MESSAGE FROM THE EXECUTIVE DIRECTOR

I am pleased to present the MBA 2023 Employment Report on behalf of Career Management at Ivey. As Ivey celebrated its centennial year in 2023, we remained dedicated to providing an unparalleled business education, equipping our MBA students to address critical issues on local, national, and international fronts. Key highlights for the 2023 class include:

1. Sustained High Demand: Despite a challenging market, Ivey MBAs remained in high demand, with an impressive 92 per cent of the class securing at least one employment offer within six months of graduation. Feedback from our recruiting partners consistently highlighted the job readiness of Ivey students, their commitment to ethical leadership, and their positive contributions to organizational teams. This reflects both the caliber of individuals attracted to the program and the effectiveness of our curriculum.

2. Robust industry partnerships: We are grateful to our corporate partners for their continued dedication to the Ivey MBA class. Top organizations in consulting and financial services actively engaged with our students, and Alumni and employers from diverse sectors, including healthcare and consumer products, participated in various activities such as coffee chats, networking events, office visits, panels, and more. While many students landed roles in consulting and finance, others successfully secured positions with partners in government, technology, and energy, amongst many others.

3. Commitment to world-class support: Our Career Management team remains steadfast in assisting Ivey MBAs in preparing for their initial roles after graduation and supporting their lifelong career journey. We continue to expand our network of corporate partners to help align with our students’ career interests, and our dedicated team of career coaches are embedded into the curriculum and easily accessible for one-on-one support.

We take pride in the achievements of the 2023 MBA class despite the challenging recruiting landscape they faced. We extend our special thanks to our Alumni network, comprising nearly 33,000 members, and to our corporate partners for their ongoing support and confidence in the Ivey Business School.

All the best,

Kim Miller
Executive Director, Career Management

Overview

$131,282  $21,294  $141,231  89%

Average base salary based on an 87 per cent salary reporting rate.
Average signing bonus based on a 48 per cent reporting rate.
Average total compensation (including base, signing bonus and other guaranteed compensation) based on an 87 per cent salary reporting rate.
Percentage of those seeking employment who received at least one job offer as of September 15th, 2023, based on a 92 per cent reporting rate. By December 15th, 2023, 92 per cent of those seeking had received at least one job offer based on a 96 per cent reporting rate.
Understanding the data

The Employment Report provides prospective students with a snapshot of MBA outcomes to see how top programs compare, help them sort through 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 as of September 15, 2023.

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 2023 MBA class, we had a 89 per cent reporting rate by September 15th, 2023 (which tells you how many graduates provided information).

In addition to sharing the three-month reporting rate (i.e., September 15th) we also detail offer rates at six months following graduation (excluding students returning to school, seeking entrepreneurial opportunities, returning to their former employers, and those not currently seeking employment) 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, function, and geography. 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 you 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 2023 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 industry of employment

- Financial Services: 26%
- Consulting: 20%
- Technology: 11%
- Other*: 11%
- Energy/Resources: 8%
- Consumer Products: 6%
- Entertainment: 5%
- Government: 3%
- Healthcare: 3%
- Manufacturing: 3%
- Advertising (Marketing Services, Ad Agencies, Communications, Public Relations): 2%
- Aerospace (Space Exploration, Satellite Communications, Commercial Space, Drones, Airlines/Aviation): 2%

MBA 2023 passports represented

- Canada: 47%
- France: 1%
- Pakistan: 3%
- China: 3%
- Philippines: 3%
- India: 22%
- Vietnam: 1%
- Nigeria: 8%
- Peru: 2%
- Argentina: 14%

* Other includes: Agriculture/Agribusiness, Automotive, Charities/Non-Profit, Construction, Education, Engineering, Environmental Services, Travel/Travel Related and Photo Production, Legal and Legal Services, Real Estate, Recruitment Services/Executive Search and Think Tanks/Policy Institutes/Research Institutes.

