

MBA EMPLOYMENT REPORT

IVEY
BUSINESS
SCHOOL



2021

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

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

\$107,850

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

97%

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

#1

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.



168

Total Students in Class



28.5

Average Age at Entry



24-35

Age Range



5.5

Average Years of Work Experience



520-780

GMAT Range



37.5%

Self-Identify as Women



44%

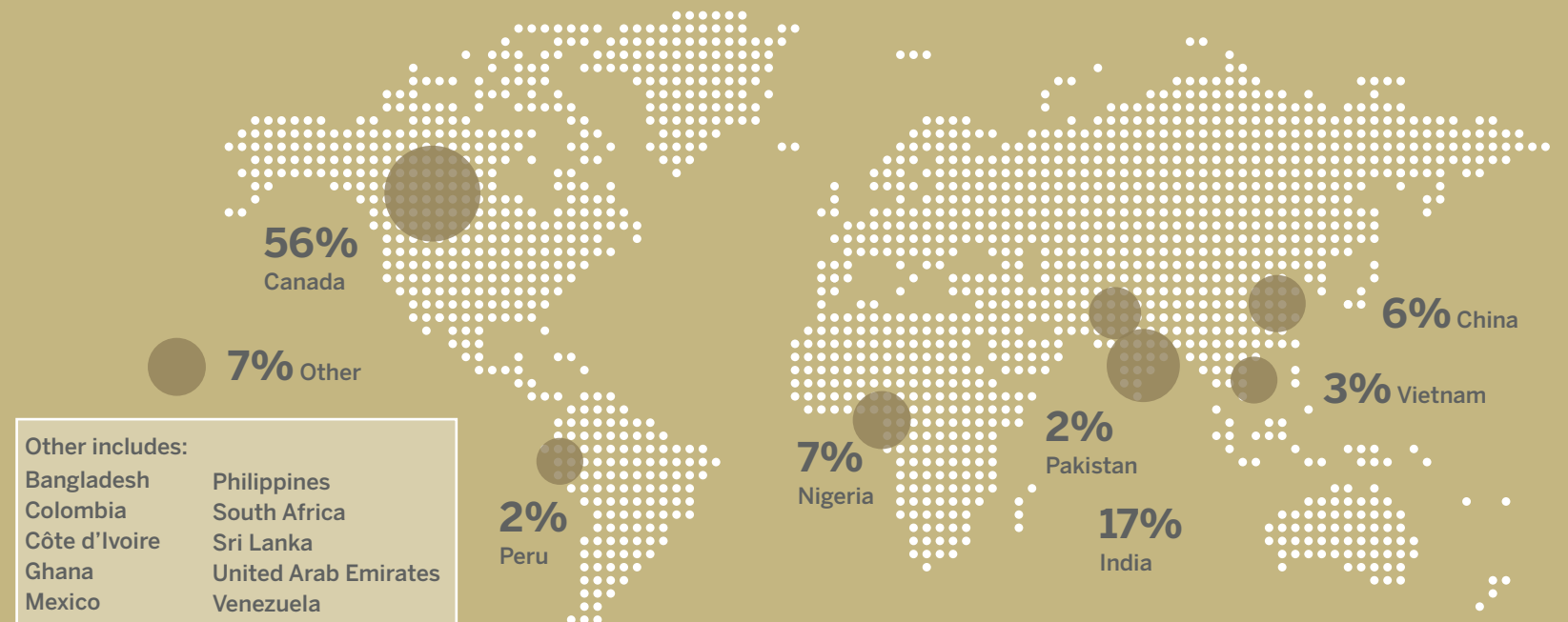
