MBA CLASS OF 2021: CONGRATULATIONS ON YOUR SUCCESS!

This class has been dedicated to its career goals, and in helping each other to grow and develop to reach new personal success. This hard work resulted in 97 per cent of the class receiving at least one job offer by three months post-graduation, and at six months post-graduation, this number has risen to 99 per cent.

The year has been truly transformative since 89 per cent of those receiving offers made at least one career transition – whether to another industry, function or location. Additionally, Ivey graduates recruited strongly in the consulting portfolio (30 per cent), in the diversified portfolio in areas such as technology and CPG (17 per cent), and financial services (29 per cent). It is encouraging to note that more students have been able to leverage their skills, competencies, and professional experience to secure offers from a broader range of industries.

The Toronto/GTA continues to be the preferred destination for MBA students to begin new roles upon graduation. Approximately 70 per cent of students who accepted offers chose to work in this urban centre. Ivey graduates also took up roles in different locations with 21 per cent accepting offers in different cities across Canada and nine per cent accepting offers in other geographic regions, both locally and globally.

The Class of 2021 has joined the more than 29,000 Ivey alumni globally. Many members of this network, as well as 221 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 MBA talent. We look forward to having another exciting year!

Ivey Career Management

Overview

$122,525  $107,850  97%  #1

Average total compensation (includes: base salary, signing bonus, and other guaranteed compensation), based on an 80-per-cent reporting rate.

Average base salary, based on an 80-per-cent reporting rate.

Percentage of those seeking employment who received at least one job offer within three months of graduation, based on a 96-per-cent reporting rate.

MBA Program in Canada for value of money.*
Understanding the data

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

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

All data, except where otherwise noted, is captured three-months post-graduation.

Offers and reporting rate

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

With our Employment Reports, we target a minimum of 90 per cent of our students reporting their job status, which specifies whether they have received an offer or whether they are currently still job-seeking. For the 2021 MBA class, we had a 96-per-cent reporting rate three months post-graduation (which tells you how many people provided information).

We also detail offer rates at both the three- and six-month points following graduation (and exclude data from students who are travelling, taking a leave of absence, or seeking entrepreneurship opportunities) to help you understand that, for some, the career journey is longer than for others, but, in the end, our graduates are successful.

Salary

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

Career transitions

Prior work experience is an important admissions criteria at Ivey, and it often helps our graduates make their desired changes to new geographies, industries, and/or functions in new companies or in their previous companies. Looking at how many graduates in a class have made a change, as well as which companies came to look at the talent, may help you answer your own questions about the viability of the MBA and its role in helping you make the personal career change that started you on this journey in the first place.
Class of 2021 at a glance

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

Pre-MBA employment

<table>
<thead>
<tr>
<th>PRE-MBA INDUSTRY OF EMPLOYMENT</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial Services</td>
<td>25%</td>
</tr>
<tr>
<td>Consulting</td>
<td>22%</td>
</tr>
<tr>
<td>Consumer Packaged Goods/Wholesale/Retail</td>
<td>7%</td>
</tr>
<tr>
<td>Energy &amp; Resources</td>
<td>7%</td>
</tr>
<tr>
<td>Technology/Telecommunications</td>
<td>7%</td>
</tr>
<tr>
<td>Engineering</td>
<td>4%</td>
</tr>
<tr>
<td>Healthcare/Pharmaceuticals/Medical</td>
<td>4%</td>
</tr>
<tr>
<td>Marketing/PR/Advertising</td>
<td>4%</td>
</tr>
<tr>
<td>Government</td>
<td>3%</td>
</tr>
<tr>
<td>Charities/Not-for-Profit</td>
<td>2%</td>
</tr>
<tr>
<td>Legal</td>
<td>2%</td>
</tr>
<tr>
<td>Real Estate</td>
<td>2%</td>
</tr>
<tr>
<td>Automotive</td>
<td>2%</td>
</tr>
<tr>
<td>Other</td>
<td>11%</td>
</tr>
</tbody>
</table>

MBA 2021 passports represented

Other includes: Bangladesh, Colombia, Côte d’Ivoire, Ghana, Mexico, Nepal, Philippines, South Africa, Sri Lanka, United Arab Emirates, Venezuela, Others.

