Congratulations to our HBA2 class of 2019 and our HBA1 class of 2020!

Our HBA2 graduates achieved 96% placement across a variety of industries, geographic locations, companies and full-time job positions. Similarly, 95% of our HBA1 students secured summer employment across diverse job functions, industries and geographic locations.

For graduates taking up full-time roles in 2019, 52% accepted offers in Financial Services and Consulting. It is worth noting that Ivey’s students have increasingly sought and secured roles in diverse sectors such as Accounting, Technology, Consumer Packaged Goods and Telecommunications. The shift in graduates’ sectors of employment is a manifestation of the changing areas of interests that students are bringing to Ivey and speaks a core strength of the school: The diversity of our student population. Of graduates accepting full-time roles in 2019, 32% were retained by firms in which they held a summer internship.

For the HBA1 students and future graduates of the Class of 2020, 48% accepted offers in Financial Services and Consulting. Here too it is worth noting that HBA1 students also sought and secured roles in diverse sectors such as Accounting, Technology, Consumer Packaged Goods and Telecommunications. These internships provide students with an opportunity to transfer their learning to the workplace while at the same time developing new skills and competencies that would be key to building strong careers in their job and sector of interest. Summer internships continue to be invaluable for both students and employers to assess an individual’s organizational fit. Evidence of the value of internships is seen in the percentage of students who translated their summer employment to full-time roles in 2019.

The Class of 2019 has joined the more than 29,000 Ivey alumni globally. Some members of this network as well as 208 corporate partners played a pivotal role 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 our Corporate Partners and Alumni for your support and confidence in our Ivey HBA talent. We look forward to having another great year!

Sincerely,

Dr. Catherine Chandler-Crichlow
Executive Director - Career Management & Corporate Recruiting
Ivey Business School
CLASS OF 2019 AT A GLANCE

Demographics

- Total Students in Class: 579
- Percent Women: 42%
- Percent Non-Canadian*: 7%
- Pursue Dual Degrees: 21%
- Months to 96% Employment: 3
- Industries where graduates work: 30
- School-Facilitated Job Offers: 68%

* as defined by Citizenship

Citizenship by Geography

- Canada (88%)
- Other: Barbados, Egypt, Germany, India, Korea, Republic of, Lebanon, Netherlands, Pakistan, Philippines, Russian Federation, Tunisia, United Kingdom and United States
- China (8%)
- Other (4%)

Distribution of Industries where HBA Class of 2019 is going

- Financial Institution (30%)
- Consulting (22%)
- Accounting (12%)
- Technology (7%)
- Consumer Packaged Goods (6%)
- Telecommunications/Communications (5%)
- Real Estate/Property (3%)
- Restaurant/Food Services (2%)
- PR/Advertising/Marketing/Sales (2%)
- Other (11%)

Distribution of Industries of our 29,000+ alumni worldwide

- Financial Institution (30%)
- Consulting (13%)
- Technology (8%)
- Education (5%)
- Biotech/Healthcare/Pharma (5%)
- Real Estate/Property (4%)
- Wholesale/Retail (4%)
- Consumer Packaged Goods (3%)
- Telecommunications/Communications (3%)
- Manufacturing (2%)
- Other (23%)

Due to rounding, numbers presented throughout this report may not add up precisely to the totals indicated, as they are rounded to the nearest percent.
RECRUITING AT THE IVEY BUSINESS SCHOOL

2019 Graduates Compensation Summary*

<table>
<thead>
<tr>
<th>Source of Offer</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>School-Facilitated</td>
<td>72%</td>
</tr>
<tr>
<td>Career Management Posting</td>
<td>33%</td>
</tr>
<tr>
<td>Summer Internships</td>
<td>32%</td>
</tr>
<tr>
<td>Networking (with Alumni and Corporate Partners)</td>
<td>5%</td>
</tr>
<tr>
<td>Alumni/Classmate/Faculty Referrals</td>
<td>2%</td>
</tr>
<tr>
<td>Other*</td>
<td>1%</td>
</tr>
<tr>
<td>Graduate-Facilitated</td>
<td>13%</td>
</tr>
<tr>
<td>Networking (outside School)</td>
<td>8%</td>
</tr>
<tr>
<td>Internet, Company Websites, Executive Search Firms and Newspaper Posting</td>
<td>5%</td>
</tr>
<tr>
<td>Graduate facilitated - Previous Employer</td>
<td>1%</td>
</tr>
<tr>
<td>Other</td>
<td>16%</td>
</tr>
</tbody>
</table>

*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.

