

HBA 2016 **EMPLOYMENT** **REPORT**

Ivey Business School

RECRUITING AT THE IVEY BUSINESS SCHOOL



Congratulations to the Ivey HBA classes of 2016 and 2017! 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 2016 and 2017 by September 30, 2016.

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 2016 Graduate employment at a glance

93%

Of those seeking received an offer by September 30, based on a 94% reporting rate

Of those seeking, 95% received an offer by December 31, based on a 95% reporting rate

\$68,096

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

Distribution of Industries where HBA Class of 2016 is going



- Financial Institution (33%)
- Consulting (19%)
- Other (15%)
- Technology (10%)
- Accounting (11%)
- Consumer Packaged Goods (5%)
- Telecommunications/Communications (4%)
- Restaurant/Food Services/Hospitality Services (3%)

Distribution of Industries of our 24,000 alumni worldwide



- Financial Institution (32%)
- Other (27%)
- Consulting (14%)
- Technology (6%)
- Consumer Packaged Goods (4%)
- Wholesale/Retail (4%)
- Education (4%)
- Marketing/PR/Advertising (3%)
- Real Estate/Property (3%)
- Telecommunications/Communications (3%)

328

Companies that posted jobs to the Ivey HBA Class of 2016

218

Companies our HBA 2016 students signed with

7

Number of students pursuing Entrepreneurship

135

HBAs returning to their summer employer

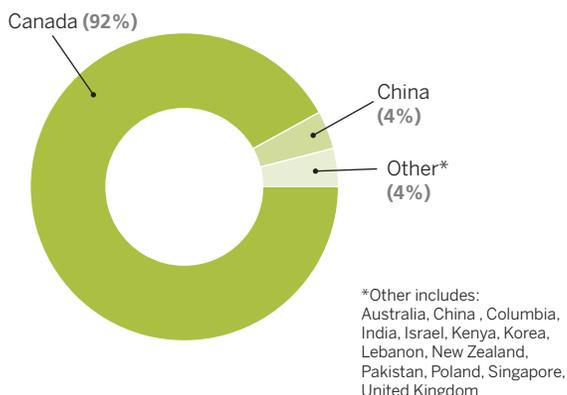
DEMOGRAPHICS

Class of 2016 at a Glance

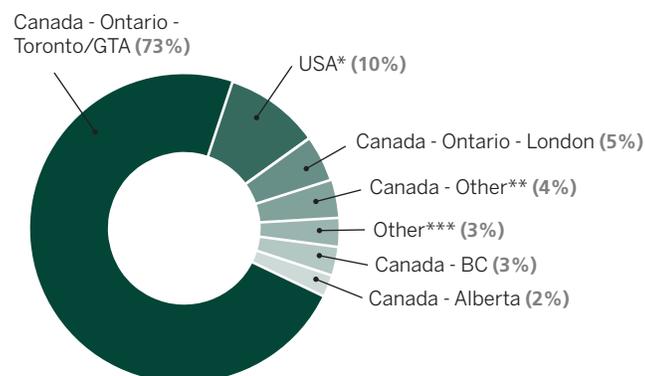
Total Students in Class	597
Percent Women	38%
Percent Non-Canadian*	4%

*as defined by Citizenship

Citizenship by Geography



Offers accepted by Geography



2016 Graduates Compensation Summary*

Base Salary		
% Receiving	Median	Range
100%	\$60,000	\$16,200-\$156,336
Signing Bonus		
% Receiving	Median	Range
36%	\$5,000	\$100-\$32,000
Other Guaranteed Compensation		
% Receiving	Median	Range
12%	\$8,500	\$500-\$50,000

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

Source Of Offer

School-Facilitated	77%
Summer Internships	28%
Career Management Posting	38%
Networking (with Alumni and Corporate Partners)	8%
Alumni/Classmate/Faculty Referrals	3%
Graduate-Facilitated	14%
Previous Employer	3%
Networking (outside School)	8%
Other*	3%
Undeclared/Unknown	9%