Canada: 56%
Canada: 7%
Other: 7%
Canada: 6%
China: 2%
Mexico: 7%
Nigeria: 2%
Pakistan: 17%
Peru: 3%
Vietnam: 3%
India: 44%
International Citizenship: 44%
MBA 2021 geography of accepted employment

Toronto (GTA) 70%
Ottawa/Hull 4%
Canada Other 3%
Kitchener/Waterloo 2%
London 2%
Calgary 6%
Vancouver 4%
ASIA
China/Hong Kong 4%
India 1%
Singapore 1%

Industry of accepted employment

- Consulting (30%)
- Financial Services (29%)
- Technology (12%)
- Consumer Packaged Goods (5%)
- Food Services/Restaurant (4%)
- Construction/Manufacturing (4%)
- Telecommunications (3%)
- Energy and Resources (3%)
- Other (11%)

Other includes: Aerospace, Agribusiness, Automotive, Charities/Not-for-profit, Chemicals/Plastics, Government, Healthcare, Legal, Marketing/Advertising, Media/Entertainment, Retail, Tourism/Leisure, Transportation/Distribution/Logistics.

Alumni industry of employment

- Financial Services (30%)
- Consulting (12%)
- Technology (8%)
- Education (5%)
- Healthcare (5%)
- Consumer Packaged Goods (4%)
- Energy and Resources (4%)
- Retail (4%)
- Real Estate (4%)
- Telecommunications (3%)
- Manufacturing (2%)
- Entertainment, Tourism and Leisure (2%)
- Legal (2%)
- Government (2%)
- Marketing/PR/Advertising (3%)
- Other (12%)

Other includes: Aerospace, Agribusiness, Automotive, Charities/Not-for-profit, Chemicals/Plastics, Construction, Distribution/Transport, Environmental, Holding Company, Printing/Publishing/Media, Unknown.

Due to rounding, numbers presented throughout this report may not add up precisely to the totals indicated, as they are rounded to the nearest per cent.
Recruiting at the Ivey Business School

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

BY THE NUMBERS

- 84 Companies with which our MBA students accepted employment
- 4 Number of students pursuing entrepreneurship
- 221 Companies that posted jobs to Ivey
- 9 Students returning to their former employer
- 89% Grads who accepted an offer and made at least one career transition (change in industry, function, and/or geography)
- 91% Students reporting satisfaction with the job they accepted post-MBA, based on an 80%-per-cent reporting rate

“The way [the Admissions team] spoke about the people, and the culture and the community that Ivey fostered was something that really attracted me to the School.”

Kristina Weatherbee, MBA ’21
Strategy Manager, Business Architecture Team, Telus
Recruiting at the Ivey Business School

The power of the Ivey network was evident for the Class of 2021. The class relied on recruiting events with corporate partners and alumni, postings by Career Management, and their own skills developed during the program. Through their own networking abilities, 34 per cent of students secured their own opportunities, while 59 per cent took advantage of opportunities promoted through the School.

Source of accepted employment

<table>
<thead>
<tr>
<th>Source of accepted employment</th>
<th>59%</th>
<th>34%</th>
</tr>
</thead>
<tbody>
<tr>
<td>School-facilitated</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Career Management Posting 44%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Networking (Through School) 14%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Law School Recruiting 1%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Graduate-facilitated</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Networking (Outside School) 20%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Previous Employer (Before starting Ivey) 1%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Company Websites, External Job Boards/LinkedIn 13%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Source of offer unknown or not reported: seven per cent</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Function of accepted employment

