

# **HBA 2015** **EMPLOYMENT** **REPORT**

Ivey Business School

# RECRUITING AT THE IVEY BUSINESS SCHOOL



Congratulations to the Ivey HBA classes of 2015 and 2016! This year was another successful year for our graduates and students, as they achieved 93% and 95% placement respectively across a variety of industries, functions, geographies and companies.

What follows is the summary of employment information as reported by the HBA classes of 2015 and 2016 by September 30, 2015.

This year's graduating class is typical in terms of where their careers are beginning, and indicative of a strong start to what promises to be a progressive and diverse leadership track.

Sincerely,

**Sharon Irwin-Foulon**

Executive Director  
Career Management and Corporate Recruiting  
Ivey Business School

## Class of 2015

### Graduate employment at a glance

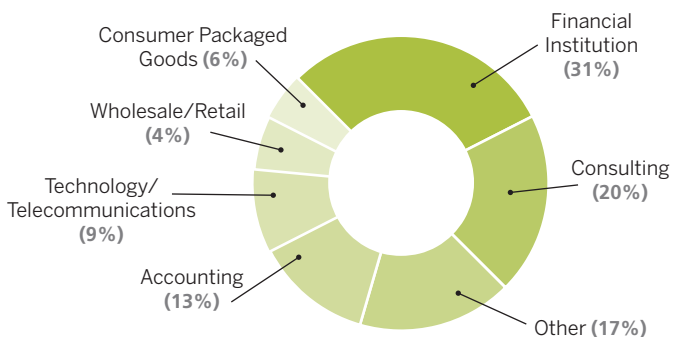
# 93%

**Of those seeking received an offer by September 30, based on a 93% reporting rate**

# \$66,208

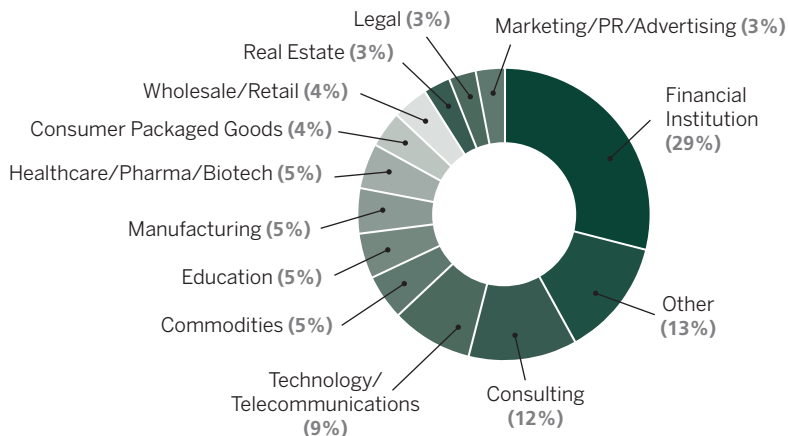
**Average salary (includes: base salary, signing bonus, and other guaranteed compensation)**

## Distribution of Industries for HBA Class of 2015



Other industries include: Advertising/Promotion/Public Relations, Agribusiness, Arts/Media/Entertainment, Charities/Non-Profit, Construction, Education, Energy/Natural Resources, Entrepreneurship, Government, Healthcare, Legal Service, Manufacturing, Other, Pharmaceuticals/Medical Equipment, Real Estate, Utilities (Electricity/Gas/Water)

