting student data, the functions contained within 'Other' include less than 1% and/or less than 3 graduates, of the graduating class in the following functions: Engineering, Entrepreneurship, Finance - Commercial Banking, Finance - Retail Banking, Legal, Other, Project Management.

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

# RECRUITING COMPANIES

(SUMMER AND FULL-TIME)

Below is a list of companies who engaged with Ivey's HBA students this year through networking, formal postings, and/ or on-campus recruiting. Those denoted with (\*) hired an Ivey HBA student or graduate. The bolding recognizes the top hiring firms for the HBA class of 2018 and 2019.

180 Smoke*	Anson Funds Management LP*	Belgrove Capital Inc.*	Cadillac Fairview Corporation Ltd.*
3M Canada Company*	Appficiency Inc.*	<b>Bell Canada Enterprises*</b>	Cambria
4PX Worldwide Express*	AquaMobile	Ben Graham Centre for Value Investing*	Cambridge Global Payments*
A.T. Kearney*	Arbor Memorial Services Inc*	Berq Capital Inc.*	Cameron Stephens Mortgage Capital Ltd.
<b>Accenture*</b>	Arcadia*	Best Buy Canada Ltd.*	Camp Wahanowin*
Accompass*	Ares Management*	big river technologies inc	Canaccord Genuity Corp.
Accurate (Peel) Appraisals Inc	Aritzia*	Birch Hill Equity Partners*	Canada Bread Company*
Achievers	Armstrong Milling	Bitcoin Bay Corp*	<b>Canada Pension Plan Investment Board (CPPIB)*</b>
ACR Alpine Capital Research	Armstrong Partnership LP	BlackBerry*	Canada Post
Advanced Analytics and Research Lab*	Aryeh Capital Management	Blackhawk Network	Canadian Coalition for Good Governance (CCGG)
advertience*	Askuity	Blair Franklin Capital Partners*	Canadian Coast Guard*
Aga Khan Trust for Culture*	AST Trust Company*	Blue Apron*	Canadian Hearing Society
<b>Agentis Capital*</b>	Atlantic-Pacific Capital*	Blue J Legal*	Canadian Nuclear Laboratories
AGF Management Ltd.*	Atlas Advisors LLC	bluedot	Canadian Pacific Railway (CPR)
Aion	Autodata Solutions*	<b>BMO Financial Group*</b>	Canadian Pharmaceutical Distribution Network*
Air Canada*	Avante Logixx*	Bonnieheath Estate Lavender & Winery*	Canadian Shield Capital*
Akler, Browning, Frimet, & Landzberg*	Avison Young Commercial Real Estate	Borrowell	Canadian Tire Corporation, Limited*
Alan White Furnishings Co.*	Aviva Canada	BOS Innovations Inc.*	Canalyst*
AlayaCare	<b>Bain &amp; Company Canada Inc.*</b>	Bridgeable	Capco*
Alberta College of Art & Design*	Bank Hapoalim*	British Columbia Investment Management Corporation (bcIMC)*	Capital One
Alberta Investment Management Corporation / AIMCo.*	<b>Bank of America-Merrill Lynch Canada*</b>	Brookfield Capital Partners	CardSwap*
Alliance Professional Home Comfort*	Bank of Canada	Brookfield Global Integrated Solutions*	Cargill
Allied Properties REIT	Bank of China*	Brookfield Renewable Energy Group	Carpedia International Ltd.*
Alltech Inc.*	Banyan Software*	Bruce Power*	Carrot Insights*
AltaGas Ltd.*	<b>Barclays*</b>	Burgundy Asset Management Ltd.	Cascadia Partners
Alvarez & Marsal*	Baskin Wealth Management	Burlington Economic Development Corporation	CBRE Caledon Capital Management Inc.*
Amazon.com*	Battery Mineral Resources*	Business Development Bank of Canada (BDC)*	CCC Investment Banking*
<b>American Express Canada*</b>	Bayer Inc.*	C100*	Cegid Inc.
American Income Life Insurance Company*	BC Child Care Owners Association*	CAAT Pension Plan	Celestica Inc.*
America's Best Wings & Kabob*	BC Securities Commission		
	BDO Canada*		
	Behaviour*		