- Consulting – Management/Strategy (26%)
- Leadership Development/Rotational Programs (16%)
- Business Development/Corporate Development (5%)
- Internal Corporate Strategy (5%)
- Operations (4%)
- Consulting – Financial Advisory (4%)
- Finance – Asset Management – includes Investment, Portfolio, Wealth Management (4%)
- Finance – Investment Banking (4%)
- Marketing/Product Marketing (4%)
- Product Management (4%)
- Finance – Equity Research (3%)
- Internal Corporate Finance (3%)
- Internal Corporate Banking (2%)
- Other (15%)

Other includes: Consulting – IT/Technology/Digital; Consulting – Human Capital; Consulting – Operations/Supply Chain; Finance – Commercial Banking; Finance – Operations; Finance – Private Equity/Venture Capital; Finance – Real Estate; Finance – Retail Banking; Finance – Sales & Trading; Research and Development/Product Development; Sales; Data Analytics; Human Resources; Legal; Project Management.

MBA 2021 COMPENSATION BREAKDOWN*

<table>
<thead>
<tr>
<th></th>
<th>% Receiving</th>
<th>Min $</th>
<th>Max $</th>
<th>Average $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Salary</td>
<td>100%</td>
<td>$30,000</td>
<td>$219,000</td>
<td>$107,850</td>
</tr>
<tr>
<td>Signing Bonus</td>
<td>38%</td>
<td>$1,000</td>
<td>$78,700</td>
<td>$16,266</td>
</tr>
<tr>
<td>Other Guaranteed Compensation</td>
<td>24%</td>
<td>$1,300</td>
<td>$101,000</td>
<td>$22,887</td>
</tr>
<tr>
<td>Total Compensation</td>
<td>100%</td>
<td>$30,000</td>
<td>$272,000</td>
<td>$122,525</td>
</tr>
</tbody>
</table>

* based on 80-per-cent reporting rate of salary detail for class.
Alumni Spotlight

Cesar Hesse, MBA ‘21
Senior Manager, Foodservice Channel Marketing, Kraft Heinz

Born and raised in Lima, Peru, Cesar Hesse, MBA ‘21, was always attracted to marketing and sales. After several years working for domestic markets, Hesse transitioned to companies that allowed him to have responsibilities overseas where he broadened his business development skills, learned new cultures, and sought out an MBA program that offered greater international experiences.

The business school he chose required an intense curriculum that allowed him to have a bigger picture of the industries he was interested in. All of the staff were very helpful in supporting me and providing their perspectives. This allowed me to have more knowledge and to make decisions for the food industry, Hesse said.

The Ivey MBA program also provided Hesse with the tools and guidance he needed to become a more knowledgeable and empathetic leader.

“I always felt at Ivey that every contribution I made in class was in a safe environment. I now realize that is so important in an organization,” he said. “We want people to improve, to innovate, and if they don’t feel like it’s a safe environment to talk, to make mistakes, and to try, then the organization is not going to progress. This is something I’m trying to apply in my organization, to make sure that everyone joins the conversation and has the same chance to be heard.”

Hemaka Priyanatha, MBA ‘21
Associate Investment Officer, International Finance Corporation (IFC)

When Hemaka Priyanatha, MBA ‘21, was looking into an MBA program, he had two goals in mind: Go to a school that boasted an exceptional alumni network, and gain the soft skills necessary to balance the financial acumen he had developed during his career in Sri Lanka.

Developing the right set of leadership skills was an important element in his desire to move to more senior positions. Also critical were the networking and presentation skills that would enable him to convey his ideas clearly. Ivey’s challenging classroom environment was the experience he was looking for, an experience that began with presentations just three days into the program.

“It was especially the debating aspect during class, where you have to speak up and present your opinion that has become so important,” Priyanatha said. “When I am presentating at an investment committee meeting, they will ask questions and drill down on your decisions, and you have to be able to answer clearly and quickly. At Ivey, my professors would push us, and not just take your opinion at face value, but put us on the spot in front of 70 people.”

And how has Ivey changed him from the person who came into the program many months ago?

“I’m an introvert. I was never comfortable reaching out to people to have conversations, but that is something I learned at Ivey and was a great change during my journey there.”