* Numbers may not add up to 100% due to rounding.
Geography of accepted employment

Unknown 1%
USA 7% (Includes Chicago, Dallas, Detroit, New York, San Francisco, and Seattle)
Canada Other 8% (Includes Halifax, Montreal, Orillia, Regina, Sarnia, Vancouver, and Victoria)
Calgary 4%
USA 4% (Includes Chicago, Dallas, Detroit, New York, San Francisco, and Seattle)
Canada Other 8% (Includes Halifax, Montreal, Orillia, Regina, Sarnia, Vancouver, and Victoria)
London 6%
Toronto/GTA 69%

Industry of accepted employment
- Consulting* (51%)
- Financial Services* (19%)
- Other* (17%)
- Government (6%)
- Technology (4%)
- Consulting – IT/Technology/Digital* (3%)

* Consulting includes: Strategy Consulting and Operations/Supply Chain.
* Financial Services includes: Asset Management (Investment, Portfolio, Wealth), Business/Commercial Banking, Private Equity/Venture Capital, and Retail Banking.
* Technology includes: Information and Communication (Telecommunication) and Computer Software and Services.

Alumni industry of employment over time

- Finance (31%)
- Consulting (13%)
- Technology (11%)
- Consumer Packaged Goods (5%)
- Education (5%)
- Energy/Resources (5%)
- Healthcare (5%)
- Wholesales/Retail (4%)
- Marketing/PR/Advertising (3%)
- Other* (3%)
- Real Estate/Property (3%)
- Entertainment (2%)
- Government (2%)
- Legal (2%)
- Manufacturing (2%)
- Automotive (1%)
- Construction (1%)
- Distributions/Transport/Logistics (1%)
- Engineering (1%)

* Other includes: Aerospace, Agriculture/Agribusiness, Charities/Non-profit, and Holding Companies.

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 students’ employment success is actively 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.

<table>
<thead>
<tr>
<th>Statistic</th>
<th>Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Companies with which our MBA students accepted employment</td>
<td>57</td>
</tr>
<tr>
<td>Companies that posted jobs to the MBA 2023 class</td>
<td>119</td>
</tr>
<tr>
<td>Companies with which our MBA students accepted employment</td>
<td>57</td>
</tr>
<tr>
<td>Number of students pursuing entrepreneurship</td>
<td>6</td>
</tr>
<tr>
<td>Students returning to their former employer</td>
<td>13</td>
</tr>
<tr>
<td>Students who accepted an offer and made at least one career transition (change in industry, function, and/or geography)</td>
<td>96%</td>
</tr>
<tr>
<td>Students who accepted an offer and made at least two career transitions, and 42% made three career transitions (change in industry, function, and/or geography)</td>
<td>72%</td>
</tr>
<tr>
<td>Students reported being satisfied with the job they accepted post-MBA, based on a 65% reporting rate</td>
<td>85%</td>
</tr>
<tr>
<td>Number of students pursuing entrepreneurship</td>
<td>6</td>
</tr>
</tbody>
</table>

“Ivey’s Career Management team provided unparalleled support in my job search. The guidance from Career Management staff was instrumental in refining my professional image and equipped me with the skills necessary to stand out in a competitive job market.”

Jeann Lasrado, MBA’23
ATB Capital Markets
Women’s Rotation Program
Recruiting at the Ivey Business School

The power of the Ivey network was evident for the Class of 2023. The class engaged with corporate partners and alumni at recruiting activities, found opportunities through school-facilitated job postings, and applied skills developed through their program to secure employment. Through their own independent job search, 31 per cent of students secured their own opportunities, while 57 per cent took advantage of opportunities promoted through Ivey.

Source of accepted employment

<table>
<thead>
<tr>
<th>57%</th>
<th>31%</th>
</tr>
</thead>
<tbody>
<tr>
<td>School-facilitated</td>
<td>Graduate-facilitated</td>
</tr>
<tr>
<td>Career Management Posting 39%</td>
<td>Company Websites, External Job Boards/Linkedin 13%</td>
</tr>
<tr>
<td>Networking (Alumni and Corporate Partners) 11%</td>
<td>Networking (Outside School) 8%</td>
</tr>
<tr>
<td>Alumni Referral 2%</td>
<td>Personal Network (Friends/Family) 6%</td>
</tr>
<tr>
<td>Classmate Referral 2%</td>
<td>Previous Employer (Before starting Ivey) 3%</td>
</tr>
<tr>
<td>Resume Book/Resume Referral 2%</td>
<td>Third Party Sources (i.e., Executive Recruiters) 1%</td>
</tr>
<tr>
<td>Faculty Referral 1%</td>
<td></td>
</tr>
</tbody>
</table>