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

COMPENSATION BY INDUSTRY

HBA2 Class of 2016

Base salary ranged from \$16,200 - \$156,336, with a median salary of \$60,000 and where other compensation was offered, it ranged from \$500-55,000

Industry	Base Salary (\$)			Other Compensation (\$)		
	%	Range	Median	Range	Median	%
Accounting	11%	37,500-52,000	45,000	500-7,000	1,150	13%
Consulting	19%	36,000-107,000	65,750	2,000-25,000	6,726	74%
Consumer Packaged Goods	5%	45,000-68,000	61,000	1,500-6,000	5,000	46%
Financial Institution	33%	22,572-140,000	80,000	2,500-55,000	10,000	58%
Restaurant/Food Service/ Hospitality Services	3%	45,000-55,000	55,000	Not Enough Data*		
Technology	10%	16,200-156,336	50,000	6,500-29,250	8,250	11%
Telecommunication/ Communications	4%	50,000-69,000	60,000	1,700-10,000	3,500	28%
Other	15%	20,160-100,000	55,000	5,000-16,500	9,500	18%
Overall	100%	36,200-156,336	60,000	500-55,000	7,250	51%

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/Marketing/Public Relations, Arts/Media/Entertainment, Charities/Non-Profit, Construction, Education, Engineering, Energy/Natural Resources, Entrepreneurship, Government, Healthcare, Legal Service, Manufacturing, Pharmaceuticals/Medical Equipment, Real Estate/Property, Tourism/Leisure, Utilities (Electricity, Gas, Water), Wholesale/Retail

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

COMPENSATION BY FUNCTION

HBA2 Class of 2016

Base salary ranged from \$16,200 - \$156,336, with a median salary of \$60,000 and where other compensation was offered, it ranged from \$500-55,000

Function	Base Salary (\$)			Other Compensation (\$)		
	%	Range	Median	Range	Median	%
Accounting	12%	37,500-62,234	45,000	500-10,000	1,300	13%
Business Development/ Corporate Development	4%	34,000-72,000	50,000	Not Enough Data*		
Consulting/Corporate Strategy	22%	36,000-107,000	65,000	2,000-25,000	6,652	66%
Finance - Asset Management <i>(includes Investment, Portfolio, Wealth Management)</i>	4%	50,000-85,000	55,000	5,000-32,300	7,450	27%
Finance - Corporate Office	4%	34,000-65,000	54,000	5,000	5,000	30%
Finance - Wholesale Banking/ Capital Markets <i>(includes Investment Banking, Sales and Trading, Equity Research, and Risk Management)</i>	18%	45,000-140,000	85,000	3,000-55,000	11,000	87%
Finance - Private Equity/ Venture Capital	4%	22,572-100,000	65,000	5,000-21,000	20,000	36%
Finance - Other <i>(includes Insurance, Real Estate, Retail Banking)</i>	3%	42,000-87,000	60,000	Not Enough Data*		
Leadership Development/ Rotational Program	8%	50,000-80,000	60,000	1,700-12,000	5,000	19%
Marketing	4%	38,000-68,000	58,000	3,000-9,750	5,000	53%
Sales	6%	16,200-78,000	45,000	1,500-7,000	6,000	13%
Other	11%	20,160-156,336	60,000	3,100-29,250	8,500	25%
Overall	100%	16,200-156,336	60,000	500-55,000	7,250	51%

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: Education, Entrepreneurship, Engineering, Human Resources, Information Technology, Legal, Operations, Research and Development/Product Development, Startup

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

SUMMER INTERNSHIP CLASS OF 2017 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, 28% of the graduating class of 2016 who reported their status, translated their summer employment opportunity to a full-time role with the same organization upon graduation.