Kristina Weatherbee, MBA ‘21
Strategy Manager, Business Architecture Team, Telus

Kristina Weatherbee, MBA ‘21, certainly enjoyed her role at a communications firm, where she was involved in project management, account management, and working with clients.

“I really liked communications. I’m a big culture person and having a hand in developing a corporation’s culture through its people was something I really enjoyed doing,” Weatherbee said.

But Weatherbee wanted to have more of an impact on the broader strategy of a company. An MBA would give her an overall understanding of how an organization worked, and the positive and negative factors that affected its success. “As I thought about my end goal, I thought working in strategy would be something really interesting and would allow me to touch on many different areas of an organization,” she said.

Weatherbee considered several business schools, but Ivey’s one-year intensive program put the School at the top of her list, enabling her to do her MBA quickly and get back into the workforce. But she had one concern: “I didn’t know if I wanted to go to London, Ontario, for a year.”

However, Weatherbee’s discussions with Ivey’s Admissions team changed her perspective.

“The way they spoke about the people, and the culture and the community that Ivey fostered, was something that really attracted me to the School. At the end of the day, the MBA is one year of your life. But your experience with the alumni community and the School is for the rest of your life. That really encouraged me to choose Ivey.”

Now, as a Strategy Manager in the Business Architecture Team at Telus, Weatherbee is having the impact she desired in an organization that shares her passion for culture, and social purpose in an interesting and fast-paced industry.

“Ivey helped me feel more confident in the skillset that I have, and more confident in my ability. I was hesitant coming into the program because I didn’t come from a traditional business background. Ivey does a great job of building a diverse class where everyone is bringing something unique to the classroom. The knowledge that I do have something important to contribute was an important part of my development.”
Compensation by industry and function

The Ivey MBA Class of 2021 saw 89 per cent of grads who had accepted an offer make at least one career transition (change in industry, function and/or geography – country) in the three months after graduation.

While many students embark on their MBA journey to move into a new function or industry, those who, this year, found they needed to pivot their approach because of the pandemic were also able to leverage their backgrounds and branch into areas that were growing.

Compensation by professional industries

<table>
<thead>
<tr>
<th>MBA 2021 COMPENSATION BY PROFESSIONAL INDUSTRY</th>
</tr>
</thead>
<tbody>
<tr>
<td>INDUSTRY</td>
</tr>
<tr>
<td>Consulting</td>
</tr>
<tr>
<td>% SHARE OF TOTAL REPORTED SALARIES</td>
</tr>
<tr>
<td>MIN  $</td>
</tr>
<tr>
<td>30%</td>
</tr>
<tr>
<td>Consumer Packaged Goods, Food Services, &amp; Retail</td>
</tr>
<tr>
<td>8%</td>
</tr>
<tr>
<td>Financial Services</td>
</tr>
<tr>
<td>27%</td>
</tr>
<tr>
<td>Telecommunications</td>
</tr>
<tr>
<td>4%</td>
</tr>
<tr>
<td>Technology - Software &amp; Services</td>
</tr>
<tr>
<td>13%</td>
</tr>
<tr>
<td>Other</td>
</tr>
<tr>
<td>19%</td>
</tr>
<tr>
<td>Total</td>
</tr>
<tr>
<td>100%</td>
</tr>
</tbody>
</table>

Other industries include: Arts/Media/Entertainment, Automotive, Charities/Non-Profit, Chemicals/Plastics, Construction, Environmental Services/CleanTech, Government/Nonprofit – Pharmaceuticals/Biotech, Legal/Manufacturing, Marketing/Public Relations/Advertising, Metals/Mining/Quarrying, Tourism/Leisure, Transportation/Distribution/Logistics, Utilities – Electric/Gas/Water.