International Citizenship

Pre-MBA employment

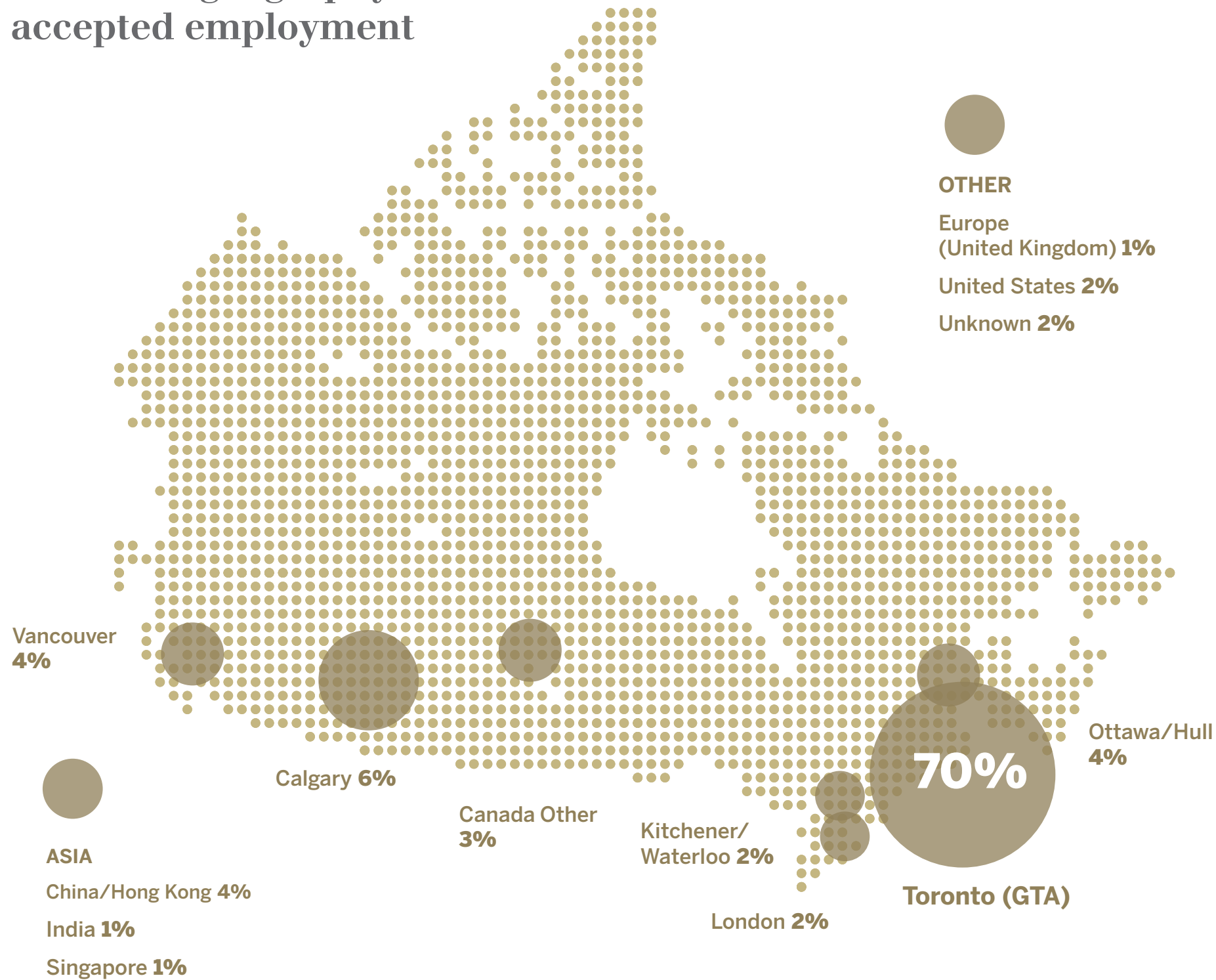
PRE-MBA INDUSTRY OF EMPLOYMENT	PERCENTAGE
Financial Services	25%
Consulting	22%
Consumer Packaged Goods/Wholesale/Retail	7%
Energy & Resources	7%
Technology/Telecommunications	7%
Engineering	4%
Healthcare/Pharmaceuticals/Medical	4%
Marketing/PR/Advertising	4%
Government	3%
Charities/Not-for-Profit	2%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

Other includes: Construction, Education, Environmental, Manufacturing, Tourism/Leisure/Entertainment, Unknown.

