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
Average base salary based on an 87 per cent salary reporting rate.

$21,294
Average signing bonus based on a 48 per cent reporting rate.

$148,478
Average total compensation (including base, signing bonus and other guaranteed compensation) based on an 87 per cent salary reporting rate.

89% 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%

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

### MBA 2023 passports represented

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

* Other includes: Argentina, Brazil, Ecuador, Egypt, European Union, Honduras, Hong Kong S.A.R., Italy, Malta, Mexico, Saint Kitts and Nevis, Sri Lanka, United Kingdom, United States

* Numbers may not add up to 100% due to rounding.
The image contains a map of North America highlighting the geographical distribution of accepted employment for the MBA Class of 2023. The map is color-coded to represent different regions:

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

The map visually represents the concentration of employment across these regions. The report also includes a pie chart showing the industry distribution 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.

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.
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.

Recruiting at the Ivey Business School

57 Companies with which our MBA students accepted employment

119 Companies that posted jobs to the MBA 2023 class

85% Students reported being satisfied with the job they accepted post-MBA, based on a 65 per cent reporting rate

13 Students returning to their former employer

96% Graduates who accepted an offer and made at least one career transition (change in industry, function, and/or geography)

6 Number of students pursuing entrepreneurship

72 per cent made at least two career transitions, and 42 per cent made three career transitions (change in industry, function, and/or geography)

57

“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

57% School-facilitated
- Career Management Posting 39%
- Networking (Alumni and Corporate Partners) 11%
- Alumni Referral 2%
- Classmate Referral 2%
- Resume Book/Resume Referral 2%
- Faculty Referral 1%

31% Graduate-facilitated
- Company Websites, External Job Boards/LinkedIn 13%
- Networking (Outside School) 8%
- Personal Network (Friends/Family) 6%
- Previous Employer (Before starting Ivey) 3%
- Third Party Sources (i.e., Executive Recruiters) 1%

Source of offer unknown or not reported: 12%

Function of accepted employment

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 Compensation</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 the degree, but also practical skills that I could immediately apply in my career.

Giustin MacLean, MBA '23
Associate, McKinsey and Company

What inspired you to pursue your MBA degree at Ivey?
Ivey’s Case-Method Learning 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 winning the first edition of the McGill-Desautels Negotiation Competition, together with my classmates, whom I’m blessed to call friends. Faced with challenging negotiations, I was able to draw upon the program’s emphasis on thinking creatively to propose a solution that both addressed the immediate concerns and created value for all parties involved. Winning the competition mirrored my success from the program, affirming the practicality and effectiveness of the skills cultivated during my MBA journey.

How did the Career Management team and your Ivey network help you in achieving your career goals?
The Career Management team were my cheerleaders from day one and helped me navigate formal recruiting processes—something I had not previously encountered in my career. When the recruiting process began, I was told that Ivey alumni have an unwritten rule to always find 15 minutes of their time to help someone from Ivey. I found this both true and invaluable, as many alumni helped me refine my resume, story, and case skills.

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.

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.

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.

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.
## 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 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, Drifts, 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.
MBA CLASS OF 2023

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

ENVIRONMENTAL SERVICES
Alberta Innovates
Anangela
Global Institute for Food Security
Taking Root
Trojan Technologies
Carolinian Canada Coalition