Compensation by professional functions

<table>
<thead>
<tr>
<th>MBA 2021 COMPENSATION BY PROFESSIONAL FUNCTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>FUNCTION</td>
</tr>
<tr>
<td>% SHARE OF TOTAL REPORTED SALARIES</td>
</tr>
<tr>
<td>MIN  $</td>
</tr>
<tr>
<td>Business Development/Corporate Development</td>
</tr>
<tr>
<td>5%</td>
</tr>
<tr>
<td>Consulting - Management/Strategy</td>
</tr>
<tr>
<td>29%</td>
</tr>
<tr>
<td>Consulting - Other</td>
</tr>
<tr>
<td>5%</td>
</tr>
<tr>
<td>Finance - Asset Management (includes Investment, Portfolio, Wealth Management)</td>
</tr>
<tr>
<td>3%</td>
</tr>
<tr>
<td>Finance - Corporate Banking</td>
</tr>
<tr>
<td>3%</td>
</tr>
<tr>
<td>Finance - Equity Research</td>
</tr>
<tr>
<td>4%</td>
</tr>
<tr>
<td>Finance - Investment Banking</td>
</tr>
<tr>
<td>4%</td>
</tr>
<tr>
<td>Finance - Other</td>
</tr>
<tr>
<td>6%</td>
</tr>
<tr>
<td>Internal Corporate Finance</td>
</tr>
<tr>
<td>4%</td>
</tr>
<tr>
<td>Internal Corporate Strategy</td>
</tr>
<tr>
<td>6%</td>
</tr>
<tr>
<td>Leadership Development Programs</td>
</tr>
<tr>
<td>17%</td>
</tr>
<tr>
<td>Marketing &amp; Product Management</td>
</tr>
<tr>
<td>8%</td>
</tr>
<tr>
<td>Operations</td>
</tr>
<tr>
<td>5%</td>
</tr>
<tr>
<td>Other</td>
</tr>
<tr>
<td>4%</td>
</tr>
</tbody>
</table>

Other functions include: Data Analytics, Human Resources, Research and Development, and Sales.
Consulting – Other includes: Financial Advisory, Human Capital, IT/Technology/IT, and Operations/Supply Chain.
Finance – Other includes: Commercial Banking, Operations, Private Equity, Venture Capital, Real Estate, Retail Banking, and Sales & Trading.
Companies who engaged with students

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

ACCOUNTING
Adam & Miles LLP
Atkin Browning LLP
Grant Thornton LLP
Mazars
Williams & Partners

AEROSPACE
Fleet Canada Inc
SpaceRyde

AGRICULTURE/AGRBUSINESS/FORESTRY/FISHING
Nova Chemicals
Evonik Industries*

ARTS/MEDIA/ENTERTAINMENT
Cineplex
MPC Film
Pelmorex Media Inc.*
Race Roster

AUTOMOTIVE
Driven Brands
Martinrea International*
Spinny*
TRADER Corporation
Volkswagen*

CHEMICALS/PLASTICS
Air Products and Chemicals*
Evonik Industries*
Nova Chemicals

CONSTRUCTION
EllisDon Corporation*
Future Buildings*
Great Gulf*
Hilti*
Lafarge Canada Inc.*
Ledcor
Linwood Homes*
Mitrex
Model Living
Sunshine Foundation of Canada
The Cambridge Fellowship
The Career Foundation
The Global Fund
The Prosperity Project
Venture for Canada

CONSULTING
Accenture*
Adaptovate
Advanced Analytics and Research Lab
Aberfeld Consulting (formerly Carswell Partners)
Athea
Avanade*
Bain & Company*

EDUCATION
Acadium
AgScape
Chimera Firearms Training
eCampusOntario
Higher Ground Education
Inspirely
International Indigenous Speakers Bureau
Ivey Business School*
Jan University Incubation Centre
Kwantlen Polytechnic University
LINKEDTOASIA
MarkMeldrum.com
myBlueprint.ca
Petra Mayer & Associates Consulting
Rosedale Academy
Scribd Inc.
The Eagle Institute