Class of 2017 at a Glance

Total Students in Class	606
Percent Women	39%
Percent Non-Canadian*	8%

*as defined by citizenship

253

Number of companies posting summer roles to the HBA Class of 2017

340

Number of companies HBA 2017 students signed with

530

Number of HBA 2017 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

\$939

Average weekly base salary

Source Of Opportunity

School-Facilitated	67%
Career Management Posting	49%
Networking (with Alumni and Corporate Partners)	16%
Alumni/Classmate/Faculty Referrals	2%
Student-Facilitated	32%
Previous Employer	4%
Networking (outside School)	26%
Internet, Company Website, Executive Search Firms or Newspaper Postings	2%
Undeclared/Unknown	1%

SUMMER EMPLOYMENT COMPENSATION (BY INDUSTRY AND FUNCTION)

Industry	Base Weekly Salary (\$)		
	%	Range	Median
Accounting	6%	100-920	789
Charities/Non-Profit	3%	450-700	500
Consulting/Corporate Strategy	8%	140-1,750	1,000
Consumer Packaged Goods	6%	500-1,150	798
Financial Institution	38%	250-3,500	1,000
Manufacturing	3%	600-950	800
Marketing/Public Relations/Advertising	3%	360-731	390
Technology	7%	125-1,000	650
Telecommunications/Communications	5%	640-1,760	922
Tourism/Leisure/Entertainment	4%	318-800	560
Wholesale/Retail	4%	250-750	586
Other	13%	407-1923	657
Total	100%	100-3,500	800

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: Arts/Media, Agribusiness, Biotechnology, Construction, Distribution/Transportation, Education, Government, Healthcare, Legal Services, Natural Resources (Metals/Mining), Petroleum/Energy, Real Estate/Property, Restaurant/Food Services/Hospitality, Utilities.

Function	Base Weekly Salary (\$)		
	%	Range	Median
Accounting	7%	550-920	789
Business Development/Corporate Development	5%	407-950	582
Consulting/Corporate Strategy	14%	100-1,875	920
Finance - Asset Management (Investment, Portfolio & Wealth Mngmnt)	6%	500-1,757	790
Finance - Corporate Office	8%	100-1,500	800
Finance - Private Equity/Venture Capital	4%	480-3,500	1,000
Finance - Wholesale Banking/Capital Markets (includes Investment Banking, Sales and Trading, Equity Research and Risk Management)	17%	528-2711	1,550
Finance - Other (includes Finance - Real Estate, Insurance, Retail Banking, Commercial Banking)	6%	250-1,269	613
Marketing	9%	200-1,760	785
Operations	6%	430-1,140	638
Sales	4%	500-937	760
Other	14%	125-1,923	650
Total	100%	100-3,500	800

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, Engineering, Human Resources, Information Technology, Leadership Development/Rotational Program, Legal, Research and Development and Startup.

RECRUITING COMPANIES

(SUMMER AND FULL-TIME)

This 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 2016 and 2017.