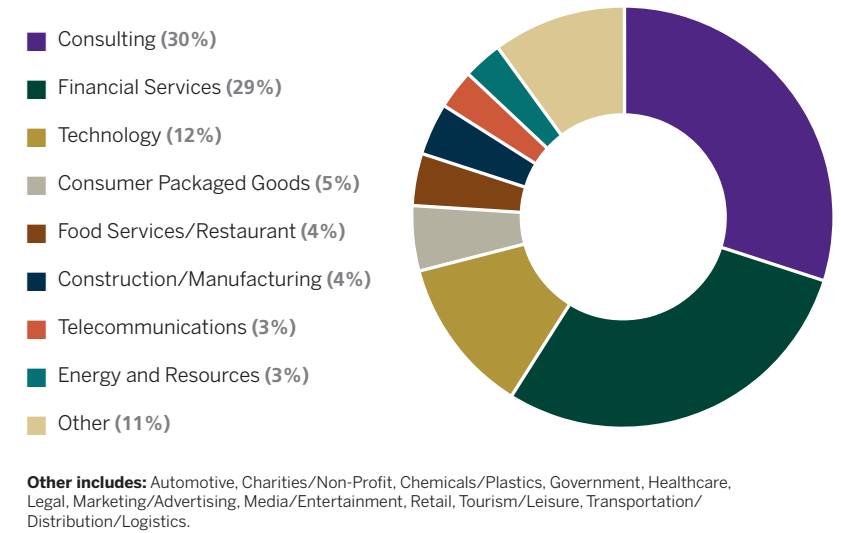
MBA 2021 passports represented



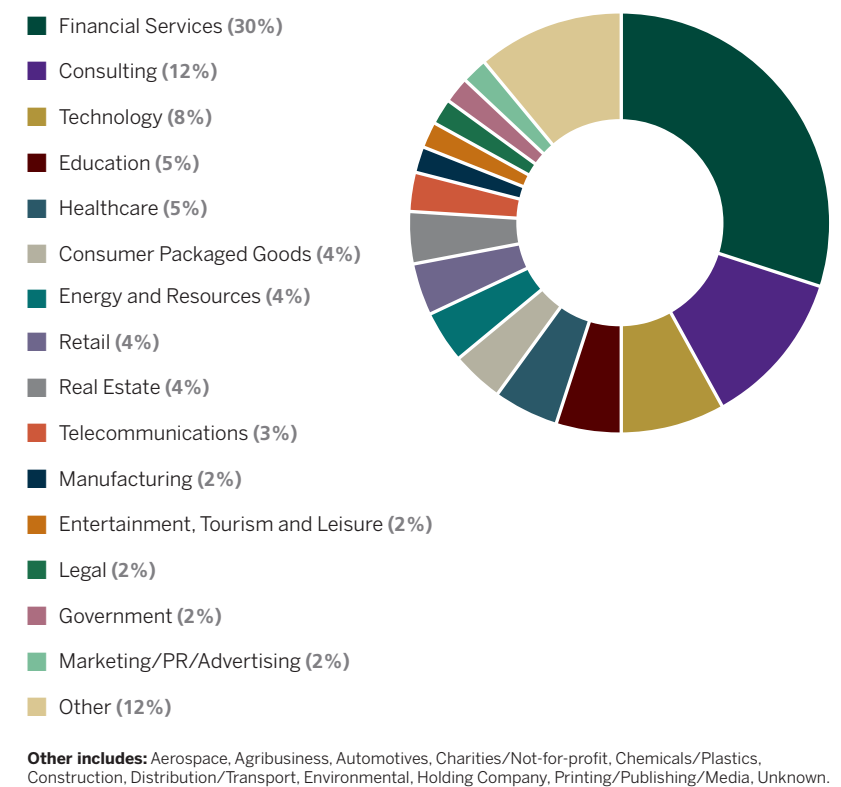
MBA 2021 geography of accepted employment



Industry of accepted employment



Alumni industry of employment



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.

BY THE NUMBERS

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.