FINANCIAL SERVICES
BoE
BeMo Academic Consulting Inc.
BEEworks
BlockZero Innovations Inc.*
Blu Ivey Group
Boston Consulting Group (BCG)*
Brooklyn Consulting
Capco*
Carly Rian Group*
Carpedia International Ltd.*
CGI Group
Coastuate
Dalberg
Deloitte*
Delphos International - FMA Inc.
Desa Global Leadership Inc.
Edge and Cleet*
Ernst & Young (EY)*
Everest Group*
Fusion Analytics
Geric
H.H. Angus & Associates*
Huggessen Consulting Inc.
InDriveCareer (iDC) HR Consulting Canada Ltd.
In the Run
InvisiHealth Analytics and Strategy Inc.
IQVIA*
Iris Pricing Solutions
Isaac Operations
JTE Claims Consultants Ltd.
Juno Growth
Kearney*
Korn Ferry

KPMG*
LEVELS Strategy Group
Lipton LLP
MasterCard Advisors*
McKinsey & Company*
McNam Business Development Inc.
Mersana Change Management Ltd.*
Mercer International Group*
Meridian Compensation Partners
MNP LLP
nD Insight
NetDynamic Consulting Inc.
Nielsen
Norima Consulting
Nour Group
Onova
Optimus SBR
P3 Advisors Inc.*
Partners in Performance*
PwC (PricewaterhouseCoopers LLP)*
RBC Strategy & Performance*
Revenue Management Labs
Rolland Berger*
Satov*
Shift Health
Slalom
SOHO Square Solutions
Stackit Consulting Inc.
Strategic Insight
Strategy6*
Student Works
Susan Goebel
The Burnie Group*

Three Hive Consulting
Throughline Strategy Inc.
Tidal Equality
Trident Consulting
Visionary.is
Wavestone*
ZS*

CONSUMER PACKAGED GOODS
Acosta
Apollo Health and Beauty Care*
Arterra Wines Canada (AWC)
Aurora Cannabis Inc.
Breakthru Beverage Group
Brust
Calgary Trusted Cleaners
Canopy Growth Corporation*
Equals Brewing Company Inc.
General Mills*
GOOD FOOD FOR GOOD
Green Hedge
High 12 Brands
Humboldt Distillery
Imperial Tobacco Canada
Indiva*
Johnson & Johnson*
Kabo
Kimberly-Clark Inc.
Kraft Heinz Inc.*
Labatt Breweries of Canada
Lockin China
Maple Leaf Foods
Mascarede
McCain Foods

Mondelez International
Nestle Canada Inc.*
NICU Farms
Niagara Bottling
Nustex Inc
Organic Ocean
PepsiCo Canada
Procter & Gamble Inc.
Rekitt Benckiser (RB) Inc.
Safronica
Sapsucker
Stanley Black & Decker, Inc.*
Super Power Snax
Tealeaves
Weston Foods Canada Inc.

HUMAN RESOURCES
Avanade*
Athena
Aurora*
BeMo Academic Consulting Inc.
BEEworks
Blu Ivey Group
Boston Consulting Group (BCG)*
Brooklyn Consulting
Capco*
Carly Rian Group*
Carpedia International Ltd.*
CGI Group
Coastuate
Dalberg
Deloitte*
Delphos International - FMA Inc.
Desa Global Leadership Inc.
Eastwood & Cleet*
Ernst & Young (EY)*
Everest Group*
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nD Insight
NetDynamic Consulting Inc.
Nielsen
Norima Consulting
Nour Group
Onova
Optimus SBR
P3 Advisors Inc.*
Partners in Performance*
PwC (PricewaterhouseCoopers LLP)*
RBC Strategy & Performance*
Revenue Management Labs
Rolland Berger*
Satov*
Shift Health
Slalom
SOHO Square Solutions
Stackit Consulting Inc.
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Kabo
Kimberly-Clark Inc.
Kraft Heinz Inc.*
Labatt Breweries of Canada
Lockin China
Maple Leaf Foods
Mascarede
McCain Foods

Mondelez International
Nestle Canada Inc.*
NICU Farms
Niagara Bottling
Nustex Inc
Organic Ocean
PepsiCo Canada
Procter & Gamble Inc.
Rekitt Benckiser (RB) Inc.
Safronica
Sapsucker
Stanley Black & Decker, Inc.*
Super Power Snax
Tealeaves
Weston Foods Canada Inc.