3M Canada Company*	Armstrong Partnership LP*	BGDM Group	Camp Northland B'nai-Brith*
529 Wellington*	Arrow Electronics	Birch Hill Equity Partners*	Camp Oochigeas*
5Crowd Inc	Asana*	Birks	Camp Tamarack*
A.T. Kearney*	Ashlar Urban Realty*	Black & McDonald	Campbell Company of Canada
Acasta Capital*	Asian Capital Partners Group*	Blackhawk Network*	Canaccede Financial Group Ltd.
Accelmed*	Askuity*	BlackRock*	Canaccord Genuity Corp.*
Accenture*	Assante Capital Management*	Blak Inc.*	Canada Bread Company*
Acosta	AstraZeneca	Blinds To Go	Canada Deposit Insurance Corporation*
Adidas*	ATB Financial	Blue Pie Productions	Canada Goose Inc.
Agentis Capital	Atlas Advisors LLC*	Bluebell (Asia) Ltd.	Canada Pension Plan Investment Board (CPPIB)*
AGF Investments Inc.	Atlas Technology Group LLC*	BMO Financial Group*	Canada Post
AIG*	AUDAXlaw*	BNP Paribas Canada*	Canadian Federation of Independent Business*
AIM Group Canada Ltd.	Autolinx Express Incorporated*	Borrowell	Canadian Growth Investments*
AIMCo*	Aviation Technical Services	Box	Canadian Hospital Specialties ULC*
AIMIA	Avison Young (Canada) Inc.*	Brentwood on the Beach*	Canadian Imperial Bank of Commerce (CIBC)*
Air Canada	Aviva Canada Inc.*	Bridgeable	Canadian Nuclear Laboratories
Akler, Browning, Frimet & Landzberg LLP	Axio Financial	Bristol Gate Capital Partners*	Canadian Nuclear Safety Commission (CNSC)*
Alignvest Management Corporation	B+H Architects*	Brookfield Financial*	Canadian Outback Adventures & Events*
All Seniors Care*	Bain & Company Canada Inc.*	Brookfield Renewable Energy Group	Canadian Tire Corporation Limited*
All Wildlife Removal Inc.*	Bank of America-Merrill Lynch Canada*	BTY Group*	Canopy Blue*
AllianceData	Bank of Canada	Buckland Customs Brokers Limited*	Capco*
Alpine Growth Partners*	Barclays Capital*	Building Envelope Software Technologies*	Capital One
AltaGas Ltd.*	Baskits Inc.	BULLWEALTH	CardSwap Inc.*
Alvarez & Marsal*	Bay Street HR	Burlington Economic Development Corporation	CareGuide*
Amazon.com	Bayer Inc.	Business By Philosophy*	Cargill*
American Express*	Bayview Glen Daycamp*	Business Development Bank of Canada*	Carpedia International Ltd.*
Amico Design Build Inc.*	BC Investment Management Corporation	Business Sherpa Group	Carson Dunlop*
Anuncios en Directorios SA de CV (Spanish Yellow Pages)*	BDO Canada LLP	Cable Assembly Systems Ltd.*	Carte Financial*
AnyCard	Beach & Associates*	Cable Leafs Consultancy Inc.	Casanova Studios*
Aramark Canada	Beard Winter LLP*	Cadillac Fairview*	
ARC Financial Corp.	Bell Canada Enterprises*	CAISA Fashion Show*	
Ares Management*	Bennett Jones LLP*	CAMI Automotive Inc.*	
Arla Foods Inc.	Berq Capital Inc.*	Camp Arrowhead*	
Armo-Tool Ltd.*	BestSchools.ca, Inc.		
	BFG Enterprise Services*		

CBRE*
 CDW Canada
Citibank*
 Cedarhurst Dementia Care Home*
 Celestica
 CEM Specialties Inc.
 Centum Financial Group*
 Ceridian*
 CFA Institute
 CGI Group*
 Char-Creek Farms*
 Charity Intelligence Canada*
 Charmed Aroma
 CHEP
 Choice Hotels Canada Inc.*
 CI Investments*
 Cineplex*
 Cintas
 Cisco Systems*
 City of London*
 City of Mississauga
 City of Toronto*
 CivicAction*
 Clausehound*
 Click Change*
 Close.io*
 CLV Group
 CMLS Financial*
 Coastline Market Inc.*
 Coca-Cola Canada
 Colgate-Palmolive Canada Inc.
 Colight Asset Management*
 Collective Health*
 College Pro*
 Colliers International*
 Columbia Sportswear Canada*
 Comindus Finance*
 Compass Partners*
 Convoy Capital*
 Copenhagen Polo Club*
 Cormark Securities*