- Source of offer unknown or not reported: 12%

Function of accepted employment

- Consulting/Corporate Strategy (62%)
- Other* (11%)
- Finance (10%)
- Leadership Development/Rotational Program (10%)
- General Management (3%)
- Marketing (3%)

Salary data in this report is based on an 87 per cent salary reporting rate from our students and reflects base salary and/or signing bonus and other guaranteed compensation (e.g., other taxable payroll compensation such as a guaranteed annual bonus). It is important to remember that not every role includes a signing bonus or other guaranteed compensation. Signing bonuses are most common in select industries. Of the students who shared their salary data, less than half reported receiving a signing bonus.

Where students have reported roles outside of Canada, all salary details have been converted to Canadian dollars.

<table>
<thead>
<tr>
<th>COMPENSATION BREAKDOWN</th>
<th>% Receiving</th>
<th>Min $</th>
<th>Max $</th>
<th>Average $</th>
<th>Median $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Salary</td>
<td>87%</td>
<td>$24,720</td>
<td>$233,740</td>
<td>$131,282</td>
<td>$107,500</td>
</tr>
<tr>
<td>Signing Bonus</td>
<td>48%</td>
<td>$2,000</td>
<td>$41,200</td>
<td>$21,284</td>
<td>$25,000</td>
</tr>
<tr>
<td>Other Guaranteed Compensations</td>
<td>58%</td>
<td>$2,000</td>
<td>$71,200</td>
<td>$25,463</td>
<td>$15,000</td>
</tr>
<tr>
<td>Total Compensation</td>
<td>87%</td>
<td>$39,720</td>
<td>$304,940</td>
<td>$148,478</td>
<td>$115,000</td>
</tr>
</tbody>
</table>
Alumni Spotlight

Jeann Lasrado, MBA ’23
Member of the 2023 cohort of the ATB Capital Markets Women’s Rotation Program

What inspired you to pursue your MBA degree at Ivey?
I was drawn in by Ivey’s reputation for fostering transformative leadership as well as its commitment to developing well-rounded strategic thinkers. After working in corporate banking for more than eight years, at a Dutch financial institution, I saw pursuing an MBA at Ivey as the perfect catalyst for advancing my career and honing the leadership skills necessary to navigate today’s dynamic business landscape. Ivey’s Case-Method Learning was a major factor in my decision. I wanted to learn from the diversity of challenges presented by the case studies. I thought they would provide an immersive learning experience, equipping me with not just a degree, but also practical skills that I could immediately apply in my career.

What were your goals coming into the program?
One of my key goals was to develop a global perspective and enhance my cultural awareness within Canada and, largely, North America. I recognized the importance of understanding international business dynamics. My aim was to leverage the program to gain exposure to diverse perspectives, cultures, and business practices. I believed this would better equip me to navigate the globalized business landscape.

How did the Career Management team and your Ivey network help you in achieving your career goals?
Ivey’s Career Management team provided unparalleled support in my job search. From resume workshops to mock interviews and coaching sessions, the guidance from Career Management staff was instrumental in refining my professional image and equipping me with the skills necessary to stand out in a competitive job market.

Was there a standout moment you’d like to share?
A standout moment for me was during my MBA journey. After contemplating for years whether to pursue an MBA degree, I was inspired by the stories of Ivey alumni who had made stunning and bold career changes. After interacting with several alumni and faculty members from the School, I chose Ivey because of its supportive community and case-based method. Ivey’s case method offered an incredible opportunity to glean lessons from real-life examples, and the supportive community stood by me when I needed help. You have to be here to truly understand the generosity, empathy, and kindness embedded in Ivey’s positive culture.