84

Companies with which our MBA students accepted employment

4

Number of students pursuing entrepreneurship

221

Companies that posted jobs to Ivey

91%

Students reporting satisfaction with the job they accepted post-MBA, based on an 80-per-cent reporting rate

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)

“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

59%

School-facilitated

- Career Management Posting **44%**
- Networking (Through School) **14%**
- Law School Recruiting **1%**

34%

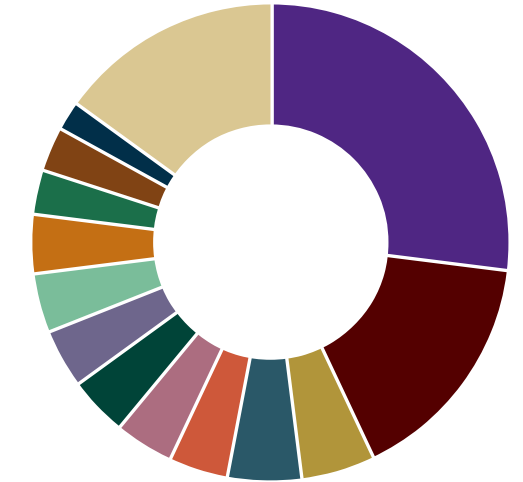
Graduate-facilitated

- Networking (Outside School) **20%**
- Previous Employer (Before starting Ivey) **1%**
- Company Websites, External Job Boards/LinkedIn **13%**

- Source of offer unknown or not reported: seven per cent

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*

	% Receiving	Min \$	Max \$	Average \$
Base Salary	100%	\$30,000	\$219,000	\$107,850
Signing Bonus	38%	\$1,000	\$78,700	\$16,266
Other Guaranteed Compensation	24%	\$1,300	\$101,000	\$22,887
Total Compensation	100%	\$30,000	\$272,000	\$122,525

* 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 gave him insight into business innovation, the latest marketing trends, and understanding of other functions, such as finance, operations, and legal, among others. Ivey was the obvious choice. The School also provided Hesse with an exceptional connection to a global alumni network and access to employment opportunities at major Canadian corporations.

After completing the Ivey program, Hesse joined Kraft Heinz in Toronto as a Senior Manager

for the Foodservice Channel Marketing.

"Now I have a more holistic view of the business. I can better understand the impact that a marketing decision could make around the entire organization. It's extremely valuable to have different perspectives to analyze and tackle business issues."

Looking back on his Ivey experience, Hesse identified the professors, the quality of the classroom, and the support he received from the Career Management team before and during the program as keys to his success.

"I started working early on my preparation for the recruitment process and meeting alumni in the industries I was interested in. All of the staff were very helpful in supporting me and providing their perspectives. This allowed me to have a bigger picture of the challenges and opportunities in each industry and strengthened my decision to join 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 a presentation just three days into the program.

"It was very nerve-wracking, but, at the same time, it made me push myself a little further, because it's what I came to Ivey to learn," he said. While COVID-19 soon forced the class to go virtual,

the skills he learned in networking online have helped in his current role as Associate Investment Officer at the International Finance Corporation (IFC), the private-sector investment member of the World Bank Group in Washington, D.C., where his experience to date has been a virtual one. "I don't think we're ever going back to 100-per-cent in person, so these are great skills to have in my pocket."

The abilities learned in the classroom have certainly paid off in his new role with IFC.

"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 presenting 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

MBA 2021 COMPENSATION BY PROFESSIONAL INDUSTRY

INDUSTRY	% SHARE OF TOTAL REPORTED SALARIES	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Consulting	30%	\$83,000	\$219,000	\$127,719	\$115,000
Consumer Packaged Goods, Food Services, & Retail	8%	\$84,000	\$162,000	\$107,333	\$95,000
Financial Services	27%	\$40,000	\$154,000	\$96,121	\$90,000
Telecommunications	4%	\$80,000	\$120,000	\$96,500	\$93,000
Technology - Software & Services	13%	\$69,600	\$150,000	\$108,660	\$107,360
Other	19%	\$30,000	\$150,000	\$95,004	\$92,500
Total	100%	\$30,000	\$219,000	\$107,850	\$100,000