292 Companies that posted jobs to the Ivey HBA Class of 2019

208 Companies our HBA 2019 students signed with

5 Number of students pursuing Entrepreneurship

155 HBAs returning to their summer employer

Offers Accepted by Geography with Average Base Salary

- **British Columbia (Vancouver)**: Average Salary $57,873
- **Alberta**: Average Salary $70,320
- **Ontario (Toronto/GTA)**: Average Salary $67,794
- **Ontario (London)**: Average Salary $48,857
- **United States**: Average Salary $143,293
- **Canada (Other)**: Average Salary $57,455
- **Canada (Other) Includes**: Manitoba (Saint John), New Brunswick (Dieppe), Ontario (Fort Erie, Kitchener/Waterloo, Stratford), Quebec (Montreal, Ottawa/Hull).
- **Other Includes**: Europe, South America, Israel, United Kingdom, United Arab Emirates
- **Asia**: Average Salary $70,320
- **Other**: Average Salary $84,500

75% of offers were accepted in Canada, 2% in the United States, and 9% elsewhere.

*School-Facilitated Other – Law School Recruiting
COMPENSATION BY INDUSTRY

HBA Class of 2019

Base salary ranged from $25,000 – $148,296, with a median salary of $65,000 and where other compensation was offered, it ranged from $800 – $145,125, with a median of $7,500.

<table>
<thead>
<tr>
<th>INDUSTRY</th>
<th>BASE SALARY</th>
<th></th>
<th></th>
<th>OTHER COMPENSATION</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>%</td>
<td>MIN $</td>
<td>MAX $</td>
<td>MEDIAN $</td>
<td>%</td>
<td>MIN $</td>
</tr>
<tr>
<td>Financial Institution</td>
<td>30%</td>
<td>40,000</td>
<td>128,250</td>
<td>80,000</td>
<td>53%</td>
<td>2,000</td>
</tr>
<tr>
<td>Consulting</td>
<td>22%</td>
<td>41,000</td>
<td>109,600</td>
<td>70,000</td>
<td>69%</td>
<td>500</td>
</tr>
<tr>
<td>Accounting</td>
<td>12%</td>
<td>39,000</td>
<td>65,000</td>
<td>48,000</td>
<td>19%</td>
<td>3,000</td>
</tr>
<tr>
<td>Technology</td>
<td>7%</td>
<td>43,000</td>
<td>148,296</td>
<td>66,000</td>
<td>39%</td>
<td>2,000</td>
</tr>
<tr>
<td>Consumer Packaged Goods/Food Service/Restaurant</td>
<td>9%</td>
<td>45,000</td>
<td>74,000</td>
<td>60,000</td>
<td>66%</td>
<td>1,500</td>
</tr>
<tr>
<td>Telecommunications/Communications</td>
<td>5%</td>
<td>35,000</td>
<td>67,000</td>
<td>60,000</td>
<td>76%</td>
<td>800</td>
</tr>
<tr>
<td>Real Estate/Property</td>
<td>3%</td>
<td>35,000</td>
<td>65,000</td>
<td>50,000</td>
<td>Not Enough Data*</td>
<td>Not Enough Data*</td>
</tr>
<tr>
<td>PR/Advertising/Marketing/Sales</td>
<td>2%</td>
<td>40,000</td>
<td>54,000</td>
<td>49,000</td>
<td>Not Enough Data*</td>
<td>Not Enough Data*</td>
</tr>
<tr>
<td>Other</td>
<td>11%</td>
<td>25,000</td>
<td>90,000</td>
<td>55,000</td>
<td>28%</td>
<td>1,000</td>
</tr>
</tbody>
</table>

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, Arts/Media/Entertainment, Charities/Not-for-Profit, Chemicals/Plastics, Construction, Distribution/Transport, Education, Engineering, Healthcare, Legal, Manufacturing, Natural Resources, Printing/Publishing, Retail/Wholesale, Timber/Paper/Packaging.