FINANCIAL SERVICES
ACR Alpine Capital Research
Agentis Capital
AGF Investments
Alpha Square 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 (CVCA)
Canter Fitzgerald
Capital One
CBRE Investment Management
Chou Associates Management Inc.
CIBC
Cidel Asset Management
Citi
Clairvest Group Inc.
Clarit Strategic Advisors
Clearco (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
Georgian Partners
Ginsler Wealth
Greenhill
GreenSky Capital Inc.
HOOPP (Healthcare of Ontario Pension Plan)
Kantar Fitzgerald
Koho
Korea Search Investment Partners
Koru
Lightheart Management Partners
Longview Asset Management Ltd.
Mackenzie Investments
Manulife Financial
Mao Partners
Mawer
Meronis Solutions
Morgan Stanley
Morrison Park Advisors
National Bank of Canada
Neuberger Berman
Ninepoint Partners LP
Northstar Capital Partners
OMERS
OneSixty Two Digital Capital
Ontario Teachers’ Pension Plan Board
Osprey Capital Partners Inc.
Oxford Properties Group & OMERS
Paradigm Capital
Peakhill Capital
Plenary
Polar Asset Management Partners
Position Ventures
President’s Choice Financial
Prospera Credit Union
RBC
Regenerative Capital Group
R-LABS Canada Inc.
Rogue Insight Capital Ltd.
Scotiabank
Signal Hill Equity Partners
Silver Point Capital, L.P.
Societe Generale
Sprout Capital Partners
Sprucegrove Investment Management Ltd.
Stillwater Capital
Sun Life Financial
Sustainalytics
TD Bank Financial Group
The Daniels Corporation
The Group Ventures
Travelers
Travest
VISA
WAVE - Women’s Association of Venture & Equity
Welltower Inc.
Windsor Private Capital
World Bank Group
Worldsource Wealth Management
XPV Water Partners
Disruption Ventures
Hive
Invesco
Sagard Holdings
Seth 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 Orillia
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
Medicine Canada, Corporation
Mint Pharmaceuticals
Ontario Bioscience Innovation Organization
Ontario Health
PharmAia Biotech Inc.
Quinte Health Care
Siemens Healthineers
Smith-Nephew
Wesley Corporation
Alevion Pharmaceuticals
(AstraZeneca Rare Diseases

LAW AND LEGAL SERVICES
Goodmans LLP
Harrison Pensal LLP
McCarthy Tétrault

MANUFACTURING
AGI - Ag Growth International
Canada Tire
Cantrio
EMCO Corporation
IPEX Group of Companies
IRVING Shipbuilding
Martinrea International
Miru Smart Technologies
MW Canada
Nineteen Nanotech
Shimco
Skyjack
Toyota Tsusho
Canada Inc.

MANUFACTURING
AGI - Ag Growth International
Canada Tire
Cantrio
EMCO Corporation
IPEX Group of Companies
IRVING Shipbuilding
Martinrea International
Miru Smart Technologies
MW Canada
Nineteen Nanotech
Shimco
Skyjack
Toyota Tsusho
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

RECRUITMENT SERVICES/EXECUTIVE SEARCH
Altis Recruitment
Corporate Consultants
David Aplin Group
Loberto & Associates
Lock Search Group
Seedstages
South End Partners

TECHNOLOGY
7shifts
Abersoft Inc.
Acadium
Ada
ADP
Advanced Analytics and Research Lab
AirMatrix
Alfa (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
Certidian
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
Getobt
Green Apple Gives
Hackworks
Healthcard.ca
HelloFresh
HomeOptions
HRdownloads
Info-Tech Research Group Inc.
InTouchCX
InvestorCOM
Irwin
Jiraftek Solutions
Jobify
Jokr
Justo Brokerage
Karrot
Kepstrum
KEV Group
Kitchen Hub
LBMX
League
LiboBerry
LinkedIn
Loblaws Digital
Lynk*
MacroXStudio
MeasureUp
Meesho*
Menturn Group Inc.
Microwaveware
Microsoft
Moonchaser
NestReady Inc.
NetDynamic Consulting Inc.
Newcorps Analytics
Nextx Intelligence - inca
Orkestra SCS
PatSnap
Peggy
Phoenix Health Canada
Pivotree
Red Canari
RedIron
Replit
ResQ
Rogers Communications
RouteSwift
Sairyo
Salesforce.com
SAP Canada Inc.
SBQuantum
Shopify
Skilhat
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
Trivial
U-Rite
Uhradea
Vancent Software
Vetster
Visionary
Volaris Group
We-Watch Corporation
Wipro*
Xerox
YayY
AutoLeap
Autzu
Bell Canada Enterprises
Bvin Mobile
Del Technologies
Disco
EcoUp
EcoUp
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
Xtivity Inc.
Talem AI

THINK TANKS/POLICY INSTITUTE/RESEARCH INSTITUTE
Canadian Nuclear Laboratories

TRANSPORTATION/DISTRIBUTION/LOGISTICS
TrueNorth
Wabtec Corporation

VETERINARY/ANIMAL HEALTH
Kabo