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

Compensation by professional functions

MBA 2021 COMPENSATION BY PROFESSIONAL FUNCTION

FUNCTION	% SHARE OF TOTAL REPORTED SALARIES	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Business Development/Corporate Development	5%	\$69,600	\$120,000	\$96,420	\$90,000
Consulting - Management/Strategy	29%	\$83,000	\$219,000	\$126,774	\$115,000
Consulting - Other	5%	\$85,000	\$155,000	\$109,000	\$105,000
Finance - Asset Management (includes Investment, Portfolio, Wealth Management)	3%	\$90,000	\$154,000	\$113,000	\$95,000
Finance - Corporate Banking	3%	\$88,000	\$110,000	\$96,000	\$90,000
Finance - Equity Research	4%	\$85,000	\$120,000	\$101,250	\$100,000
Finance - Investment Banking	4%	\$90,000	\$135,000	\$110,000	\$107,500
Finance - Other	6%	\$40,000	\$125,000	\$82,869	\$85,080
Internal Corporate Finance	4%	\$76,000	\$120,000	\$106,750	\$115,500
Internal Corporate Strategy	6%	\$84,000	\$150,000	\$107,083	\$97,500
Leadership Development Programs	17%	\$80,000	\$162,000	\$106,301	\$95,000
Marketing & Product Management	8%	\$30,000	\$118,000	\$84,556	\$90,000
Operations	5%	\$65,000	\$144,000	\$102,144	\$106,720
Other	4%	\$70,000	\$120,000	\$96,000	\$97,000

Other functions include: Data Analytics, Human Resources, Research and Development, and Sales.

Consulting – Other includes: Financial Advisory, Human Capital, IT/Technology/Digital, 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
Akler Browning LLP
Grant Thornton LLP
Mazars
Williams & Partners

AEROSPACE

Fleet Canada Inc
SpaceRyde

AGRICULTURE/ AGRIBUSINESS/ FORESTRY/FISHING

Cargill
Dairy Lane Systems
Farmland LP
Marcatus QED
Okanagan Specialty Fruits Inc.

ARTS/MEDIA/ ENTERTAINMENT

Cineplex
MPC Film
Pelmorex Media Inc.*
Race Roster

AUTOMOTIVE

Driven Brands
Martinrea International*
Spinny*
TRADER Corporation
Volkswagen*

CHARITIES/NON- PROFIT

Aga Khan Foundation Canada
Calgary Economic Development
Canadian National Institute for the Blind
Charity Intelligence Canada
Childreach
CNIB
Creative Destruction Lab*
Cystic Fibrosis Foundation
DreamRider Productions
Environmental Defense Fund
Home Hospice Association
Innovative Canadians for Change

International Institute of Business Analysis (IIBA)

itrek

Joint Inspection Unit of the United Nations System

LEAP: The Centre for Social Impact

London Cross Cultural Learner Centre

Lower Mainland Christmas Bureau

Manitoba Technology Accelerator

MaRS Discovery District*

SickKids Foundation

Startup Canada

Sunshine Foundation of Canada

The Cansbridge Fellowship

The Career Foundation

The Global Fund

The Prosperity Project

Toronto Board of Trade

Venture for Canada

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

Momentum Developments

Norland Limited*

Ontario Regional Common Ground Alliance

Skylight Tools

Smith and Long*

CONSULTING

Accenture*

Adaptovate

Advanced Analytics and Research Lab

Ahria Consulting (formerly Carswell Partners)

Athari

Avanade*

Bain & Company*

BDO*

BeMo Academic Consulting Inc.

BEworks

BlockZero Innovations Inc.*

Blu Ivy Group

Boston Consulting Group (BCG)*

Brooklin Consulting

Capco*

Carly Rian Group*

Carpedia International Ltd.*

CGI Group

Coactuate

Dalberg

Deloitte*

Delphos International - FMA Inc.

Desa Global Leadership Inc.

Eastwood & Cleef*

Ernst & Young (EY)*

Everest Group*

Fusion Analytics

Gemic

H.H. Angus & Associates*

Hugessen Consulting Inc.

iDriveCareer (iDC) HR Consulting Canada Ltd.

In the Funnel

Invictus Analytics and Strategy Inc.