HUMAN RESOURCES
Avanade*
Athena
Aurora*
BeMo Academic Consulting Inc.
BEEworks
Blu Ivey Group
Boston Consulting Group (BCG)*
Brooklyn Consulting
Capco*
Carly Rian Group*
Carpedia International Ltd.*
CGI Group
Coastuate
Dalberg
Deloitte*
Delphos International - FMA Inc.
Desa Global Leadership Inc.
Eastwood & Cleet*
Ernst & Young (EY)*
Everest Group*
Fusion Analytics
Geric
H.H. Angus & Associates*
Huggessen Consulting Inc.
InDriveCareer (iDC) HR Consulting Canada Ltd.
In the Run
InvisiHealth Analytics and Strategy Inc.
IQVIA*
Iris Pricing Solutions
Isaac Operations
JTE Claims Consultants Ltd.
Juno Growth
Kearney*
Korn Ferry

KPMG*
LEVELS Strategy Group
Lipton LLP
MasterCard Advisors*
McKinsey & Company*
McNam Business Development Inc.
Mersana Change Management Ltd.*
Mercer International Group*
Meridian Compensation Partners
MNP LLP
nD Insight
NetDynamic Consulting Inc.
Nielsen
Norima Consulting
Nour Group
Onova
Optimus SBR
P3 Advisors Inc.*
Partners in Performance*
PwC (PricewaterhouseCoopers LLP)*
RBC Strategy & Performance*
Revenue Management Labs
Rolland Berger*
Satov*
Shift Health
Slalom
SOHO Square Solutions
Stackit Consulting Inc.
Strategic Insight
Strategy6*
Student Works
Susan Goebel
The Burnie Group*

Three Hive Consulting
Throughline Strategy Inc.
Tidal Equality
Trident Consulting
Visionary.is
Wavestone*
ZS*

CONSUMER PACKAGED GOODS
Acosta
Apollo Health and Beauty Care*
Arterra Wines Canada (AWC)
Aurora Cannabis Inc.
Breakthru Beverage Group
Brust
Calgary Trusted Cleaners
Canopy Growth Corporation*
Equals Brewing Company Inc.
General Mills*
GOOD FOOD FOR GOOD
Green Hedge
High 12 Brands
Humboldt Distillery
Imperial Tobacco Canada
Indiva*
Johnson & Johnson*
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Tidal Equality
Trident Consulting
Visionary.is
Wavestone*
ZS*
Top Hat
Trent University
Tutor Doctor
University of British Columbia (UBC)
Yale