What were your goals coming into the program?
Coming into the MBA, I was interested in acquiring a skillset I didn’t have – specifically comfort interacting with data, accounting, and finance. I figured these would round out the soft skills I had acquired across a very atypical and varied career.

Giustin MacLean, MBA ’23
Associate, McKinsey and Company

What inspired you to pursue your MBA degree at Ivey?
Ironically, I was inspired by the pandemic! With all the change that was occurring in the world, there was no better time to make a career change. The Ivey MBA offered a hands-on learning experience through the case method, historically great career outcomes, and a peerless alumni network. The idea of completing an MBA in one year, rather than two, was also very appealing, given that the pandemic had placed all of our lives on hold for long enough.

What were your goals coming into the program?
One of my key goals was to develop a global perspective and enhance my cultural awareness within Canada and, largely, North America. I recognized the importance of understanding international business dynamics. My aim was to leverage the program to gain exposure to diverse perspectives, cultures, and business practices. I believed this would better equip me to navigate the globalized business landscape.

How did the Career Management team and your Ivey network help you in achieving your career goals?
Ivey’s Career Management team provided unparalleled support in my job search. From resume workshops to mock interviews and coaching sessions, the guidance from Career Management staff was instrumental in refining my professional image and equipping me with the skills necessary to stand out in a competitive job market. The Career Management team did a great job of reminding me that my experiences, and the skills I had acquired in a unique career, set me apart and that I needed to use them to remind people why I was the person they wanted to hire.

Was there a standout moment you’d like to share?
At a certain part of the recruiting process, I started to lose perspective and began comparing myself to this “ideal” perfect-on-paper candidate who I didn’t believe I measured up to very well. The whole career management team did a great job of reminding me that my experiences, and the skills I had acquired in a unique career, set me apart and that I needed to use them to remind people why I was the person they wanted to hire.

Samuel Osho, MBA ’25
Product Manager, CARFAX Canada

What inspired you to pursue your MBA degree at Ivey?
After contemplating for years whether to pursue an MBA degree, I was inspired by the stories of Ivey alumni who had made stunning and bold career changes. After interacting with several alumni and faculty members from the School, I chose Ivey because of its supportive community and case-based method. Ivey’s case method offered an incredible opportunity to glean lessons from real-life examples, and the supportive community stood by me when I needed help. You have to be here to truly understand the generosity, empathy, and kindness embedded in Ivey’s positive culture.

What were your goals coming into the program?
Before my Ivey MBA, I had two main goals: learn the rudimentary principles of business management and transition from manufacturing to managing digital and consumer-facing products.

I desired formal training which provides a wide range of skills required for modern business management in today’s rapidly changing landscape. Having worked in different roles within operations and manufacturing, I yearned for a new challenge. I wanted to make a move to product management, and I thought that an Ivey MBA would prepare me for this career change.

How did the Career Management team and your Ivey network help you in achieving your career goals?
Several Career Management programs, especially the design thinking session, helped me to focus on aligning my values, strengths, and career goals. These sessions provided tools to filter through the noise and zone in on what I wanted to achieve within the program. The Career Management team provided a host of resources that assisted in refining my resume, preparing for interviews, and tweaking my networking approach.

During one of the Ivey Get Connected events in Toronto, I had a mock interview with an Ivey alum who had vast experience in product management and who gave me valuable advice on how to go about my career transition. We connected after the event, and he reviewed my resume and gave me pointers for customizing it to fit what product management recruiters are looking for. Mock interviews with classmates and Career Management coaches proved to be instrumental in building my confidence and managing my blind spots.
Compensation by industry and function

Base salary compensation by industries
Where students have reported roles outside of Canada, all salary details have been converted to Canadian dollars.

<table>
<thead>
<tr>
<th>INDUSTRY</th>
<th>% SHARE OF TOTAL REPORTED SALARIES</th>
<th>MIN $</th>
<th>MAX $</th>
<th>AVERAGE $</th>
<th>MEDIAN $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>56%</td>
<td>$50,000</td>
<td>$233,740</td>
<td>$156,820</td>
<td>$180,000</td>
</tr>
<tr>
<td>Financial Services</td>
<td>19%</td>
<td>$92,000</td>
<td>$130,000</td>
<td>$102,933</td>
<td>$100,000</td>
</tr>
<tr>
<td>Other*</td>
<td>25%</td>
<td>$24,720</td>
<td>$156,000</td>
<td>$95,868</td>
<td>$95,000</td>
</tr>
</tbody>
</table>


Base salary compensation by function
Where students have reported roles outside of Canada, all salary details have been converted to Canadian dollars.