IQVIA*

Iris Pricing Solutions

Isaac Operations

JTE Claims Consultants Ltd.

Juno Growth

Kearney*

Korn Ferry

KPMG*

LEVEL5 Strategy Group

Lipton LLP

MasterCard Advisors*

McKinsey & Company*

McNair Business Development Inc.

Mensana Change Management Ltd.*

Mercer International Group*

Meridian Compensation Partners

MNP LLP

nD Insight

NetDynamic Consulting Inc.

Nielsen

Norima Consulting

Nous Group

Onova

Optimus SBR

P3 Advisors Inc.*

Partners in Performance*

PwC (Pricewaterhouse Coopers LLP)*

RBC Strategy & Transformation Services

Revenue Management Labs

Roland Berger*

Satov*

Shift Health

Slalom

SOHO Square Solutions

Stack'd Consulting Inc.

Strategic Insight

Strategy&*

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

Maskeraide

McCain Foods

Mondelez International

Nestle Canada Inc.*

NICU Farms

Niagara Bottling

Nudestix Inc

Organic Ocean

PepsiCo Canada

Procter & Gamble Inc.

Reckitt Benckiser (RB) Inc.

Safronica

Sapsucker

Stanley Black & Decker, Inc.*

Super Power Snax

Tealeaves

Weston Foods Canada Inc.

EDUCATION

Acadium

AgScape

Chimera Firearms Training

eCampusOntario

Higher Ground Education

Inspirely

International Indigenous Speakers Bureau

Ivey Business School*

Jain University Incubation Centre

Kwantlen Polytechnic University

LINKEDTOASIA

MarkMeldrum.com

myBlueprint.ca

Petra Mayer & Associates Consulting

Rosedale Academy

Scribendi Inc.

The Eagle Institute

Top Hat
Trent University
Tutor Doctor
University of British Columbia (UBC)
YaizY

ENGINEERING

Mazdis

ENVIRONMENTAL SERVICES/ CLEANTECH

Budget Environmental Disposal
Danaher Corporation
Heliolytics Inc.
Sidewalk Labs*
Subterra Renewables*
Targray
The Starfish
Trojan Technologies*
Youth Climate Lab

EXECUTIVE SEARCH

AM Solutions Worldwide
Corporate Consultants
David Aplin Goup
DAY COMMUNICATIONS
Ideal Candidate
Insight Global
Intercast Staffing
Janet David + Associates Inc.
Loberto & Associates
Lock Search Group
Meridia Recruitment
MTA Network
Russell Reynolds Associates
Seedstages
South End Partners

FINANCIAL SERVICES

ACR Alpine Capital Research
Agentis Capital
AIMIA
Alpha Square Group
American Express Canada *
Anson Funds
ArcTern Ventures*
Area One Farms*
ATB Capital Markets Inc.
Aviva Canada
Bank of America-Merrill Lynch
Bank of Canada
Barclays Capital Canada
Baseline Capital*
BCI
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)*
Cannaroyalty & 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
CMLS Financial
ComCap LLC.
Connor, Clark & Lunn Financial Group
Cormark Securities
CPP Investments
Cresco Labs (formerly Origin House/ Cannaroyalty)
Desjardins Group
Dhandho Capital Management
DLL Financial
Efficiency Capital*
Eight Capital
Equitable Bank
Exponential Capital & Markets
Export Development Canada*
Fabriik
Ficanex
Fidelity Investments
Firma Foreign Exchange Corporation
Forum Family Office GmbH
Framework Venture Partners
FrontFundr
Galliant 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.
HFG CHINA
Highland Creek Partners
Hines
HomeEquity Bank*
HSB Canada
HSBC Bank
iA Capital Markets*
InstarAGF
Inverlochy Capital Ltd
Invesco
Jacob Capital Management*
JP Morgan
Juno Capital Partners*
Kluane Partners
KOHO
Korea Search Investment Partners
Koru*
LaurelCrest Partners*
Laurentian Bank
Legacy Private Trust*
Legend Star*
LendCare Capital
Letko Brosseau
Lighthouse 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*
Peridot Equity
PIMCO
Plenary
Polar Asset Management Partners
Portland Investment Counsel
Power Corporation of Canada
President's Choice Financial
Prime Quadrant
PSP Investments
Purpose Advisor Solutions*
Pzena Investment Management
Quantfury*
Rally Asset
Raymond James Ltd
Rogue Insight Capital Ltd.