## Distribution of Industries of our 24,000 alumni worldwide



# 329

**Companies that posted jobs to the Ivey HBA Class of 2015**

# 216

**Companies our HBA 2015 students signed with**

# 11

**Number of students pursuing Entrepreneurship**

# 116

**HBA's returning to their summer employer**

# DEMOGRAPHICS

## Class of 2015 at a Glance

Total Students in Class	573
Percent Women	42%
Percent Non-Canadian*	7%

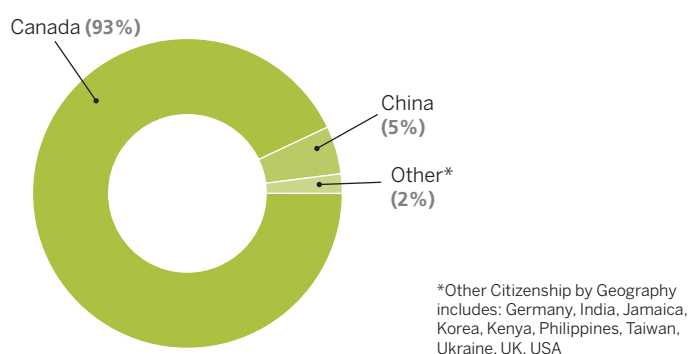
\*as defined by Citizenship

## 2015 Graduates Compensation Summary\*

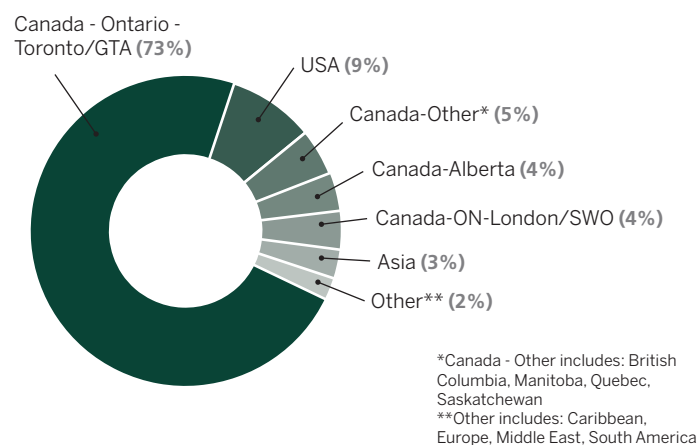
Base Salary		
% Receiving	Median	Range
100%	\$57,500	\$35,000-\$118,000
Signing Bonus		
% Receiving	Median	Range
30%	\$6,300	\$100-\$47,336
Other Guaranteed Compensation		
% Receiving	Median	Range
4%	\$59,742	\$3,750-\$112,000

\*Data reflects students who reported compensation and does not include students who are starting their own business.

## Citizenship by Geography



## Offers accepted by Geography



## Source Of Offer

<b>School-Facilitated</b>	<b>84%</b>
Summer Internships	26%
Career Management Posting	53%
Networking (with Alumni and Corporate Partners)	4%
Alumni/Classmate/Faculty Referrals	1%
<b>Graduate-Facilitated</b>	<b>13%</b>
Networking (outside School)	9%
Other*	4%
<b>Undeclared/Unknown</b>	<b>3%</b>

\*Graduate-Facilitated Other – Internet, Company Websites, Executive Search Firms

# COMPENSATION BY INDUSTRY

## HBA2 Class of 2015

Base salary ranged from \$35,000 - \$118,000, with a median salary of \$57,500 and where other compensation was offered, it ranged from \$100 - \$129,000

Industry	Base Salary (\$)			Other Compensation (\$)		
	%	Range	Median	Range	Median	%
Accounting	13%	41,000-45,000	45,000	Not Enough Data*		
Consulting	20%	45,000-95,000	66,000	2,000-15,000	7,150	60%
Consumer Packaged Goods	6%	35,000-63,000	55,000	Not Enough Data*		
Financial Institution	31%	40,000-102,000	71,000	5,000-75,000	10,000	36%
Technology/ Telecommunications	9%	42,000-118,000	58,500	100-129,000	56,539	36%
Wholesale/Retail	4%	45,000-58,000	50,000	Not Enough Data*		
Other	17%	40,000-86,700	50,000	Not Enough Data*		
<b>Overall</b>	<b>100%</b>	<b>35,000-118,000</b>	<b>57,500</b>	<b>100-129,000</b>	<b>9,000</b>	<b>31%</b>

Given Ivey's commitment to privacy when collecting student data, the industries contained within 'Other' include less than 3% of the graduating class in the following industries: Advertising/Promotion/Public Relations, Agribusiness, Arts/Media/Entertainment, Charities/Non-Profit, Construction, Education, Energy/Natural Resources, Entrepreneurship, Government, Healthcare, Legal Service, Manufacturing, Other, Pharmaceuticals/Medical Equipment, Real Estate, Utilities (Electricity/Gas/Water)

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

# COMPENSATION BY FUNCTION

## HBA2 Class of 2015

Base salary ranged from \$35,000 - \$118,000, with a median salary of \$57,500 and where other compensation was offered, it ranged from \$100 - \$129,000