Ceridian Canada Ltd.\*  
 CFO2  
 CGI Group Inc.\*  
 Charity Intelligence Canada\*  
 CHEP Canada Inc.\*  
 Choice Hotels Canada\*  
 Chubb Insurance Company of Canada  
**CIBC Bank\***  
 Cidel\*  
 Cineplex  
 Cintas  
 Cisco Systems, Inc.\*  
**Citi\***  
 Clearbanc\*  
 Clearwater Fine Foods Inc.\*  
 Coca-Cola Canada  
 CognisantMD\*  
 Colliers International\*  
 Collingwood Trampoline\*  
 Compass Group Canada\*  
 Concert Realty Services Ltd.  
 Constellation Software Inc.\*  
 Convergence  
 Cormark Securities  
 Cornerstone Research\*  
 Corporate Consultants  
 Corus Entertainment  
 Cossette Communication Group\*  
 Coty Inc.\*  
 CPP Investment Board  
 Craigavon Enterprises\*  
 Creative Labs Co\*  
**Credit Suisse\***  
 Crestpoint Real Estate Investments Ltd.\*  
 Crombie REIT\*  
 CrowdChange  
 Crowe Soberman\*  
 Crown Capital Partners  
 CryptoOracle, LLP\*  
 Cushman & Wakefield Inc.\*  
 CWD

DAC Group\*  
 Daoust Vukovich LLP\*  
 Davies Ward Phillips & Vineberg LLP\*  
 DBRS\*  
 Dealer FX  
 Delaney Capital Management Ltd.  
 Dell EMC\*  
**Deloitte.\***  
 dentalcorp\*  
 Desa Global Leadership Inc.  
 Desautels Capital Management\*  
 Desjardins Group  
 Devencore  
**Dhandho Partners\***  
 DHX Media\*  
 Dialog Telecommunications  
 Digital Finance Institute\*  
 Distinctive Advisors Inc.\*  
 DocBox\*  
 Dodds Garage Door Systems  
 Donville Kent Asset Management\*  
 DoseBiome\*  
 DoUknow\*  
 Dr. Peter AIDS Foundation\*  
 Drop\*  
 Dropbox Inc.\*  
 DSV Global Transports and Logistics\*  
**DW Healthcare Partners\***  
 DX Financial (Canada) Ltd\*  
 ECN Capital\*  
 Ecobee\*  
 Ecopia Tech\*  
 Education for Better Living Organization (EBLI)\*  
 Edward International Academy  
 Edward Jones  
 Eight Capital  
 Electronic Arts Inc.  
 Element6 Solutions\*  
 Elevate\*

EllisDon Corporation\*  
 Embassy of Canada\*  
 Emco Limited\*  
 Encana Corporation\*  
 Enterprise Rent-A-Car\*  
 Epona Group\*  
 Equilease\*  
 Equitable Bank\*  
 EquitySim  
 eSight Eyewear\*  
**Evercore Partners\***  
 Everipedia, Inc.\*  
 Examine.com\*  
 Execusource Intl.  
 Exeter BIA\*  
 Expedia\*  
 Extract Capital  
 ExxonMobile Canada  
**EY\***  
 Factinate  
 FactSet\*  
 Fahrenheit 212\*  
 Farber Tax Solutions\*  
 Fazzari Valuations Inc\*  
 FCA Insurance Brokers\*  
 Fendi  
 Fidelity Investments Canada Limited\*  
 Fiera Capital\*  
 Financial Technology Partners\*  
 Fintros  
 Fio Corporation  
 FirePower Capital\*  
 Firma Foreign Exchange Corporation\*  
 First Derivatives  
 FIS Holdings Ltd\*  
**Flexiti Financial\***  
 FlyEasy Software\*  
 Fogler Rubinoff LLP\*  
 Forma Ai\*  
 Format  
 Fort Capital Partners

Forum Equity Partners  
 Foundation Markets Inc\*  
 Frank And Oak\*  
 FRANK Content Inc.\*  
 Freedom 55  
**Freshii\***  
 Frontier Merchant Capital Group\*  
**Fusion Retail Analytics\***  
 Gale Partners\*  
 Galliant Advisors LP  
 Gannett Fleming Inc\*  
 Garrison Health Advisory Services  
 Gay Lea Foods\*  
 Gelenk Networks Inc\*  
**General Dynamics Land Systems - Canada\***  
 General Electric (GE) Canada  
**General Mills\***  
 Generis\*  
 Georgette Packaging  
 Georgian Bay Spirit Co.  
 Georgian Partners Inc\*  
 Giampaolo Group of Companies  
 Gilga\*  
 GlaxoSmithKline Inc  
 Global Golf Advisors  
 GlobeWyze\*  
 Gluskin Sheff & Associates Inc.\*  
 Goldcorp Inc.\*  
**Goldman Sachs\***  
 Golf Canada  
 GoNetwork Ltd.\*  
 Good & Well  
 Goodlife Fitness Clubs  
 Goodwill Industries\*  
 Google\*  
 Government of Canada\*  
 Government of Saskatchewan\*  
 Graham Scott Enns LLP  
**Grant Thornton LLP\***