<table>
<thead>
<tr>
<th>FUNCTION</th>
<th>% SHARE OF TOTAL REPORTED SALARIES</th>
<th>MIN $</th>
<th>MAX $</th>
<th>AVERAGE $</th>
<th>MEDIAN $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting/Corporate Strategy</td>
<td>64%</td>
<td>$50,000</td>
<td>$233,740</td>
<td>$148,332</td>
<td>$160,000</td>
</tr>
<tr>
<td>Finance</td>
<td>8%</td>
<td>$90,000</td>
<td>$130,000</td>
<td>$107,000</td>
<td>$102,500</td>
</tr>
<tr>
<td>Leadership Development/Rotational Program</td>
<td>12%</td>
<td>$92,000</td>
<td>$103,000</td>
<td>$98,000</td>
<td>$97,000</td>
</tr>
<tr>
<td>Other*</td>
<td>16%</td>
<td>$24,720</td>
<td>$165,000</td>
<td>$100,891</td>
<td>$95,500</td>
</tr>
</tbody>
</table>

* Other includes: Corporate Development, General Management, IT, Marketing, Operations/Logistics, Product Management, Research and Development, and Sales/Business Development.

Base salary compensation by geography
Where students have reported roles outside of Canada, all salary details have been converted to Canadian dollars.

<table>
<thead>
<tr>
<th>GEOGRAPHY</th>
<th>% SHARE OF TOTAL REPORTED SALARIES</th>
<th>MIN $</th>
<th>MAX $</th>
<th>AVERAGE $</th>
<th>MEDIAN $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Canada</td>
<td>88%</td>
<td>$70,000</td>
<td>$200,000</td>
<td>$129,243</td>
<td>$104,000</td>
</tr>
<tr>
<td>Calgary</td>
<td>5%</td>
<td>$125,000</td>
<td>$200,000</td>
<td>$181,250</td>
<td>$200,000</td>
</tr>
<tr>
<td>London</td>
<td>5%</td>
<td>$70,000</td>
<td>$95,000</td>
<td>$84,500</td>
<td>$86,500</td>
</tr>
<tr>
<td>Toronto</td>
<td>69%</td>
<td>$85,000</td>
<td>$200,000</td>
<td>$131,038</td>
<td>$103,000</td>
</tr>
<tr>
<td>Canada – Other*</td>
<td>9%</td>
<td>$85,021</td>
<td>$156,000</td>
<td>$111,503</td>
<td>$105,000</td>
</tr>
<tr>
<td>International*</td>
<td>12%</td>
<td>$24,720</td>
<td>$233,740</td>
<td>$146,690</td>
<td>$160,000</td>
</tr>
</tbody>
</table>

* Canada – Other includes: Halifax, Montreal, Drifta, Regina, Sarnia, Vancouver, and Victoria.
* International includes: Ecuador, France, United Arab Emirates, and United States.
Ivey Corporate Partners

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

Easton’s Group of Hotels
Fitness World Canada*
Ontario Lottery and Gaming - OLG
Pelmorex Media Inc.*
RANI Creative Collective
Skilz Inc.*
The Peak
Volley Club Montréal*
Winnipeg Trolley Company
Entertainment One
Four Seasons Hotels and Resorts
theScore

ENVIRONMENTAL SERVICES

Alberta Innovates
Anerca
Global Institute for Food Security
Taking Root
Tajan Technologies*
Carolinian Canada Coalition