Cornerstone Research*
 Corporate Consultants
 Corus Entertainment*
 CPG Connect
Credit Suisse*
 Critical Mass Inc.*
 Crofton Moore*
 Crombie REIT
 Cross Cultural Learner's Center*
 CrowdRiff*
 Crowe Soberman*
 Cumberland Private Wealth Management*
 Cushman & Wakefield Inc.*
 Cyclica Inc*
 Cypher Systems Group*
 Daktronics
 DANONE
 DBRS*
 DEI & Associates Inc.*
Deloitte.*
 Dental Corporation*
 Dentons*
 Desjardins Group*
 Dezan Shira & Associates
 Dhandho Capital Management
 Diageo
 Dillon Consulting Limited*
 DMASL
 Dodge & Cox*
 Dream Unlimited*
 DRI Capital*
 Drop Loyalty Inc.*
 Dun & Bradstreet
 Dundee Private Equity*
 DW Healthcare Partners*
 Dynamic Connections*
 E.&J. Gallo Winery Canada
 East End Community Health Centre*
 eBuild.ca Inc.
 Echelon Wealth Partners*

Eckler Ltd.*
 Economical Insurance Group*
 ECS Engineering & Construction Ltd.*
 EdgePoint Wealth Management Inc.
 Edusight Inc.
 Edward Jones
 Egotta Capital*
 Elevation Pictures
 Eli Lilly and Company*
 Elizabeth Arden*
 EllisDon Corporation*
 Embassy of Canada in Washington, D.C.*
 EMCO Corporation
 Emery Investments*
 Emmit Financial
 Emrys Analytics*
 Enirgi Group Corporation*
 Enterprise Holdings*
 Epcor Utilities Inc.*
 Equitable Bank*
 EQWIP HUBs
 Esight*
 Espresso Capital
 eTicketplace*
 Euro Pacific Canada*
 Evans Investment Counsel
 EventMobi
Evercore Partners*
 Ewing Morris & Co.
 Investment Partners Ltd.
 Exiom Technologies*
 Expedia Canada
Ernst & Young (EY)*
 FactSet Research Systems, Inc.
 Fairmont Hotels & Resorts*
 FairVentures*
 Famous Wok Inc.*
 Farm Credit Canada
 Farmtown Canada
 FastVenues*

Federal Economic Development Agency for Southern Ontario (FedDev Ontario)*
 Fidelity Investments*
 Field Farms Marketing Ltd.
 Fieldboss
 Fiera Capital*
 FirePower Capital*
 Firm Capital Corporation*
 FirstService Residential
 FlashStock Technology Inc.*
 Flextrack Inc.
 Flint Learning Solutions*
 Flying Camel Advertising, Design + PR*
 Foodee*
 Forum Equity Partners*
 Forum Family Office GmbH
 Foundation for After School Talent
 Fountain Asset Corporation*
 Four Seasons Hotels and Resorts
 Freshii*
 FreshInsights Consulting*
 Furniture Bank*
 Fusion Homes
 Fusion Retail Analytics
 Garrison Health*
 Gateway Connexions Inc.
General Dynamics Land Systems Canada*
 General Electric*
 General Mills*
 General Motors Corporation*
 George Weston Limited*
 Georgette Packaging
 Gerdau Long Steel North America
 Gibraltar & Company*
 Glacier Media Group*
 GlaxoSmithKline (GSK)*
 Global Golf Advisors*
 GlucoGuide*

Gluskin Sheff & Associates*
 GMP Securities LP*
 Golden West Broadcasting Ltd.*
Goldman Sachs*
 Goodwill Industries of Toronto, Eastern, Central and Northern Ontario
 Goodyear Canada Inc.
 Google*
 Government of Canada*
 Government of Ontario*
 Grameen Foundation*
 Grant Thornton LLP
 Green Shield Canada*
 Greenhill & Co.*
 Greenhouse Juice Co.
 Greenlight Consulting
 Greystone Managed Investments*
 GTA Photography Classes
 Guillevin International Co.
 Guotai Junan Securities*
 Haitong Securities*
 Hamilton Tiger-Cats Football Club*
 Hana Daetoo Investment Bank*
 Hangar9 by Fisher & Company*
 Harlequin Enterprises Limited
 Harrison Pensa*
 Hatch Ltd.*
 Hay Group*
 Haywood Securities*
 Health Care of Ontario Pension Plan (HOOPP)*
 Heart and Stroke Foundation
 Heifei Tongzhi Electrical Control Technology Co., Ltd.*
 Heirloom Investment Management
 Hewlett-Packard (Canada) Co.
 HFG*
 Hillsdale Investment Management Inc.