Gravitas Financial Inc.  
 Grayes  
 Great-West Life  
 Green Acre Capital\*  
 Greenhill & Co.\*  
 Greenland Group Canada\*  
 GreenScience Technologies Inc.\*  
 Greystone Managed Investments Inc.\*  
 Groundlayer Capital Inc.  
 GrowSumo\*  
 GWL Realty Advisors Inc.\*  
 GWN Events\*  
 HackerYou  
 Hadley Family Office\*  
 Haier Group\*  
 Haitong Securities\*  
 Hamilton Road Area Business Association\*  
 Hansen Industries Ltd\*  
 HaulerAds\*  
 Headwater Equity Partners\*  
 Hedgeford and Berkley\*  
 HFG CHINA  
 HGC Investment Management Inc.  
 High Commission of Canada in Australia  
 Hiku  
 HollisWealth  
 Holstein Canada  
 Home Depot  
 Homestead Land Holdings Limited\*  
 Hootsuite\*  
 Hotspex  
**Houlihan Lokey\***  
 HRC Retail Advisory  
**HSBC\***  
 Huaxia Bank\*  
 Huayu International Corporation\*  
**Hubdoc\***  
**Hudson's Bay Company (HBC)\***

**Hugessen Consulting Inc.\***  
 Humber River Hospital Foundation\*  
 Huron Consulting Group  
 Hydro One Networks  
 Hydrostor  
**IBM Canada Ltd.\***  
 iFRE\*  
 IG Wealth Management\*  
 IMAX Corporation Inc.\*  
 Impact Capitalyst Inc.\*  
**Imperial Tobacco Canada**  
 In the Funnel  
 Indspire  
 Influitive\*  
 INFOR Financial Group Inc\*  
 Info-Tech Research Group Inc.  
 Infrastructure Ontario\*  
 In-lite Design Corporation\*  
 Institutional Mortgage Capital\*  
 Intact Financial Corporation\*  
 Intellitix  
 Intentional Capital  
 Interact China  
 International Service Contractors\*  
 Inventory Management Analysis LTD\*  
 Invesco  
 Invictus Analytics and Strategy\*  
 iPrice Group Sdn Bhd  
 IQVIA (formerly IMS Health)  
 Iron Mountain\*  
 Irregular Entertainment\*  
 Itelligence\*  
 Ivanhoe Cambridge  
**Ivey Business School\***  
 J.D. Irving, Limited\*  
 J.P. Morgan\*  
 Jack.Org\*  
 Jackman  
 James Abbott, CPA & Associates\*

Janet David & Associates Inc.  
 JET Programme\*  
**Johnson & Johnson Canada\***  
 Jonas Software  
 Jones Lang LaSalle Limited\*  
 JRP Employee Benefit Solutions  
 KBS Agency  
 Kee Human Resources  
 Keurig Canada  
 KGK Science Inc.  
 KIK Custom Products Inc.  
 Kingsdale Advisors  
 Kinross Gold Corporation\*  
 KIT Recruitment  
 Klass Capital  
 Klick Inc.  
 Konrad Group  
 Korn Ferry Futurestep  
**KPMG\***  
 Kraft Berger LLP\*  
 Kuehne + Nagel  
**Labatt Breweries of Canada\***  
 Lazard Canada  
 League Inc.  
 LEAP: The Centre for Social Impact  
 Left Lane Associates  
 Lendified\*  
 Leonard Green & Partners\*  
 Level5 Strategy Group\*  
 limelight  
 LinkedIn.com  
 Loblaw Companies Limited\*  
 London Cross Cultural Learner Centre (CCLC)\*  
 London District Catholic School Board\*  
 London Life Insurance Company\*  
 Longview Asset Management Ltd.  
 Loopio Inc.  
 L'Oréal Canada Inc.\*