Function	Base Salary (\$)			Other Compensation (\$)		
	%	Range	Median	Range	Median	%
Accounting	13%	41,000-45,000	45,000	Not Enough Data <sup>+</sup>		
Business Development/ Corporate Development	5%	40,000-60,000	52,500	Not Enough Data <sup>+</sup>		
Consulting/Corporate Strategy	19%	45,000-95,000	66,000	2,000-15,000	7,000	67%
Finance - Asset Management <i>(includes Investment, Portfolio, Wealth Management)</i>	4%	50,000-100,000	52,500	Not Enough Data <sup>+</sup>		
Finance - Corporate Office	3%	Not Enough Data <sup>+</sup>				
Finance - Wholesale Banking/ Capital Markets <i>(includes Investment Banking, Sales and Trading, Equity Research and Risk Management)</i>	17%	65,000-102,000	77,500	5,000-75,000	10,000	63%
Finance - Other <i>(includes Private Equity, Insurance, Finance - Real Estate)</i>	7%	40,000-82,000	55,500	Not Enough Data <sup>+</sup>		
Leadership Development/ Rotational Program	8%	50,000-65,000	55,000	Not Enough Data <sup>+</sup>		
Marketing	6%	35,000-63,000	42,500	Not Enough Data <sup>+</sup>		
Operations	3%	53,000-70,000	58,000	Not Enough Data <sup>+</sup>		
Sales	4%	Not Enough Data <sup>+</sup>				
Other	11%	42,000-118,000	51,279	Not Enough Data <sup>+</sup>		
<b>Overall</b>	<b>100%</b>	<b>35,000-118,000</b>	<b>57,500</b>	<b>100-129,000</b>	<b>9,000</b>	<b>31%</b>

Given Ivey's commitment to privacy when collecting student data, the functions contained within 'Other' include less than 3% of the graduating class in the following functions: Communications/Public Relations, Education, Engineering, Entrepreneurship, Human Resources, IT, Legal, Project Management, Research and Development

<sup>+</sup> This denotes either not enough data to sustain anonymity and/or no data was provided

# SUMMER INTERNSHIP CLASS OF 2016 EMPLOYMENT

Summer employment offers our students great opportunities to put their first year of HBA into action. A large number of our students benefit from strong corporate partnerships with Ivey and the reputation our students have for being great talent. This past year, 26% of the graduating class of 2015 who reported their status, translated their summer employment opportunity to a full-time role with the same organization upon graduation.

## Class of 2016 at a Glance

Total Students in Class	607
Percent Women	36%
Percent Non-Canadian*	8%

\*as defined by citizenship

## 254

**Number of companies posting summer roles to the HBA Class of 2016**

## 341

**Number of companies HBA 2016 students signed with**

## 446

**Number of HBA 2016 students accepting positions with summer employers they had not worked with before their HBA studies**

## Class of 2016 Summer employment at a glance

**95%** Of those seeking received an offer based on a 100% reporting rate

**\$873** Average weekly base salary

## Source Of Opportunity

<b>School-Facilitated</b>	<b>61%</b>
Career Management Posting	52%
Networking (with Alumni and Corporate Partners)	6%
Alumni/Classmate/Faculty Referrals	3%
<b>Student-Facilitated</b>	<b>33%</b>
Networking (outside School)	17%
Previous Employer	12%
Other*	4%
<b>Undeclared/Unknown</b>	<b>6%</b>

\*Student Facilitated Other – Internet, Company Websites, Executive Search Firms

# SUMMER EMPLOYMENT COMPENSATION (BY INDUSTRY AND FUNCTION)

Industry	Base Weekly Salary (\$)		
	%	Range	Median
Accounting	7%	175-1,000	789
Advertising/Promotion/ Public Relations	3%	500-740	560
Charity/Non-Profit	4%	313-480	400
Consulting	8%	360-2,500	1,000
Consumer Packaged Goods	5%	200-900	788
Financial Institution	37%	100-2,187	974
Government	5%	400-2,000	718
Manufacturing	3%	600-1,200	720
Real Estate	3%	500-1,300	650
Technology/ Telecommunications	9%	375-1,520	735
Wholesale/Retail	4%	470-961	600
Other	12%	50-1,245	703
<b>Total</b>	<b>100%</b>	<b>50-2,500</b>	<b>789</b>