Hilti*
 HLD Events*
 HollisWealth*
 Home Depot
 Homestead Land Holdings Limited*
 HomeTrust*
 Honda Canada Inc.*
 Houlihan Lokey*
 HSBC*
 Huatai Securities*
 Hubba*
 Hudson's Bay Company*
 Hugessen Consulting Inc.*
 Humber River Hospital Foundation*
 Husky Energy*
 Hydro One Networks*
 IA Clarington Investments*
 iA Financial Group
 IBM Canada Ltd.*
 Idea Couture
 iEurope Capital*
 IMAX*
 Imex Systems Inc.
 Imperial
 Imperial Capital
 Imperial Tobacco Canada
 IMS Health
 In the Funnel
 Indigo Books & Music Inc.*
 Industrial and Commercial Bank of China (ICBC)*
 Industrial Bank Co. Ltd.*
 INFOR Financial Group Inc*
 Infosys Limited*
Info-Tech Research Group Inc.*
 Infrastructure Ontario*
 Innovate Niagara*
 Innovation Department*
 Insight Global*
 InstarAGF Asset Management Inc.

Institutional Mortgage Capital*
 inStream Solutions
 Intact Financial Corporation*
 INTCO Medical*
 Intelex Technologies*
 Intellitix*
 Intercast Staffing
 Intercity Realty*
 Interfor Corp*
 International Gas Union
 Invesco Canada Ltd.
 iINVESTOR ECONOMICs*
 Investors Group Financial Services Inc.
 Invico Capital*
 IPG Mediabrands
 Iron Mountain*
 Islands*
 Istuary Innovation Group*
 Ivey Business School*
 Jackman
 Jamieson Laboratories*
 JCM Capital*
 JD Finance*
 JDS Silver*
 JMA Group
 John St.
 Johnson & Johnson*
 Jomo Kenyatta University of Agriculture and Technology*
 Joshua Creek Sports*
JP Morgan*
 Juniper Park \TBWA*
 Kaboom Fireworks Inc.
 Kerry Holdings Limited
 KEV Group Inc.
 Kids Dental Group*
 Kimberly-Clark Inc.
 Kin Community*
 Kinross Gold
 Klos Concepts*
 Knightsbridge Foreign Exchange

Knixwear*
 Konrad Group*
 Korn Ferry Futurestep
KPMG*
 Kruger Products L.P.
 Krylov & Company*
 Labatt Breweries of Canada*
 Laborie Medical Technologies
 Lamsar Incorporated*
 Larr Sales Inc.*
 Lazada Canada
 Lazard Canada (previously Verus Partners & Co.)
 LCBO
 LEAP: The Centre for Social Impact*
 Ledcor Technical Services*
 LeMine Investment Group*
 Leonard Green & Partners*
 LEVEL5 Strategy Group
 Liberty & Co. Communications*
 Liberty Tax Service*
 LifeLabs
 Lincoln Motor Company*
 LionRose Capital
 Loblaw Companies Limited*
 LOGiQ3 Corp.*
 London Cross Cultural Learner Centre
 London Health Sciences Centre*
 London Hydro*
 Longview Asset Management Ltd.
 L'Oreal
 Lowe's
 LoyaltyOne
 lululemon athletica
 Luoriya International Trading Company*
 Lurniture*
 Lynx Equity Limited*
 M&A International Inc*
 Macdonald Sager Manis LLP*

