

2024-2025 HBA



EMPLOYMENT REPORT

Message from the Executive Director



I am pleased to share the HBA Class of 2024 and the HBA Class of 2025 employment report. Every recruiting cycle is different, and these classes faced an uncertain economy as they prepared for entry into full-time employment and summer internships. In the face of these challenges, we remained dedicated to offering personalized career support that provided the foundational knowledge, skills, and connections needed to navigate career transitions throughout their lives.

World-class support

Ivey HBAs are a talented group and their career journey is supported by a Career Management team that is doing more than ever to prepare students for internships, post-graduate employment needs, and long-term career success. Through one-on-one coaching and an innovative approach to career curriculum, we prepared Ivey students to take immediate and actionable steps associated with recruiting and gave them the tools they need to navigate their careers long after they leave Ivey.

Robust alumni and industry partnerships

Drawing on our nearly 34,000-member global Alumni base and our established and emerging relationships with corporate partners, we helped our students make the connections they needed to be successful in the marketplace. We are grateful to our recruiting partners in top organizations in accounting, financial services, consulting, retail, technology and many other industries for their active engagement with our students. Their participation in career exploration panels, coffee chats, preparatory workshops, networking events, and of course, hiring initiatives have been invaluable.

Success in a challenging market

Despite a challenging economic climate, Ivey students remained in high demand. 89 per cent of the Class of 2024 received at least one employment offer within three months of graduation, and this number rose to 99 per cent within six months of graduation. In addition, 94 per cent of the HBA 2025 class seeking summer internships received at least one job offer.

We take pride in the achievements of our HBA cohorts and the outcomes documented in this report. We extend our special thanks to our Alumni network and to our corporate partners for their ongoing support and confidence in the Ivey Business School.

All the best,

Kim Miller

Kim Miller
Executive Director, Career Management

Understanding the data

The Employment Report provides prospective HBA students with a snapshot of summer internship and post-graduation outcomes, helping them compare top programs, refine their school choices, and find the best fit.

While not all reports are created equal, their goal remains the same: to help prospective students understand where students and recent graduates have gone in their summer internship and post-HBA careers.



Offers and Reporting Rate

At the graduate level, the best schools adhere to a globally recognized standard for reporting employment outcomes, governed by the Career Services and Employer Alliance. While these reporting standards are not typically applied to undergraduate programs, we believe that our HBA Alumni and student employment outcomes are equally valuable to prospective students, and as such, we apply the same reporting principles to both our graduate and undergraduate employment reports.

We share the summer employment outcomes of our HBA1 class, as well as the full-time offer rate for our graduates at three-months post-graduation (September 20) and six months post-graduation. This excludes students returning to school, pursuing entrepreneurial opportunities, or not actively seeking employment. This approach provides a clearer picture of the post-HBA job search, acknowledging that while some graduates secure roles quickly, others take longer – but ultimately, our graduates are successful.



Salary

Salaries are reported both at an aggregate level for the class overall and broken down by industry, function, and geography. We recognize that each industry has unique demands and trade-offs, which are often reflected in compensation standards. By presenting salary data in this way, we aim to help you better assess what the students and graduates have self-reported as their compensation and, in some cases, make more informed decisions about which industries to pursue.



FULL-TIME

Class of 2024 at a glance

Overview

89% of those seeking, received at least one job offer three months post-graduation.