Lowe's  
 LoyaltyOne  
 lululemon athletica  
 Luminato\*  
 Lux Equity  
 Lynx Equity Limited\*  
 M2T Collective\*  
 Macdonald Sager Manis LLP\*  
 MacPhie\*  
 Macquarie Group Limited\*  
 Makeship  
**Manulife Financial\***  
 Maple Diversity Communications\*  
 Maple Leaf Foods Inc.\*  
 Maple Leaf Sports and Entertainment Ltd.\*  
 Maple\*  
 Marlin Spring\*  
 Mars Canada Inc.  
 MaRS Discovery District\*  
 Mass Minority\*  
**MasterCard Advisors\***  
 Mattamy Homes Limited\*  
 Mavencare  
 Mawer  
 Maxit Capital  
**McKinsey & Company\***  
 Meals on Wheels London\*  
 Medcan  
 Media Experts\*  
 Mercedes-Benz  
 Mercer\*  
 MFS Investment Management  
 Microsoft Canada Co.\*  
 Mikutech  
 Millar Western Forest Products\*  
 Mingo Health  
 MINISO Canada\*  
 Minto Properties\*  
 MLG Blockchain Consulting\*  
**MNP LLP\***  
 Mobials Inc.\*

Mobile Klinik\*  
 MOD Developments\*  
**Moelis & Company\***  
 Molson Coors Brewing Co.\*  
 Mondelez International  
 Moneris Solutions Corp.\*  
 Moosehead Breweries Limited\*  
 Morgan Stanley\*  
 Morneau Shepell  
 Mosaic Sales Solutions\*  
 Mount Sinai Hospital\*  
 MRCSSI\*  
 Munich RE\*  
 N.S. Retisnas Professional Corporation  
 Napier Park Global Capital  
 National Bank of Canada\*  
 National Defence and the Canadian Armed Forces\*  
 NATIONAL Public Relation Inc.  
 Nest Wealth  
 Nestle Canada Inc.\*  
 Network for Business Sustainability\*  
 Newmark Knight Frank Devencore\*  
 NewPoint Capital Partners Inc.\*  
 NiceJob  
 Nielsen  
 NIKU Farms  
 Noah Holdings\*  
 Noble Group\*  
 Noodletown Translations\*  
 Northland Power  
**Novantas Inc.\***  
 Nuco  
 Nudestix Inc  
 Nvidia\*  
 NXTSENS Microsystems Inc.\*  
 Oates Sports Group\*  
 OKO Group\*  
 Old Tomorrow Ltd.\*  
 Oliver Wyman\*  
 Omatic Software

OMERS\*  
 OneClass  
 Ontario Ministry of Health and Long-Term Care\*  
**Ontario Teachers' Pension Plan (OTPP)\***  
 OpalCap Partners  
 Open Farm Inc.\*  
 OPENCARE  
 OPTrust\*  
 Orbis Investment Management Ltd  
 Origin House\*  
 Origin Merchant Partners\*  
 Osler, Hoskin & Harcourt LLP\*  
 Osprey Capital Partners Inc  
 Oxford Properties Group Inc.\*  
 Parallax Development Corporation\*  
 Parks Canada\*  
 PartnerRe Ltd.\*  
 PCL Constructors Inc.\*  
**PepsiCo Canada ULC\***  
 Pharmascience Inc.\*  
 Pillar Nonprofit Network  
 Plan Group Inc.\*  
 Planswell\*  
 Platterz\*  
 Pluck Tea Inc.  
 Plug and Play Tech Center\*  
 PNC Financial Services\*  
 PocketHealth  
 Point72\*  
 Polar Asset Management\*  
 Polaris Transportation Group  
 Polychain Capital  
 Polymath\*  
 Porter Airlines  
 PrecisionBit\*  
**Procter & Gamble Inc.\***  
 Project: Human City\*  
 Propel Entrepreneurship Centre\*  
 Properly  
 Property Passbook\*  
 PSP Investments\*

Public Health Agency of Canada\*  
 Public Inc.  
 Pulse Q&A\*  
 Purpose Investments\*  
**PwC\***  
 Qatalyst Partners\*  
 QuadReal Property Group\*  
 Qualtech Seating Systems\*  
 Quarterback Transportation  
 R2 Investments\*  
 Race Roster Canada\*  
 Radin Capital Partners\*  
 Rajni Tekriwal Law\*  
 Raymond James Ltd.\*  
**RBC Financial Group\***  
 Realstar Management  
 Reckitt Benckiser Pharmaceuticals\*  
 Red Brick Properties\*  
 Reliance Home Comfort  
 Resolver Inc.\*  
**Restaurant Brands International (RBI)\***  
 Retail Ready Foods Inc.\*  
 Reunion  
 Reynolds and Reynolds (Canada) Ltd.  
 RFA Capital Partners\*  
 Rhapsody Property Management Services  
 Richardson GMP Ltd.\*  
 RioCan Management Inc.\*  
 Robins Appleby LLP\*  
**Rogers Communications Inc.\***  
 Roland Berger  
 Rothschild & Co\*  
 Russell Square Partners  
 Ryerson Inc.  
 S&P Global Market Intelligence\*  
 Salesforce\*  
 Sansin Corporation\*  
 SAP Canada Inc.\*  
 SAS Canada  
 Satov\*