Given Ivey's commitment to privacy when collecting student data, the industries contained within 'Other' include less than 3% of the Class of 2016 in the following functions: Agribusiness, Arts/Media/Entertainment, Biotechnology, Construction, Distribution/Transportation, Education, E-Commerce, Entrepreneurship, Energy/Natural Resources, Healthcare, Legal Service, Pharmaceuticals/Medical Equipment, Printing/Publishing, Tourism/Leisure

Function	Base Weekly Salary (\$)		
	%	Range	Median
Accounting	9%	100-1,000	785
Business Development/ Corporate Development	10%	50-1,300	660
Consulting/Corporate Strategy	10%	600-2,500	955
Finance - Asset Management <i>(includes Investment, Portfolio, Wealth Management)</i>	3%	200-1,072	795
Finance - Corporate Office	8%	375-1,200	750
Finance - Private Equity	5%	675-1,937	1,000
Finance - Wholesale Banking/Capital Markets <i>(includes Investment Banking, Sales and Trading, Equity Research and Risk Management)</i>	18%	400-2,189	1,539
Finance - Other <i>(includes Finance - Real Estate, Insurance)</i>	6%	500-1,640	650
Marketing	9%	333-1,000	650
Operations	5%	100-1,245	640
Research and Development	3%	120-880	640
Sales	5%	375-900	560
Other	9%	210-2,000	735
<b>Total</b>	<b>100%</b>	<b>50-2,500</b>	<b>789</b>

Given Ivey's commitment to privacy when collecting student data, the functions contained within 'Other' include less than 3% of the Class of 2016 in the following functions: Communications/Public Relations, Engineering, Entrepreneurship, IT, Leadership Development/Rotational Programs

# RECRUITING COMPANIES

**Companies who engaged with Ivey HBA students this year through student outreach, networking, formal postings, and/or on-campus recruiting. Those denoted with (\*) hired an Ivey HBA student or graduate.**

20 VIC Management Inc.*	American Eagle Outfitters Canada	Better Capital Corporation*	Canaccord Genuity Corp.*
3M Canada Company*	American Express*	Big Tree Capital Partners LLC*	Canada Bread Company Limited*
42 Technologies*	Apple*	Birch Hill Equity Partners*	Canada ICI Capital Corporation*
5Crowd Inc*	Apps Transport Group*	Birks	Canada India Business Council*
A.T. Kearney*	Aramark Canada*	Bison Transport	Canada Post*
ABC Group*	ARC Financial Corp.	Bitmaker Labs	Canada Revenue Agency*
Absolutdata	ArcelorMittal Dofasco*	Black & McDonald	Canadian Armed Forces*
Absolute Internship	Ares Management LLC*	Blackhawk Network*	Canadian Diabetes Association
Acasta Capital*	Arla Foods Inc.	BlackRock*	Canadian Energy Research Institute
Accenture*	Armo Tool*	Blackstone	Canadian Nuclear Laboratories
Access Ability Advantage*	Armstrong Partnership LP	Blackwood Partners*	Canadian Tire Corporation Limited*
Accounting Plus Financial Services Inc.*	Ascent Management*	Blair Franklin Capital Partners	Capco*
Across Languages Interpretation & Translation Services*	Ashlar Urban Realty*	Blinds To Go	Capgemini
Adamas Asset Management*	Asian Capital Partners Group*	Bloom Burton & Co. Ltd*	Capital First Partners*
Adidas Canada Limited	AstraZeneca*	Blueprint Systems*	CardSwap Inc.*
Aerowerks*	Atlas Advisors LLC*	BMO Financial Group*	CarePoint Group*
Aga Khan Foundation Canada	Autolink Express Inc.*	B'nai B'rith Camp*	Cargill*
Agentis Capital	Avaya Canada *	BNP Paribas	Carnivore Club*
AGF Investments Inc.	Avison Young Commercial Real Estate*	Body Face Shop*	Carpedia International Ltd.
AIESEC Canada*	Bain & Company Canada Inc.*	Boost*	Catlin Canada Inc.
AIG*	Ball Hockey International*	Brainworks*	CBRE Canada*
AIMCo	Bank of America-Merrill Lynch Canada*	BrandActive*	Centerboard Group
Air Canada	Bank of Canada*	BrandHealth Communications Inc.	Centerview Partners
Ajeej Capital*	Bank of China*	Bristol Gate Capital Partners*	CGI Group
Akcessia Consulting*	Bank of Montreal*	Brookfield Asset Management*	Charity Intelligence Canada
Alberta Investment Management Corp.*	Barclays Capital*	Brookfield Financial*	Child Development Institute*
Algonquin Power & Utilities Corp.*	Baskits Inc.*	Brookfield Renewable Energy Group	Chinoy Law*
Alignvest Management Corporation	Bay Street HR	Buchanan Group	Chocolate Tales*
Alpha Better Landscaping*	BayBridge Senior Living*	Buckland Customs Brokers Limited	Choice Hotels Canada Inc.*
Alpha Gamma Delta*	Beijing State Public Lok Fu Investment Co., Ltd.*	Business Development Bank of Canada	Christian Children's Fund of Canada*
Alpine Growth Partners	Bell Canada Enterprises*	Caffe Demetre	Chrysalix
AltaGas Ltd.*	Bell Corporate Strategy - A Division of Bell Canada Enterprises*		CI Investments Inc.*
Amazon.com*	Bench.co		