* This denotes either not enough data to sustain anonymity and/or no data was provided.
COM 补偿根据 2019届 HBA

基薪范围为 25,000 – 148,296，中位数为 65,000，而其他补偿在提供的情况下，范围为 800 – 145,125，中位数为 7,500。

### 表格

| 行业类型 | 
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| | % | MIN $ | MAX $ | MEDIAN $ | % | MIN $ | MAX $ | MEDIAN $ |
| 会计 | 10% | 39,000 | 60,000 | 48,000 | 7% | 5,700 | 13,000 | 5,750 |
| 咨询/企业战略 | 24% | 45,000 | 109,600 | 70,000 | 72% | 2,000 | 75,000 | 5,000 |
| 企业开发 | 5% | 40,000 | 80,000 | 52,500 | 67% | 500 | 25,000 | 6,250 |
| 资产管理 | 3% | 45,000 | 80,000 | 60,000 | 27% | 2,000 | 32,500 | 14,554 |
| 财务 | 67% | 500 | 25,000 | 6,250 |
| 实体管理 | 3% | 40,000 | 117,650 | 86,999 | 62% | 5,000 | 67,000 | 20,000 |
| 银行/资本市场 | 15% | 40,000 | 128,250 | 85,000 | 70% | 2,000 | 145,125 | 11,000 |
| 信息技术 | 2% | 60,000 | 148,296 | 70,000 | 57% | 3,000 | 58,703 | 21,167 |
| 内部财务 | 3% | 56,000 | 80,000 | 64,000 | 60% | 1,500 | 10,000 | 2,000 |
| 领导力发展/轮岗计划 | 8% | 40,000 | 75,000 | 60,000 | 64% | 800 | 22,500 | 7,500 |
| 营销 | 5% | 40,000 | 111,465 | 60,000 | 37% | 5,000 | 10,500 | 5,000 |
| 运营 | 2% | 30,000 | 65,000 | 55,000 | 50% | 3,000 | 19,000 | 11,500 |
| 研究与开发/产品开发 | 2% | 45,000 | 75,000 | 60,000 | Not Enough Data* |
| 销售 | 4% | 35,000 | 70,000 | 47,000 | 50% | 1,000 | 10,000 | 3,000 |
| 其他 | 6% | 25,000 | 90,000 | 61,700 | Not Enough Data* |

*Finance Other Includes: Commercial Banking, Insurance


*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, Entrepreneurship, Human Resources, Legal, Other, Start-up.

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SUMMER INTERNSHIP
CLASS OF 2020 EMPLOYMENT

Class of 2020 Summer employment at a glance

95%
Of those seeking received an offer based on a 99% reporting rate

$1,029
Average weekly base salary

Companies Providing Summer Internships by Size:

- 1-50 employees (24%)
- 51-200 employees (10%)
- 201-500 employees (3%)
- 501-1000 employees (8%)
- 1001-5000 employees (21%)
- 5001-10,000 employees (2%)
- 10,000+ employees (32%)

238
Number of companies posting summer roles to the HBA Class of 2020

308
Number of student and school facilitated companies HBA Class of 2020 students signed with

530
Number of HBA 2020 students accepting positions with summer employers they had not worked with before their HBA studies

Demographics

- Total Students in Class: 606
- Percent Women: 45%
- Percent Non-Canadian*: 6%
- Different functions that the students summered in: 34
- Different industries that the students summered in: 32
- School-Facilitated Job Offers: 51%

*as defined by Citizenship
SUMMER INTERNSHIP CLASS OF 2020 JOB OFFERS

Source of Opportunity

- **School-Facilitated** 53%
  - Career Management Posting 47%
  - Networking (with Alumni and Corporate Partners) 4%
  - Alumni/Classmate/Faculty Referrals 2%

- **Graduate-Facilitated** 30%
  - Networking 15%
  - Previous Employer 5%
  - Internet, Company Websites, Executive Search Firms and Newspaper Postings 7%
  - Pre-Ivey 3%

- **Other** 18%

### Salary by Geography

<table>
<thead>
<tr>
<th>Location</th>
<th>Average Weekly Salary ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asia</td>
<td>728</td>
</tr>
<tr>
<td>Canada - Alberta</td>
<td>1,196</td>
</tr>
<tr>
<td>Canada - British Columbia</td>
<td>888</td>
</tr>
<tr>
<td>Canada - Ontario (London)</td>
<td>795</td>
</tr>
<tr>
<td>Canada - Ontario (Toronto/GTA)</td>
<td>979</td>
</tr>
<tr>
<td>Canada (Other)</td>
<td>844</td>
</tr>
<tr>
<td>United States</td>
<td>2,321</td>
</tr>
<tr>
<td>Other</td>
<td>Not Enough Data*</td>
</tr>
</tbody>
</table>