Saturn Power Inc.\*  
**Scotiabank\***  
 Scout Talent\*  
 Scouts Canada  
 Security ONE Alarm Systems  
 Seed Capital\*  
 Selling Solutions Inc.  
 Shanghai Milestone Asset Management\*  
 Shiplake Properties  
 Shoppers Drug Mart Inc.\*  
 Shorefast Foundation\*  
 Shyft Network\*  
 Silver Lake Partners\*  
 Sinai Health System  
 Skylight Tools  
 Slate Asset Management  
 Solaris\*  
 Southcott Strategy\*  
 Specialisterne Canada  
 Spin Master Ltd.\*  
 SRCO Professional Corporation\*  
 Ssense\*  
 St. Paraskevea Orthodox Charity\*  
 Stack'd Consulting Inc.  
 Stalco Inc  
 Stanton House  
 Staples Canada  
 Starlight Investments\*  
 StarTech.com\*  
 Stikeman Elliott LLP\*  
 Stonepeak Infrastructure Partners\*  
 Strategic Insight  
 Stratx\*  
**Sun Life Financial\***  
 Tailwind Capital\*  
**Tangerine\***  
**TD Bank Financial Group\***  
 Tealeaves\*  
 Tech Trading Academy\*  
 TechAlliance of Southwestern Ontario  
 TELUS\*

Tennis Canada\*  
tentree\*  
Teranga Gold Corporation\*  
Terrestrial Energy\*  
The Bagg Group  
**The Boston Consulting Group\***  
The BrandLab Inc\*  
The Canadian Hearing Society\*  
The Corporate Yogi  
The Faktori\*  
The Fifteen Group  
The Forex Family\*  
The Girly Book Club  
The Hershey Company  
The Hong Kong and Shanghai Hotels Group\*  
The June Motel  
The Kraft Heinz Company\*  
The Lavin Agency  
**The Lightning Group\***  
The Loop Agency  
The Marquee Group  
The Sorbara Group of Companies\*  
The Upside Foundation of Canada\*  
Throughline Strategy\*  
TJX Canada/Winners Merchants International L.P.  
Top Hat  
TorQuest Partners  
Township of Warwick  
Toys R Us (Canada) Ltd.\*  
Transition Advisory Partners\*  
Transnomis Solutions  
Transplace  
Transport Canada\*  
Trez Capital Corporation\*  
Triage.com\*  
Tricor Pacific Founders Capital Inc.  
Trident Consulting  
Triovest

Triple M Metal LP\*  
Trudell Medical International  
True North Corp.\*  
Tulip  
TurnKey\*  
Turtle Creek Asset Management  
Tutor Doctor  
Uber  
UBS\*  
Ulula\*  
Umapped  
**Unilever Canada\***  
Union Square Advisors\*  
United Nations\*  
Universal Music Group\*  
Universe  
University of British Columbia  
University of Colorado Boulder\*  
Valitas Capital Partners Inc.\*  
VaynerMedia\*  
Venngo  
**Venture for Canada\***  
Venture Steel\*  
Veritas Communications\*  
Verstra Ventures  
Vertu Capital  
VetStrategy\*  
VGH & UBC Hospital Foundation\*  
Via On-Demand Transit  
VIA Rail Canada Inc.\*  
Viacom\*  
Vidyad\*  
Vlaad and Company\*  
Volaris Software Group  
Volkswagen Group Canada Inc.  
W Beijing Change\*  
Walmart Canada Corp.\*  
Warwick Township\*  
Wasserman Media Group  
Waterfront Toronto\*

Wayfair  
Wealthsimple Inc.  
Well.ca\*  
Wells Fargo\*  
Westbank Projects Corp.\*  
**Western University\***  
Weston Foods Canada Inc.  
Westwood Holdings Group\*  
Wheels Group Shared Services  
Whitecap Venture Partners\*  
Whitehorse Liquidity Partners  
William M. Mercer Limited\*  
Willis Towers Watson\*  
Wireless DNA Inc.\*  
Women in Capital Markets  
Woodbourne Canada Management, Inc.\*  
Workday\*  
Workplace Safety & Insurance Board (WSIB)\*  
World Wide Logistics Inc  
WSP in Canada\*  
YMCA GTA  
Yorkdale Partners\*  
Yorkville Asset Management\*  
Yuser\*  
ZLC Financial\*  
ZoomerMedia Limited\*  
ZS Associates\*