CIBC Bank*	Cytegic*	Ellis Don*	FirstService Corporation*
Cintas	D&V Electronics	Embassy of Canada in Washington, D.C.*	fishRecruit
Cisco Systems*	Daggerwing Group*	EMCO Corporation	Fitness Health Match*
CITI *	DaVita Rx	Emerson Canada*	FlashStock Technology Inc.*
Citrix	DayHu Group*	Emmit Financial	Focus Reports
City Internships	DBRS Limited	Empire Arabia Real Estate Developers LLC*	Foodora, a Rocket Internet Company
City of Hamilton*	Decision Resources	Encore Auto Finance*	Foresters
City of London	Dell Canada*	Engagement Labs*	Forum Equity Partners
City of Markham	Deloitte.*	Engro Foods Canada*	Forum Equity Partners*
City of Mississauga Aquatics*	Deluxe Entertainment Services Group*	Enlight Media*	Forum Family Office GmbH
City of Thunder Bay*	Dental Corporation of Canada*	Enterprise Holdings*	Four Seasons Hotels and Resorts
City of Toronto*	Denton Canada, LLP*	Epilepsy Support Centre	Freshii*
Clausehound*	Designer Microbes*	Equitable Bank*	FreshInsights Consulting
Close.io*	Desjardins Group*	EQWIP Hubs*	Frito-Lay Canada*
CLSA*	Destiny Solutions	Ericsson Canada	Fusion Retail Analytics*
ClubLink*	Devon Energy Corporation	Espresso Capital	General Dynamics Land Systems Canada*
Colliers International*	Devs Beyond Borders	Estee Lauder Companies, La Mer and Jo Malone*	General Electric (GE) Canada*
Combined Metal Industries	Diageo	Evenko*	General Mills*
Commonwealth Bank of Australia*	Dianliang Industrial Investments Managemnet Co., Ltd.*	EventMobi*	Generation Capital*
Community Living London*	Diply/Go Viral*	Evercore Partners*	Gerdau Long Steel North America
Community Seed Consulting	Discovery Summer Sales*	Exiger*	GGTJA Securities*
Compass Lexecon*	DMASL*	Export Development Canada	Giftagram
Compass Public Reslations Ltd.*	DMS Management Consulting Ltd	EY*	GlaxoSmithKline Inc
Connect the Docs Marketing*	Dodge & Cox*	Eyecarrot Innovations Corp.*	Glencoe Golf and Country Club*
Conoco Phillips	Domus Developments*	Facebook*	Global Golf Advisors*
Conroy Ross Partners*	Dongxing Securities Co. Ltd*	Factor Gas Liquids	GMP Securities*
Constellation Dealership Software	Dundee Capital Markets*	Fairmont Hotels & Resorts*	Golden Boy Foods Ltd.
Constellation Software Inc.*	Dymaxium*	Fantasy Feud*	Golden West*
Cormark Securities*	e8ight	Farm Credit Canada*	Goldman Sachs & Co.*
Cornerstone Research*	Ecopia Tech Corporation	Fast Enterprises LLC*	Goodlife Fitness Clubs*
Corporate Consultants	EdgePoint Wealth Management Inc.	Federal Express Canada Ltd.	Goodmans LLP*
Corus Entertainment*	Edusight Inc.	Federation of Canadian Municipalities	Goodwill Industries of Toronto, Eastern, Central and Northern Ontario*
Cott Corporation*	Egan Visual	Ferus Inc.	Google Inc.
Cougar Global Investments*	Egotta Capital Investment Fund*	FFG Business and Health Solutions*	Government of Ontario*
CPG Connect	Element Financial*	fgf Brands	Grafoid Inc.*
CPP Investment Board*	Element Fleet Management	Ficanex	Grand Bend Produce*
Credit Suisse*	Eli Lilly*	Fidelity Investments*	Grant Haven Asset Management*
Crescent Park Capital LLC*		Field Farms Marketing Ltd.	
Crestpoint Real Estate Investment Ltd.*		Findly	
Crowe Soberman LLP*		First National Mortgage*	