FINANCIAL SERVICES

ACR Alpine Capital Research
Agentis Capital
AGF Investments
Alpha Group
American Express*
Antler
Archer Growth Partners
Area One Farms*
ATB Financial*
Atrium Mortgage Investment Corporation
Aviva Canada
Bank of America-Merrill Lynch (BofA)
Bank of Canada
Baseline Capital Group*
Battery Ventures
BCI*
BDC Capital
Birch Hill Equity Partners
Blackstone
BMO Financial Group*
Bonniefield
Broadpeak
Burgundy Asset Management Ltd.
Business Development Bank of Canada - BDC
Caldwell Securities
Callian Capital Group*
Cameron Stephens Mortgage Capital Ltd.
Canadian Association of Urban Financial Professionals (CAUFP)
Canadian Venture Capital & Private Equity Association (CVCAP)
Cantor Fitzgerald
Cap One*
CBRE Investment Management
Chou Associates Management Inc.*
CIBC*
Cidel Asset Management
Citi*
Clarvest Group Inc.
Clarit Strategic Advisors*
Clearchio (formerly Clearbank)*
ComCap LLC*
Connor, Clark & Lunn Financial Group
Cormark Securities Inc.
CPP Investments
Creative Destruction Lab*
Definity Financial
Desjardins Group
Deutsche Bank AG
Essex Lake Group*
Fairstone*
FarmLand LP
Fengate Asset Management
Fidelity Investments
Fintech Cadence
Forum Family Office GmbH
Frankel & Company*
Gazelle Capital
Georgia Partners*
Ginsler Wealth
Greenhill
GreenSky Capital Inc.
HDDP (Healthcare of Ontario Pension Plan)
H Marino Partners
Humber College*
Hydro One
InKinetics
Northland Power
Subterra Renewables*
Teck Resources Ltd.*

ENGINEERING

H.H. Angus & Associates Ltd.*
Spectra Engineering

ENERGY/RESOURCES

Algoma Power & Utilities Corp.*
Amp
Enercare
Imperial*
InEnergy*
Nexius Energy
BerQ RNG Inc.
Cenovus Energy
Enbridge Inc.
Hydro One
Kinetink
Northland Power
Subterra Renewables*
Teck Resources Ltd.*

FOOD SERVICE/RESTAURANT/FOOD PRODUCTION

R-LABS Canada Inc.
Rogue Insight Capital Ltd.
Scotiabank*
Signal Hill Equity Partners
Silver Point Capital, L.P.
Societe Generale
Sprott Capital Partners
Sprucegrove Investment Management Ltd.
Stillwater Capital
Stoneman Solutions
Sun Life Financial
Sustainability*
TD Bank Financial Group*
The Daniels Corporation
The Group Ventures
Travelers
Travep
Visa*
WAVE - Women’s Association of Venture & Equity
Welltower Inc.
Windsor Private Capital
World Bank Group*
Worldsource Wealth Management*
XPW Water Partners
Disruption Ventures
Hive
Invesco
Sagard Holdings
Setter Capital
Wells Fargo
Women in Capital Markets

FOOD SERVICE/RESTAURANT/FOOD PRODUCTION

Chick-fil-A*
Recipe Unlimited Corporation*
Restaurant Brands International*
The Butcher Shoppe

GOVERNMENT

City of Orleans
Export Development Canada*
Government of Canada
Infrastructure Ontario*
Ontario Government
( Ontario Public Service)

HEALTHCARE

Canadian Hospital Specialties Limited
Critical Care Services Ontario
eSight
GlaxoSmithKline (GSK)*
Ipsen*
Mandara Pharma
Medicne Canada, Corporation*
Mint Pharmaceuticals
Ontario Bioscience Innovation Organization
Ontario Health
PharmAIA Biotech Inc.
Quinte Health Care*
Siemens Healthineers
Smith-Nephew*
Wesler Corporation
Alexion Pharmaceuticals (AstraZeneca Rare Diseases

LAW AND LEGAL SERVICES

Goodmans LLP*
Harrison Pensia LLP*
McCarthy Tétrault

MANUFACTURING

AGI - Ag Growth International
Canada Tire
Cantrio
EMCO Corporation
IPEX Group of Companies
IRV Group
Martinrea International*
Miru Smart Technologies*
MW Canada
Nisnite Nanotech
Shimco
Skyjack
Toyota Tusho
Canada Inc.
### PUBLIC ADMINISTRATION/REGULATORY GROUPS
- Canadian Tax Foundation
- Higher Education Quality Council of Ontario (HEQCO)