Royal Bank of Canada (RBC)*

S&P Global
Sagard Holdings
Scotiabank*
Setter Capital
Signal Hill Equity Partners
Silicon Valley Bank
Sprott Capital Partners
Sprucegrove Investment Management Ltd
Square*
Sun Life Financial
Sun Life Global Investments*
Sustainalytics*
TD Bank Group*
The Daniels Corporation
The Marquee Group
Total Credit Recovery Canada
Travelers
Triovest
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
McKesson
Medcan
Merz Therapeutics
Mind Cure Health
Mint Pharmaceuticals Inc.
Nicoya Lifesciences Inc.

Novartis HealthCare Limited*
Novo Nordisk
Ontario Bioscience Innovation Organization
Philips
PurposeMed
Remedy's Eglington Bayview Compounding Pharmacy
Sanofi Pasteur Limited
Southwest Ontario Aboriginal Health Access Centre
Straight Up Health Inc.
Sum Sanos
Sunnybrook
Szio+
Trillium Health Partners
Trudell Medical International
Wholistic Health Training & Research Centre

LEGAL

Davies Ward Phillips & Vineberg LLP*
Fasken*
Goodmans LLP*
McCarthy Tétrault LLP*

MANUFACTURING

3M Canada
BFC Technologies
EMCO Corporation
INTEGRA Technologies*
Sansin
Schneider Electric
Sherwin-Williams Company
Vintex Inc.*

**MARKETING/
PUBLIC RELATIONS/
ADVERTISING**

BondBrandLoyalty
 Clients Loyalty
 Cosmos Sports & Entertainment
 GALE Partners
 Hivestack*
 Kaleidoscope Content
 Klick Group
 LoyaltyOne
 Mosaic Sales Solutions
 New Market Group
 Perpetua
 The Thoughtful Design Group
 Vantage Marketing Canada
 Victory Creative Group
 Wa Happa Inc.

**METALS/MINING/
QUARRYING**

Dumas Contracting
 IAMGOLD
 Teck Resources Ltd.*
 The Giampaolo Group Inc.

**PETROLEUM/
ENERGY/OIL AND GAS
EXTRACTION**

Canadian RiteRate Energy Corporation
 e-Zn
 Imperial Oil
 Moltex Energy
 Next Hydrogen Corporation
 Nexus Energy
 Seven Generations Energy
 Validere Technologies Inc.

REAL ESTATE

Avison Young
 BentallGreenOak
 BuyProperly
 Cadillac Fairview
 CanFirst Capital Management
 Carpe Diem Suites
 CentreCourt
 Crespoint Real Estate
 Devencore
 Diamante Development Corporation*
 Edenshaw Developments Limited
 Greenrock Real Estate Advisors/Green Group of Companies
 Kipling Group*
 Kitchen Hub
 Mattamy Homes
 Municipal Property Assessment Corporation (MPAC)
 Nightingale Group*
 One Properties
 Pure Industrial Real Estate
 QuadReal Property Group
 Republic Developments
 Sotheby's International Realty Canada
 Transit Capital Corporation
 Well Grounded Real Estate
 CPI