*Not Enough Data*

**Canada (Other) Includes:** Ontario (Aurora, Dorchester, Golden Lake, Guelph, Kitchener/Waterloo, Kingston, Muskoka, Orillia, Prince Edward County, Thunder Bay, York Mills) Saskatchewan (Regina) Quebec (Montreal, Ottawa/Hull).

**Other Includes:** Europe, Middle East

### Offers Accepted by Geography with Average Weekly Salary

- **2%** Other
- **3%** **British Columbia (Vancouver)** $888
- **4%** **Ontario (Toronto/GTA)** $795
- **6%** **Ontario (London)** $979
- **75%** **United States** $2,321
- **3%** **Asia** $728
## SUMMER EMPLOYMENT COMPENSATION (BY INDUSTRY)

<table>
<thead>
<tr>
<th>INDUSTRY</th>
<th>%</th>
<th>MIN $</th>
<th>MAX $</th>
<th>MEDIAN $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>5%</td>
<td>700</td>
<td>3,177</td>
<td>820</td>
</tr>
<tr>
<td>Arts/Media/Entertainment</td>
<td>2%</td>
<td>625</td>
<td>3,400</td>
<td>880</td>
</tr>
<tr>
<td>Consulting</td>
<td>11%</td>
<td>355</td>
<td>3,800</td>
<td>1,100</td>
</tr>
<tr>
<td>Consumer Packaged Goods/Food Service/Restaurant</td>
<td>9%</td>
<td>563</td>
<td>1,750</td>
<td>800</td>
</tr>
<tr>
<td>Education</td>
<td>2%</td>
<td>820</td>
<td>1,021</td>
<td>821</td>
</tr>
<tr>
<td>Financial Institution</td>
<td>37%</td>
<td>120</td>
<td>3,983</td>
<td>920</td>
</tr>
<tr>
<td>Healthcare</td>
<td>3%</td>
<td>650</td>
<td>880</td>
<td>800</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>2%</td>
<td>680</td>
<td>1,000</td>
<td>714</td>
</tr>
<tr>
<td>PR/Advertising/Marketing/Sales</td>
<td>3%</td>
<td>333</td>
<td>1,000</td>
<td>700</td>
</tr>
<tr>
<td>Real Estate/Property</td>
<td>3%</td>
<td>455</td>
<td>1,375</td>
<td>688</td>
</tr>
<tr>
<td>Retail/Wholesale</td>
<td>4%</td>
<td>455</td>
<td>1,000</td>
<td>630</td>
</tr>
<tr>
<td>Technology</td>
<td>6%</td>
<td>148</td>
<td>2,442</td>
<td>800</td>
</tr>
<tr>
<td>Telecommunications/Communications</td>
<td>5%</td>
<td>640</td>
<td>3,752</td>
<td>1,005</td>
</tr>
<tr>
<td>Other</td>
<td>9%</td>
<td>505</td>
<td>2,900</td>
<td>800</td>
</tr>
</tbody>
</table>

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, Automotive, Charities/Not-for-Profit, Construction, Distribution/Transportation, Engineering, Environmental, Executive Search, Government, Legal, Natural Resources, Other, Printing/Publishing, Tourism/Leisure, Utilities

* This denotes either not enough data to sustain anonymity and/or no data was provided
## SUMMER EMPLOYMENT COMPENSATION
(BY FUNCTION)