### REAL ESTATE
- Bosa Properties
- Cadillac Fairview
- CentreCourt
- Colliers International*
- DCI Properties
- Dream Unlimited
- Edenshaw Developments Limited
- Great Gulf*
- Hines
- Mattamy Homes
- One Properties
- Republic Developments
- Sotheby’s International Realty Canada

### TECHNOLOGY
- 7shifts*
- Abersoft Inc.
- Acadium
- Ada
- ADP
- Advanced Analytics and Research Lab
- AirMatrix
- Alero (formerly Vision Critical)
- Alphavima Technologies Inc.
- Amazon*
- Appficiency Inc.
- ApplyBoard
- Bell Canada Enterprises*
- BFC Technologies
- Bitbuy
- Black Leopard Technology
- bid.ai
- BlockZero*
- BrainStation
- BuyProperly
- Canada Startup Company
- Canada’s Virtual Assistant
- Carfax Canada*
- Centric Software
- Ceridian
- CIRA*
- Circuit IQ
- Constellation Software Inc.
- Creospark
- Crypto Babes Club
- Databook*
- DoorDash*
- DotsLive
- ecobee
- Everest Group*
- Everybody Loves Languages | ELL Technologies
- EXAR Studios
- Flybits
- FlyEasy Software
- Freshbooks*
- FrontFundr
- G42*
- Geotab
- Green Apple Gives
- Hackworks
- Healthcard.ca
- HelloFresh*
- HomeOptions
- HRdownloads
- Info-Tech Research Group Inc.
- InTouchCX
- InvestorCOM
- Irwin
- Jiraftek Solutions
- Jokr
- Justo Brokerage
- Karrot
- Keepstrum
- KEV Group
- Kitchen Hub
- LBMX
- League
- LobobBerry
- LinkedIn
- Loblaw Digital
- Lynk*
- MacroXStudio
- MeasureUp
- Meesho*
- Mentum Group Inc.
- Micorad Computer Corp
- Microsoft*
- MochaChaser
- NestReady Inc.
- NetDynamic Consulting Inc.
- Newcromp Analytics
- Nexxt Intelligence - inca
- Orkestra SCS*
- PatSnap*
- Peggy
- Phoenix Health Canada
- Pivotree*
- Red Canari
- Rediron
- Replxt
- ResQ
- Rogers Communications
- RouteSwift
- Saiyo
- Salesforce.com*
- SAP Canada Inc.
- SBQuantum
- Shopify
- Skillhat
- Spinny*
- Spotify
- Square*
- StealthCo
- Taptap Send
- TELUS*
- The Better Navigation Company (BNC)
- The Bogo App
- The Lenbrook Group of Companies*
- TheAppLabb*
- TikTalk
- TikTok*
- TLT Network Inc. *
- TrackTik
- TripArc
- Triviar
- U-Rite
- Utradea
- Varicent Software*
- Vetster
- Visionary
- Volaris Group*
- We-Watch Corporation
- Wipro*
- Xenox
- YozrY
- AutoLeap
- Autzu
- Bell Canada Enterprises · Virgin Mobile
- Dell Technologies
- Disco
- Ecpia AI
- Google
- HealthHub - Patient Engagement Solutions
- IBM
- Information Services Corporation (ISC)
- KeyOps
- Lyra Technology Group
- Meta
- PartnerOne
- Perpetua
- RideCo On-Demand Transit
- Ripen
- S&P Global
- StarTech.com
- TechTO
- Toronto Product Management Association
- Untraceable
- Vidyard
- Xivity Inc.
- Talem AI

### THINK TANKS/POLICY INSTITUTE/RESEARCH INSTITUTE
- Canadian Nuclear Laboratories

### TRANSPORTATION/DISTRIBUTION/LOGISTICS
- TrueNorth
- Wabtec Corporation

### VETERINARY/ANIMAL HEALTH
- Kabo