Grant Thornton LLP	Imperial Tobacco Canada*	KEV Group Inc.*	Lost and Found Music Studios - TV Show*
Great Circle Solar Management*	IMS Health	Keyence Canada Inc.	LoyaltyOne*
Great Gulf*	In the Funnel	Kimberly-Clark Inc.	Lycon USA*
Great-West Life	inCode Consulting	Kin Community*	M.J. Janssen & Associates Inc.
Greek Community of Toronto*	Industrial Alliance*	Kingsdale Shareholder Services*	Macquarie*
Greenhill & Co., Inc.*	Influitive*	Kinross Gold	Mangrove Wealth Group*
Greenlight Consulting	Info-Tech Research Group Inc.*	Kiwi Wearable Technologies Limited	Manulife Financial*
Greystone Managed Investments	Infrastructure Ontario*	Klass Capital*	Maple Leaf Foods Inc.*
Griffith McBurney Securities*	inHealth*	Knightsbridge Foreign Exchange*	Maple Leaf Sports & Entertainment*
Grip Limited	In-Lite Design*	Knightsbridge Foreign Exchange*	Maple Lodge Farms*
Groupe Securite C.I.B.*	InputHealth Systems Inc.	Knightsbridge Foreign Exchange*	MaRS Discovery District
Guillevin International Co.	Institutional Mortgage Capital*	Knixwear*	Marsh Canada Limited*
Gum Products International (GPI)*	Intact Financial Corporation	Koffman Kalef LLP*	MashUps Co. Ltd.*
HackerNest	Intellitix*	Kohlberg Kravis Roberts & Co.	MasterCard
Halifax Grammar School*	Invesco Canada Ltd.	KPMG*	Mastercard Advisors*
Halo International SEZC Ltd.*	Investors Group Financial Services Inc.	Kraft Heinz*	Mawer
Harrison Pensa*	Invico*	Lab B*	Maxim Partners LLP*
Hay Group	Invictus Global Capital*	Labatt Breweries of Canada*	MCAN Mortgage Corporation
Heart & Stroke Foundation*	IPG Mediabrands*	Last Financier*	McCall Dawson Osterberg Handler LLP*
Hewlett-Packard (Canada) Co.	IPPINKA*	Laurential Bank of Canada*	McDaniel & Associates Consultants*
HockeyBreak Consulting*	Ivey Business School*	LEADS Employment Services*	McKay*
HollisWealth	Ivey International Centre for Health Innovation*	Ledcor*	McKenzie Lake Lawyers*
Home Trust Company*	J.D. Irving	Leonard Green & Partners	McKeough Supply
Houlihan Lokey Howard & Zukin*	Jackman*	Level5 Strategy Group*	McKinsey & Company*
HSBC Bank*	James Lowe Consulting Ltd.	LGT Venture Philanthropy	McLean & Partners Wealth Management
Hubba	Janet David & Associates Inc.	Liakada Capital*	McLuhan & Davies Communications*
Hudson's Bay Company*	Janssen Pharmaceuticals Companies of Johnson & Johnson*	Liberty International Underwriters*	MediaCom*
Hugessen Consulting Inc.*	Jarden Consumer Solutions*	Liberty Mutual Group	MedReleaf Corp.
Hugh O'Brian Youth Leadership Foundation*	Jarislowsky, Fraser Limited*	Linkitz*	Mercer (Canada) Limited
Hugo Boss Canada*	J-Core Consulting*	LiveCA LLP	Merrill Datasite
Husky Energy*	JDL Ventures*	Loblaw Companies Limited	MethodCRM
Hydro One Networks	Jet Star Capital Ltd.	Lock Search Group	Metroland Media Group
IA Clarington Investments*	JMA Group*	LOG1Q3*	Mettler Toledo
IBM Canada Ltd.*	John St.	London Health Sciences Centre; Strategy and Project Leadership Department*	MHI Corporation*
IBM Global Business Services*	Johnson & Johnson*	London Hydro*	Microsoft*
Idea Couture	Jones Lang LaSalle	London Life*	Millennium Research Group*
Imex Systems Inc.	JP Morgan*	Longview Asset Management Ltd.*	Millward Brown*
Imperial Capital Partners Ltd*	Just Energy*	L'Oreal*	Ministry of Government and Consumer Services*
Imperial Oil Limited*	Kabam		
	Kelsey Ramsden*		