MacNicol & Associates Asset Management Inc.*
 Macquarie*
 Magna International Inc.*
 Mainstreet Research
 Maison Placements Canada Inc.*
 Make-A-Wish*
 Manitou Investment*
Manulife Financial*
 Maple Leaf Foods Inc.
 Maple Leaf Sports and Entertainment Ltd.*
 Maquet*
 Marcus Evans Ltd.
 Mars Canada Inc.
 MaRS Discovery District
 Marsh Canada Limited*
MasterCard Advisors*
 Mattamy Homes
 Mavencare
 Mawer
 Maxim Partners*
 Mayfair Properties Ltd.*
 McCarthy Tétrault LLP*
 McDonald's Corporation
 McDougall Insurance*
 McGraw Hill Financial
 McGraw-Hill Education
 McIntosh Gallery*
 McKeough Supply
 McKinsey & Company*
 McMillian LLP*
 Mercedes-Benz
 Mercer*
 Metaflo Technologies*
 Metroland Media Group*
 Metrolinx*
 Microcad Computer Corp
 Microsoft
 Ministry of Health and Long Term Care*
 Ministry of Municipal Affairs and Housing*

MNP LLP*
 Moelis & Company*
 Molson Coors Brewing Co.*
 Mondelez International*
 Monsanto
 MonsterMortgage.ca
 Morgan Stanley*
 Morneau Shepell*
 Muskoka Bay Club*
 National Bank of Canada
 Nautilus Venture Capital*
 Nestlé Canada Inc.*
 Newcomp Analytics*
 Newmark Knight Frank Devencore*
 NewPoint Capital Partners*
 Newport Private Wealth*
 News Marketing Canada*
 News-Net Inc.*
 Nexus Capital Markets*
 Nielsen
 Nise Nutrition Technologies*
 Nomura*
 Northern Lights Festival Boreal*
 Northernchem Inc.
 Northmont, Inc.
 OAFE*
 Office of the Auditor General of Canada*
 Office of the Superintendent of Financial Institutions
 Okanii*
 Old Tomorrow Craft Beer*
 Oliver Wyman*
 OMERS*
 OnCall Health*
 ONCAP*
 One Exchange Corp.*
 Onex Corporation*
 Ontario Agri-Food Education Inc.
 Ontario Power Generation*
 Ontario Public Service*
 Ontario Teachers Pension

Plan Board*
 Ontario Telemedicine Network*
 OPSEU Pension Trust*
 Optimus SBR*
 Orbis Investment Management Ltd
 Origin Merchant Partners
 Osprey Capital Partners Inc*
 Out On Bay Street
 Overbond
 Oxford Properties Group*
 OYA Solar Inc. *
 Pacer Air Freight
 Pacific & Western Bank of Canada
 Paquin Entertainment Group
 Parkland Fuel Corporation
 Parks Canada*
 Parmar Capital*
 PARTEQ Innovations
 PayBySky
 PC275 Realty
 PCCW Limited
 Pearl Studios*
 Penske
PepsiCo Inc.*
 Perspective Marketing Inc.
 Pet Valu
 Pharmascience*
 Ping An Bank Co., Ltd*
 Pintro
 PKF International*
 Plan Group*
 PlantPure Communities*
 Polaris Transportation Group*
 Prep101
 President's Choice Financial (PC Financial)*
 Prime Quadrant LP*
 Princess Auto Ltd.*
 Pro Funds Mortgages Inc.
 Procter & Gamble Inc.*
 Projects Abroad*

Promontory Financial Group*
 Propel Solutions Ltd.
 PSP Investments
 Purolator Inc.
PwC*
 Qatalyst Partners*
 RAB Design Lighting*
 Race Roster
 Radin Capital Partners Inc.*
 Rapid Signs BC*
 Rapture Events
 Raymond James Ltd*
RBC Financial Group*
 RCM Technologies*
 Realstar Management*
 Reckitt Benckiser Inc.*
 Relay Ventures*
 Reliance Home Comfort*
 Reservoir Minerals Inc.
Restaurant Brands International*
 Revay and Associates Limited*
 Reynolds and Reynolds (Canada) Ltd.*
 RFA Capital Partners Inc.*
 Richardson*
 RioCan Real Estate Investment Trust*
 Rocket Internet
 Rockwell Automation Inc.*
 Rogers Communications Inc.*
 Rogers Corporate Strategy and Planning Group
 Roland Berger*
 Romet Limited*
 Rosedale Academy*
 Roy O'Connor LLP*
 RS Energy Group
 RTR Media*
 S&P Capital IQ
 S.i.Systems*
 Sail Caribbean*
 Salesforce.com*
 SaleSpider Media