<table>
<thead>
<tr>
<th>FUNCTION</th>
<th>%</th>
<th>MIN $</th>
<th>MAX $</th>
<th>MEDIAN $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>6%</td>
<td>300</td>
<td>3,177</td>
<td>800</td>
</tr>
<tr>
<td>Consulting/Corporate Strategy</td>
<td>13%</td>
<td>355</td>
<td>3,800</td>
<td>1,083</td>
</tr>
<tr>
<td>Corporate Development</td>
<td>8%</td>
<td>148</td>
<td>2,900</td>
<td>750</td>
</tr>
<tr>
<td>Engineering</td>
<td>2%</td>
<td>680</td>
<td>3,752</td>
<td>740</td>
</tr>
<tr>
<td>Finance - Wholesale Banking/Capital Markets</td>
<td>14%</td>
<td>600</td>
<td>3,983</td>
<td>1,575</td>
</tr>
<tr>
<td>Finance - Asset Management</td>
<td>4%</td>
<td>640</td>
<td>2,780</td>
<td>844</td>
</tr>
<tr>
<td>Finance – Other</td>
<td>6%</td>
<td>600</td>
<td>1,354</td>
<td>893</td>
</tr>
<tr>
<td>Finance - Private Equity/Venture Capital</td>
<td>5%</td>
<td>200</td>
<td>3,000</td>
<td>1,000</td>
</tr>
<tr>
<td>Real Estate</td>
<td>3%</td>
<td>525</td>
<td>1,375</td>
<td>675</td>
</tr>
<tr>
<td>Information Technology</td>
<td>2%</td>
<td>800</td>
<td>2,421</td>
<td>921</td>
</tr>
<tr>
<td>Internal Corporate Finance</td>
<td>8%</td>
<td>120</td>
<td>1,600</td>
<td>850</td>
</tr>
<tr>
<td>Marketing</td>
<td>12%</td>
<td>490</td>
<td>3,400</td>
<td>800</td>
</tr>
<tr>
<td>Operations</td>
<td>3%</td>
<td>640</td>
<td>1,750</td>
<td>830</td>
</tr>
<tr>
<td>Research and Development/Product Development</td>
<td>3%</td>
<td>600</td>
<td>2,442</td>
<td>800</td>
</tr>
<tr>
<td>Sales</td>
<td>8%</td>
<td>333</td>
<td>1,400</td>
<td>750</td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Finance Other Includes:** Insurance, Commercial Banking, Retail Banking

**Finance Wholesale Banking/Capital Markets Includes:** Corporate Banking, Equity Research, Investment Banking, Risk Management & Sales and Trading.

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, Entrepreneurship, Human Resources, Leadership Development/Rotational Program, Legal, Other, Project Management, Start-up.

* This denotes either not enough data to sustain anonymity and/or no data was provided.
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 2019 and 2020.