RESEARCH

Canadian Nuclear Laboratories

TECHNOLOGY

24/7 Intouch*
 51jobs.com
 Abersoft
 Acerta Analytics Solutions Inc.*
 Ada Support Inc.
 Adobe
 Agorize
 Alphavima Technologies Inc
 Always Designing for People (ADP)
Amazon*
 AOMS Technologies
 Appficiency Inc.
 Apple*
 ApplyBoard
 Avanti Software
Bell Canada Enterprises*
 BicDroid Inc.
 Blackhawk Network
 bld.ai
 Boss Insights
 CarfaxCanada
 Ceridian Ltd.*
 Cisco Systems
 Clearco*
 Clear Path Robotics
 Constellation Software Inc.
 Creospark Consulting Services Inc.
 Dark Slope*
 Databook*
 Datakite Inc
 Delbridge Solutions
 Diebold Nixdorf
 Door Dash*
 DSGNFy Inc.
 ecobee
 Ecopia Tech Corporation
 Facebook
 FactSet
 Freshbooks*
 Get ResQ Ltd.
 Google Inc.
 Green Apple Pay
 Hackworks Inc
 HealthHub Patient Engagement Solutions
 HRdownloads
 IBM
 Ideal
 iLobby*
 Infor
 Informal Systems
 Info-Tech Research Group Inc.
 Inside.com
 IntroHive
 Ionland
 Irwin
 Jiraftek Solutions
 Juno College
 Kaleyra*
 Karrot
 KEV Group Inc.
 Kira Systems*
 Klick Inc.
 Konrad Group
 League Inc.*
 Loopio Inc.
 Lynk Global*
 Mannin Research Inc

Mavennet
 MeasureUp
 Microsoft*
 Mikutech
 Nanocnet Ltd
 Neighbourli
 NERv Technology Inc.
 NestReady Inc.
 NiceJob
 Nuvis Ventures (Nuvis Technologies Inc)
 Omatic Software
 Omlove
 Optimity Inc.
 Overbond
 PatSnap*
 RCATSONE
 RedIron Technologies
 Reprisk AG
 Resolver Inc.
 Riipen
 Roadmunk*
 Rogers
 Royaltymine
 Salesforce*
 Samsung Electronics Canada
 SAP Canada Inc.*
 Shift
 Shomigo
 Shopify*
 Skillz*
 StealthCo
 Supervisa.ai
 SV Academy
 Taptap Send

Telesat
 TELUS*
 tenstorrent
 The Better Navigation Company (BNC)
 The Bogo App
 The Reynolds & Reynolds Company
 Thrive Health*
 TikTok*
 Trvlr
 US BeerSAVERS Systems Inc.
 Valence (Formerly Shift)
 Valsoft Corporation
 Varicent Software*
 Vidyard
 Voiceflow
 Voices.com*
Wipro Canada Ltd.*
 Xerox
 ZTR Control Systems
**TOURISM/
RECREATION/LEISURE**
 Ace Transportation Group
 Easton's Group of Hotels
 Enterprise Holdings
 Fitness World Canada*
 Hilton Hotels & Resorts
 Jerry Van Dyke Travel Service LTD
 Marriott International
 Quintessentially Canada
 Sequoia Records

SnapTravel
 The After 30 Podcast
 Toronto Blue Jays
 Toronto Garlic Festival Corp
**TRANSPORTATION/
DISTRIBUTION/
LOGISTICS**
 Air Canada
 Guillevin International Co.
 Microcad Computer Corp.
 Orkestra SCS*
 Penske Logistics
 Second Closet
 The Lenbrook Group of Companies*
 Torq Energy Logistics Ltd.
 Vinzan International Inc.
 Vortex Freight
 WestJet Airlines Ltd.*
**UTILITIES
(ELECTRICITY, GAS,
WATER)**
 Algonquin Power & Utilities Corp.*
 Enercare
 EPCOR
 Northland Power
 Toronto Hydro
 TransAlta*

WHOLESALE/RETAIL

Adidas Canada Limited
 Aramark Canada
 Aritzia*
 Best Buy
 Canada Goose Inc.
 Canadian Tire Corporation
 Daraz Group
 EVS Canada
 Fruit of the Loom
 George Weston Limited
 Hudson's Bay Company
 Koda Co.
 Loblaw Companies Limited*
 lululemon athletica
 LXR Canada Inc
 Mattel
 Miss To Mrs Wedding Gifts Inc.
 Once Upon A Child - Toronto Leaside
 Pandora Canada
 Reliance Home Comfort
 Riverside Natural Foods
 Sephora
 SSENSE
 Staples Canada
 TJX Canada/Winners Merchants International L.P.
 Valor Distributions
 Walmart Canada
 Well.ca

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