SAP Canada Inc.*
SapientNitro
Satov*
Sauder School of Business
Saugeen Shores Medical*
Scarsin Corporation*
Scotiabank*
Searchkings
Security ONE Alarm Systems
ServiceOntario*
Shad Valley*
Shanghai Pudong
Development Bank*
Shell Canada Limited
Sherwin-Williams*
Shomi
Shopify*
Shoppers Drug Mart Inc.*
ShowPro Entertainment
Sierra Club Canada
Foundation*
Silver Lake*
Sinolink Securities Co. Ltd.*
Siteimprove*
Skypad Furniture*
SkyWatch*
Slate Asset Management*
Smart Technologies Inc.*
Smashbox Consulting*
SNC-Lavalin Inc.
Sobeys Incorporated*
Societe Generale*
SpaceSaver Solutions*
Spectrum Capital Partners
SpringBank Capital Corp*
Sprucegrove Asset
Management*
Square, Inc.*
SRA Information Technology
St. Joseph's Health Care
London
St. Michael's Hospital*
Standard Chartered Bank*
Staples Canada

Starlight Investments*
StarTech.com*
Starwood Hotels & Resorts
Worldwide, Inc
State Industrial Products
Strategic Capital Services*
Street Contxt*
Students Offering Support*
Sun Capital Advisory
Services*
Sun Life Financial*
Suncor Energy*
Symbility Intersect*
Tangerine*
TD Bank Financial Group*
Teach For Canada*
Tealeaves*
TELUS*
Tennis Canada
TenTree*
Textbooks for Change
The Arthritis Society
**The Boston Consulting
Group***
The City of Calgary*
The Collins Group Inc.*
The Hershey Company*
The Kirwin Group
The Kraft Heinz Company*
The Libra Group*
The Lightning Group*
The Mint Agency*
The Nielsen Company*
The Shopping Channel*
The T1 Agency Ltd*
The Taylor Group*
The TJX Companies*
The Woodbridge Group
Ticketmaster
Tilt Inc.*
Timbercreek Asset
Management*
TNI The Network Inc.*
Top Hat*

Torce Financial Group*
Torkin Manes LLP*
TorQuest Partners
Toyota Motor Manufacturing
Canada
TPG Capital
Transperfect Translations
Trellis Capital Corporation*
Trimaven Capital Advisors
Inc.*
Trident Consulting*
TriVentures*
TriVest Wealth Counsel*
Turtle Creek Asset
Management
Uber*
UBS Securities*
Udacity*
Uline Canada
Unata
UNICEF Canada
Unilever*
Union Gas
Union Square Advisors, LLC
Universe*
University Health Network
Univet Optical Technologies
North America
Unruly*
UPS Canada
Upside Down Tree*
Venture for Canada
VIBRANT Marketing*
Village Juicery
Vision Capital*
Vision Critical
Voices.com
Volaris Group*
VSC Partners*
Walmart Canada*
Wanfeng Auto Holdings
Group Co. Ltd
Waratah Capital Advisors
Warner Bros. Pictures Canada
Wasserman Media Group

Watad Law*
Waterton Global Resources
Management, Inc.
WealthSimple*
Webber Academy*
Weiser Asset Management*
Wells Fargo*
Western Union
Western University*
WhereiPark
Williams & Partners
WilliamsCraig Inc.*
Willis Towers Watson*
WorleyParsons Canada*
WSP | MMM Group*
XPND Capital*
Yahoo
Yellow Point Equity Partners
York Region Food Network*
Yorkville Partners*
YSJmedia.ca
Zamplus Technology*
Zebra Technologies
Zipcar
ZS Associates*
Zurich North America