3M Canada Company
407 ETR*
A.T. Kearney*
A.U.G. Signals Ltd.
Accenture*
Accompass
Adidas Canada Limited*
ADP / IICC*
Aga Khan Foundation Canada*
Agentis Capital*
AIM Group Canada Ltd.
AIMIA
Air Canada
Airbnb*
Akler Browning LLP
Alberta Investment Management Corporation (AIMCo)
Alice + Whittles
Alignvest Management Corporation
Allstate Insurance Company*
AltaCorp Capital
AltaGas Ltd.
Altus Group Limited*
Alvarez & Marsal Canada ULC*
Alzheimer Society London & Middlesex*
Amazon*
American Express*
AMTD*
Anson Funds*
Appficiency Inc.*
AquaMobile
Archer Capital Partners*
ArcTern Ventures
Ares Management*
Arterra Wines Canada*
Asas Capital*
Ascend Applications*
Associated Hebrew Schools of Toronto*
Astoria Marketing*
Atlas Advisors LLC
Audioscan*
Autodata Solutions*
Avascent*
Avina Capital*
Aviso Wealth*
Avison Young* 
Aviva Canada
Bain & Company Canada Inc.*
Bank of America-Merrill Lynch Canada*
Bank of Canada
Banque Laurentienne
Barbatelli & Partners*
Barbican*
Barclays Capital*
Baskin Wealth Management
Bayer Inc.*
BCI
BDO Canada LLP*
BDT Capital Partners*
Bell Canada Enterprises*
Ben Graham Centre for Value Investing*
Binnj Inc.*
Birch Hill Equity Partners*
BlackBerry*
Blackhawk Network*
Blair Franklin Capital Partners
Bluevale Capital Group Inc.*
BMO Financial Group*
Boys & Girls Clubs of Canada*
Brambles
BrandSpark International*
British American Tobacco*
Brookfield Asset Management*
Brookfield Capital Partners
Brooklin Consulting
Bruce Power*
Buchanan Group
Burgundy Asset Management Ltd.*
Buset LLP*
Business Development Bank of Canada
Byte Dance*
CAA Club Group
Cadillac Fairview
Calgary Economic Development*
Cambria*
Canaccord Genuity*
Canada Bread Company Limited
Canada Goose Inc.
CPP Investment Board*
Canada Post*
Canadian National Institute for the Blind - CNIB*
Canadian Nuclear Laboratories*
Canadian Pacific Railway (CPR)
Canadian Shield Capital*
Canadian Tire Corporation*
Canderel Residential*
CanFirst Capital Management
CaniBrands Inc.*
Capco*
Capital One*
CAPREIT*
Cargill
Carpedia International Ltd.*
Cassels Brock & Blackwell LLP*
CBC/Radio-Canada
CBRE Caledon Capital Management Inc.*
CDW Canada
Centerview Partners*
Centre for Social Innovation
CFO2
CGI Group
Charity Intelligence Canada
CHEP Canada Inc.*
Child Development Institute*
China CITIC Bank International Ltd.*
Choco Communications*
Choice Hotels Canada*
Choice Properties*
Chubb Insurance Company of Canada*
CI Financial
CI Investments*
CIBC Bank*
Cidel*
Cineplex
Cintas
Cisco Systems*
Citi*
City of Toronto*
Clarke Inc.
Clearbanc*
CMLS Financial
CNIB
Coco Paving Inc.*
College Pro*
Colliers International*
Contrast Digital*
Convergence
Convocation Flowers*
CoPower Inc.
Cormark Securities*
Cornerstone Research*
Corporate Consultants
Corporation of Norfolk County
Corus Entertainment*
Cosa-Nova*
Cosmos Sports & Entertainment
Crawford Lake Capital*
**Credit Suisse**
Doblin, Inc.*
Dodge & Cox*
DoseBiome
Dream Office REIT*
Drewlo Holdings*
Drop*
DW Healthcare Partners*
Dyson Canada
eBay
Ecobee*
eCompliance*
Edward International Academy
Elections Ontario
Electronic Arts Inc.
Element Fleet Management*
Elevate*
Eli Lilly and Company
EllisDon Corporation*
Embassy of Canada in Washington, D.C.
Emco*
Encircled*
Ensembl*
Enterprise Holdings
Entertainment One
Enthusiast Gaming*
Epstein Cole LLP*
**Equitable Bank**
ERA Architects*
ERCO Worldwide*
Esiance*
eSight Corporation*
Espresso Capital
Euclid Transactional
Eventi Capital Partners
**Evercore Partners**
Exponential Capital Markets*
ExxonMobile Canada
**EY**
Facebook*
FactSet
Fahrenheit 212*
Federal Express Canada Ltd.
Female Laboratory of Innovative Knowledge*
Fengate Asset Management*
Fidelity Investments Canada*
FirePower Capital*
Firm Capital Corporation*
First Ascent Ventures*
Fly Corp*
Fluor Canada Ltd.*
FlyEasy Software
Ford Motor Company of Canada Ltd.*
Fort Capital Partners
Forum Family Office GmbH
Fosun International*
Four Seasons Hotel and Resorts*
Freedom Mobile*
Freshii*
Fruit of the Loom
Fusion Retail Analytics*
Gale Partners*
GAVIN Hockey Wealth Specialists*
General Dynamics Land Systems Canada*
**General Mills**
George Weston Limited*
Gerdau
Get REAL
Get Real Movement*
Gilga Venture Capital*
GlaxoSmithKline Inc
Global Affairs Canada*
Global Fuels Inc.*
Global Payments Canada*
GlobalMedic
GLOBEWYZE INC.
Go Mammoth*
Golden Spruce Capital*
**Goldman Sachs**
Golf Canada
Good & Well
GOOD FOOD FOR GOOD*
Goodmans LLP*
Google Inc.
Government of Ontario*
Graham Scott Enns*
Grant Thornton LLP*
Grant Woods*
Graywood Developments
Great West Life*
Grebstad Hicks Communications Ltd*
Greenhill & Co.*
Greenhouse Juice Co.*
Greenspace Mental Health
Greenwin Property Management*
Greystone Managed Investments
Groundlayer Capital Inc*
HackerYou
Halton Region
Harlo Capital*
HarperCollins Canada
Hatch Ltd.*
Hayden Personality and Emotion Development Lab*
Heliolytics Inc.*
HelloFresh Canada
Henkel Canada Corporation*
HFG CHINA
HGC Investment Management*
High Commission of Canada in Australia
HiMama*
HirePower
HomeEquity Bank*
Houlihan Lokey*
HRdownloads
**HSBC Bank Canada**
Huawei Technologies*
Hubba*
Hubdoc*
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Huronstone Capital*
Huron Consulting Group
Hydraulic Marketing Group*
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Kluane Partners
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Konrad Group
Kotn
KPMG*
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Lake O’Hara Lodge*
Landstar Development Corp.*
Lazard Canada
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LCG Foods Distribution*
Leads Employment Services*
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LEAP: The Centre for Social Impact*
Left Lane Associates
LendCare Capital
Leonard Green & Partners*
Level5 Strategy Group*
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Lift & Co
Lightheart Management Partners*
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London Ice Cream Company
London Social Value Fund*
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Lucky Iron Fish*
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Macquarie*
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MakerBars*
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Manulife Financial*
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Maple Leaf Sports & Entertainment*
Maple*
MarHub*
MasterCard Advisors*
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Mattamy Homes*
Mavennet*
Mawazo Marketing*
Mawer Investment Management Ltd.
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Mekong Timber Plantations*
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Merce*
Merchant Broker
MetalCraft Broker
MFS Investment Management
Microsoft Canada Co.*
Mikutech