MNP LLP*	Office of the Auditor General of Canada*	PSP Investments*	Roland Berger Strategy Consultants*
Moelis & Company*	Oliver Wyman*	Public Inc	RP Investment Advisors*
Mondelez International*	OMERS Capital Markets*	PUR Gum	Rubix Capital Partners*
Monitor Deloitte*	Omnix Capital*	Purolator Inc.	Russell Square Partners
Monsanto	ONCAP Management Partners L.P.*	PwC*	RWDI Consulting Engineers and Scientist*
MonsterMortgage.ca	One Love Network, Inc.*	QA Consultants	S.i.Systems*
Moody's Canada Inc.	Onex Corporation	Qatalyst Partners LP*	Salesforce.com
Morgan Evans Advisory Services*	Ontario Global Edge	Quartet Service Inc.*	SaleSpider Media
Morgan McKinley	Ontario Public Service*	Quest Partners Ltd.*	Salman Partners*
Morgan Stanley*	Ontario Securities Commission*	Radin Capital Partners Inc.*	SAP Canada Inc.*
Morneau Shepell*	Ontario Teachers Pension Plan Board*	Raiffeisen Bank International AG (RBI)*	Sapient Global Markets*
Mosaic Sales Solutions	Open Avenue*	Ramah Outdoor Adventure*	SAS*
MOUSE Marketing*	Orbis Investment Management Ltd	Raymond James*	Satov
MTO*	Orient Securities Co. Ltd*	RBC Financial Group*	Schindler Elevator Corp.*
Municipal Property Assessment Corporation*	Origin Merchant Partners	Re:Search Recruitment	Schnieder Electric*
Municipality of Chatham-Kent*	Osprey Capital Partners Inc*	Reckitt Benckiser (Canada) Inc.*	Scotiabank*
Myplanet	Out On Bay Street	Reddin Global Inc.	ScotiaMcLeod*
National Bank of Canada*	Oxford Properties Group & OMERS Ventures	Redline Communications*	Secure Energy
Natural Sciences and Engineering Research Council of Canada*	Page Personnel*	Redwood Asset Management Inc.	Service Learning In Africa, All Nation University*
Navigant Consulting Inc.	Paradigm Capital*	ReForest London	Shanghai Technology and Innovation Centre*
Nestlé Canada Inc.*	Passport Asia	Reliance Home Comfort	Shell Canada Limited
New Century Real Estate Co.*	Patty Flaherty's Restaurant*	Replay Resorts	Sherwin-Williams
NewPoint Capital Partners	PCCW Limited	Resolver Inc.	Sid Lee
News-Net*	PepsiCo Canada*	ResourceMe Recruitment Inc.	Silver Lake*
Nielsen*	Pfaff Automotive Partners*	Revera Inc.	Simmons Financial Planning
Nomura Holding America, Inc.*	PGA TOUR Canada	Reynolds and Reynolds (Canada) Ltd.*	Sionna Investment Managers*
Nomura Securities*	Pharmascience	RFA Capital Partners Inc.*	Slate Asset Management
Nordstrom*	Philip Morris International	Richardson	SlimCut Media*
North60 Technologies*	Pilot Light Entertainment	Richie Brothers Financial Services*	Smucker Foods of Canada
Northern Lights Festival Boreal*	PlanIT Search	RightBlue Labs*	SoapBox
Northland Power*	PlantPure Nation*	RIM*	Softchoice
Nova	Podium Strategic Partners Inc.*	RioCan*	Solar flow Thorough Fund*
NOW Student Services Consortium*	Polaris Transportation Group*	Rise Marketing*	Spacelist
Nulogy	Positionly*	RM Auctions	Specialty Technical Publishers*
Nymex Capital, LLC*	Premium Brands Holdings*	RN Financial Research Centre*	Spectrum Capital Partners
Oaken Financial*	Pro Bono Bio*	Robarts Research Institute*	Speedy Cash
Oakridge Capital*	Procter & Gamble Inc.*	Rogers Communications Inc.*	Sport Chek*
OCI Groups*	Promontory Financial Group Canada	Rogers Corporate Strategy and Planning Group*	Sprucegrove Investment Management Ltd*
			St. George Hockey League*