FINANCIAL SERVICES
ACR Alpine Capital Research
Agentis Capital
AMIA
Alpha Square Group
American Express Canada *
Anson Funds
Anciern Ventures *
Area One Farms *
ATB Capital Markets Inc.
Aviva Canada
Bank of America-Merrill Lynch
Bank of Canada
Barclays Capital Canada
Baseline Capital *
BICI
Birch Hill Equity Partners
Blackstone
Blair Franklin Capital Partners
BMO Financial Group (Bank of Montreal) *
British Columbia Investment Management Corporation (bcIMC)
Brookfield Capital Partners *
Burgundy Asset Management
Business Development Bank of Canada
Callian Capital Group *
Canada Life Assurance Company *
Canadian Coalition for Good Governance (CCGG)
Canadian Imperial Bank of Commerce (CIBC) *
Canroyalty & Trichome
Cantor Fitzgerald
Capital One
CBRE Investment Management
Chou Associates Management Inc. *
Cidel Asset Management
Citi
Clairvest
Clairvest Group Inc.
Clarke Inc. *
Climate Innovation Capital
CMS Financial
ComCap LLC *
Conner. Clark & Lunn Financial Group
Cormark Securities
CPP Investments
Cresco Labs (formerly Origin House / Cannaryaty)
Desjardins Group
Dhandoho Capital Management
DLL Financial
Efficiency Capital *
Eight Capital
Equitable Bank
Exponential Capital & Markets
Export Development Canada *
Fabrik
Ficanex
Fidelity Investments
Firma Foreign Exchange Corporation
Forum Family Office
Framework Venture Partners
FrontFundr
Gallant Advisors LP
Gazelle Capital
Goldman Sachs & Co.
Gravitas Financial
Great Mountain Partners
Great-West Life
Green Court Capital Management
Greenhill & Co.
GreenSky Capital Inc.
Haywood Securities Inc.
HFQ CHINA
Highland Creek Partners
Hines
Homes Equity Bank *
HSB Canada
HSBC Bank
IA Capital Markets *
InstarAGF
Inverlochy Capital Ltd
Invesco
Jacob Capital Management *
JP Morgan
Juno Capital Partners *
Klauer Partners
KOHO
Korea Search Investment Partners
Koru *
Laurel Crest Partners *
Laurentian Bank
Legacy Private Trust *
Legend Star *
LendCare Capital
Letko Brosseau
Lightheart Management Partners *
Mantaro
Manulife Financial
Massey Capital
Mawer
Merchant Broker
Moneris Solutions
Morrison Park Advisors *
Munich Re
National Bank of Canada *
Novantas
Office of the Superintendent of Financial Institutions
OneSixtyTwo Digital Capital
Ontario Teachers’ Pension Plan Board
Orbis Investment Management Ltd
Osprey Capital Partners Inc
Oxford Properties Group & OMERS
Paradigm Capital *
Perot Equities
PIMCO
Plenary
Polar Asset Management Partners
Portland Investment Counsel
Power Corporation of Canada
President’s Choice Financial
Prime Quadrant
PSI Investments
Purpose Advisor Solutions *
Pzena Investment Management
Quantify *
Rally Asset
Raymond James Ltd
Rogue Insight Capital Ltd.
Royal Bank of Canada (RBC) *
S&P Global
Sagard Holdings
Scotiabank *
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Signal Hill Equity Partners
Silicon Valley Bank
Sprott Capital Partners
Sprucegrove Investment Management Ltd
Square *
Sun Life Financial
Sun Life Global Investments *
Sustainability *
TD Bank Group *
The Daniels Corporation
The Marquee Group
Total Credit Recovery Canada
Travelers
Triwest
Vistra Group China *
Windsor Private Capital
World Bank Group *

FOOD SERVICES/ RESTAURANT
Chick-fil-A *
Freshii
Gousto *
HelloFresh Canada
Mentum Group Inc.
Recipe Unlimited Corporation *
Restaurant Brands International (RBI) *
Saputo Inc. *
The Butcher Shoppe

GOVERNMENT
Canadian Tax Foundation
Government of Canada *
Government of Ontario *
Halton Region
Infrastructure Ontario *
Liquor Control Board of Ontario (LCBO)
Property Assessment Appeal Board

HEALTHCARE
Apotex
Baxter
Bayer Inc.
Baylis Medical Company Inc. *
Bristol Myers Squibb
CleanSlate UV
CoheSys *
Corus Orthodontists
DoseBiome
Eli Lilly and Company
eSight
Fathom Health
GlaxoSmithKline (GSK) *
Grand River Community Health Centre
Greenspace Mental Health
Ipsen
Biopharmaceuticals
Mandara Pharma
Microsoft
McKesson
Medcan
Merz Therapeutics
Mind Care Health
Mint Pharmaceuticals Inc.
Nicoya Lifesciences Inc.

LEGAL
Davies Ward Phillips & Vineberg LLP *
Fasken *
Goodmans LLP *
McCarthy Tetrault LLP *

MANUFACTURING
3M Canada
BFC Technologies
EMCO Corporation
INTEGRA Technologies *
Sansin
Schneider Electric
Sherwin-Williams

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