Ministry of Government and Consumer Services
Ministry of Health and Long-Term Care*
Minor Bros Country Living*
Minto Properties*
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Mobile Klinik*
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Monitor Deloitte*
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Mosaic Sales Solutions
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Nova buses
Novantas, Inc.
Nudestix Inc
Nuvis Ventures (Nuvis
Technologies Inc
Nvidia
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Old Tomorrow Ltd.*
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OMD*
OMERS*
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Park Place Financial and Farm Life*
PayPal*
PCL Construction Group Inc.*
Penske
PepsiCo Canada*
Pharmascience
PheedLoop.com
Philip Morris International Plaza Ventures*
Point72*
Polar Asset Management Partners
President’s Choice Financial (PC Financial)*
 Pricing Solutions Ltd.*
Procter & Gamble Inc.*
Profilio*
PSD - Research, Consulting, Software*
PSP Investments*
Public Inc.
PubNub*
PwC*
Qatalyst Partners*
QuadReal Property Group
Quarterback Transportation Quarterhill Inc.
Race Roster
Rally Assets*
Rayne Capital*
RBC Financial Group*
Reckitt Benckiser Pharmaceuticals*
Red Pine Camp Inc*
RedRhino
Reliance Home Comfort
Reprisk AG
Resolver Inc.*
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Safdie&Co*
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Samsung Electronics Canada
Sanofi Canada*
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Satov*
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Scotiabank*
SDP Investment Group*
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SHAD Western*
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Shareworks by Morgan Stanley*
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Shift
Shopify
Shoppers Drug Mart*
Sidepart*
Slightline Wealth Management
Sigmcorp*
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 Simply Group*
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Standard Chartered Bank*
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Starlight Investments*
StarTech.com*
Steam Whistle Brewing
Stillwater Capital Corporation*
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STRAX
Stryker
Sun Life Financial*
Swiggle Inc*
Symbility Intersect*
TD Bank Financial Group*
Tealeaves*
Teck Resources Limited*
TELUS*
tentree*
Tequila Tromba LTD
Tessora Clothing*
The Boston Consulting Group*
The Charlton Group*
The Garparotto Group*
The Giampaolo Group Inc.
the Girly Book Club
The Globe Business Improvement Area*
The Global Fund
The Globe and Mail
The Hershey Company
The Influence Agency*
The Ivey Academy*
The Keg Steakhouse & Bar*
The Kraft Heinz Company*
The Lightning Group*
The M2T Collective
The Marquee Group
The National Golf Club of Canada*
The Paper - Sixth Tone*
The Santangel’s Investor Forum*
The Upside Foundation of Canada
The W. Garfield Weston Foundation
The Walrus*
Third Sun Productions*
Throughline Strategy*
Tidewater Midstream*
TJX Canada/Winners Merchants International L.P.*
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<td>Western Forest Products Inc.</td>
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<td>Westlake High School*</td>
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