St. Michael's Hospital  
Planning and Development\*

Stalco Inc.\*

Stan Kania CPA Accounting  
Practice\*

Standard & Poors\*

Stanford International College  
of Business and Technology\*

Stanton House

StarTech.com\*

Starwood Hotels & Resorts  
Worldwide, Inc

State Street Canada (Global  
Services)\*

Strathroy-Caradoc  
Fairgrounds Outdoor Aquatic  
Park\*

Street Contxt

Sun Life Financial\*

Suncor Energy\*

Sunshine Foundation of  
Canada\*

Sunview Patio Doors Ltd

Superior Plus\*

T&T Supermarket Inc.

Tangerine

TapTrack\*

Target Canada\*

Tartu College Student  
Residence\*

TBWA\*

TD Bank Financial Group\*

Tealeaves

TechAlliance of Southwestern  
Ontario

TELUS\*

Tennis Canada\*

Teranga Gold Corporation\*

Tesla Motors\*

Textbooks for Change\*

Tffyn\*

TGO Consulting\*

The Arthritis Society\*

The Arts Council of Sault Ste.  
Marie and District\*

The Black Box Institute\*

The Boston Consulting  
Group\*

The Brattle Group

The Bungalow\*

The Business Help Centre of  
Middlesex County

The Cadillac Fairview  
Corporation\*

The City of Vaughan

The Climate Corporation\*

The Clorox Company\*

The Corporation of the Town  
of Whitby

The Cuddlery

The Daniels Corporation\*

The Elmira Group\*

The Great Canadian Sales  
Competition

The Guarantee Company of  
North America\*

The Hershey Compnay\*

The Kaszas Group, BMO  
Nesbitt Burns\*

The Lightning Group\*

The Medcan Clinic

The Taylor Group\*

Tianjin University\*

Tilt.com\*

Tim Hortons\*

Timbercreek Asset  
Management\*

TimePlay

TJX Canada/Winners  
Merchants International L.P.\*

TMX Group (CDS)\*

Toboggan Brewing Company\*

Top Hat\*

Toromont CAT

Toronto International Film  
Festival\*

Toronto Police Service\*

Towers Watson\*

Toyota Motor Manufacturing  
Canada

TPG Capital

TRADER Corporation\*

Train with PUSH\*

TransCanada\*

Transperfect Translations

Treasury Board of Canada  
Secretariat\*

Tricon Capital\*

Tricor Pacific Capital

Trimaven Capital Advisors\*

Trindent Consulting\*

TrojanOne Consulting Group\*

True North Commercial REIT\*

Tullet Prebon\*

Turnstyle Solutions\*

Turtle Creek Asset  
Management\*

U.S. Commercial Service

Uber Technologies, Inc.\*

UBS Securities \*

Uline Canada

Uniiverse Collaborative  
Lifestyle Inc.

Unilever Canada\*

Unilux VFC\*

Union Gas

Union Square Advisors, LLC\*

United Way London &  
Middlesex\*

Universe\*

Vava Coffee\*

Venture for Canada\*

Verus Partners & Co.

Volaris Group\*

Vusix Systems\*

Walmart Canada\*

Waterton Global Resource  
Management Inc.\*

Wells Fargo & Company

Wellspring Financial

Western Heads East

Western University\*

Weston Foods Canada Inc.

Whelan Partners\*

White-Rodgers, Emerson  
Canada

Willow Tree Capital Group

Workers' Compensation  
Board - Alberta

Wow 1 Day Painting

Wrist and Rye\*

YMCA Day Camps\*

Youth Opportunities  
Unlimited\*

Zarex Business Centre\*

Zaya Learning Labs\*

Zhejiang University of  
Technology\*

ZS Associates\*

Zurich North America