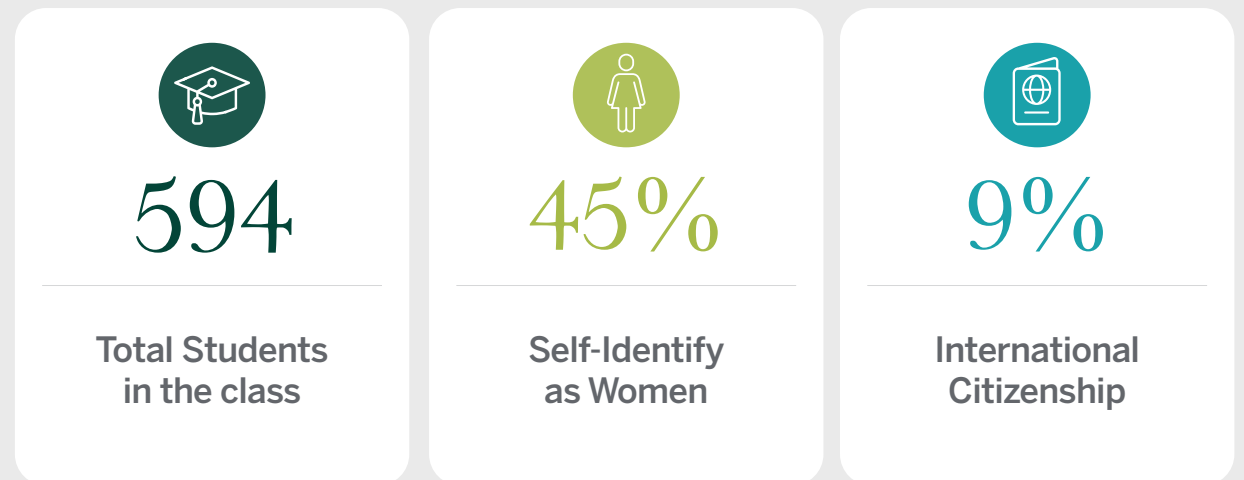
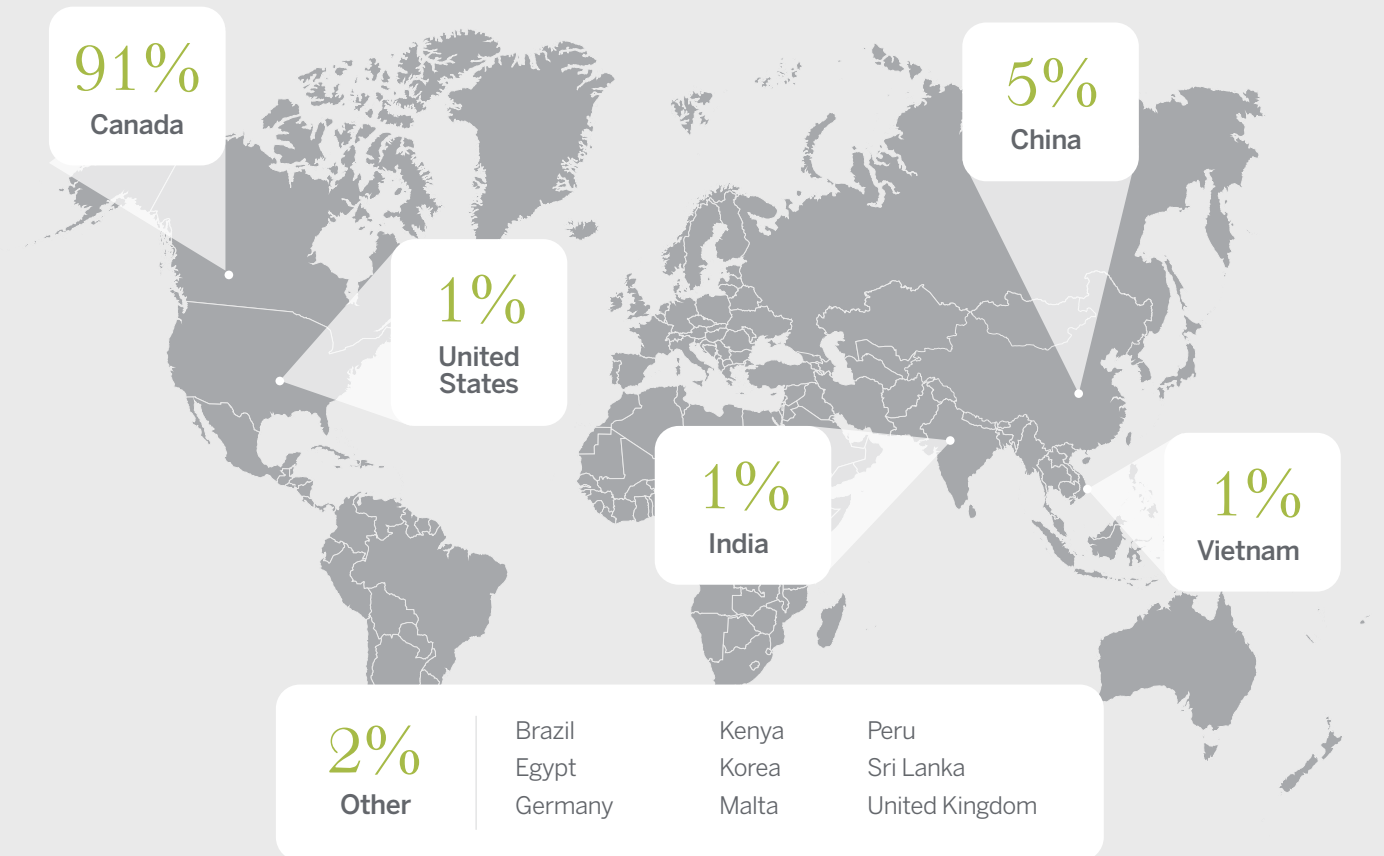
99% of those seeking, received at least one job offer six months post-graduation.

\$80,936 Average Base Salary.

\$9,799 Average Signing Bonus.

\$84,575 Average Total Compensation (Includes: base salary, signing bonus, and other guaranteed compensation).

HBA 2024 Passports Represented



Due to rounding, numbers presented throughout this report may not add up precisely to the totals indicated, as they are rounded to the nearest percent. All data, except where otherwise noted, is captured as of September 20, 2024.

Geography of Accepted Employment



Canada

77%

Toronto/GTA

5%

Other*

4%

Calgary

2%

London

2%

Vancouver

* Other: Barrie, Bath, Cambridge, Edmonton, Guelph, Halifax, Kelowna, Kitchener, Montreal, Ottawa, Sudbury, Victoria, Windsor, Winnipeg



USA

6%

New York

4%

Other*

* Other: Boston, Chicago, Los Angeles, Menlo Park, Palo Alto, Philadelphia, Redmond, San Francisco, Seattle, Stratham, Troy



International

1%

Other*

* Other: Bermuda, China, United Kingdom

Alumni Industry of Employment

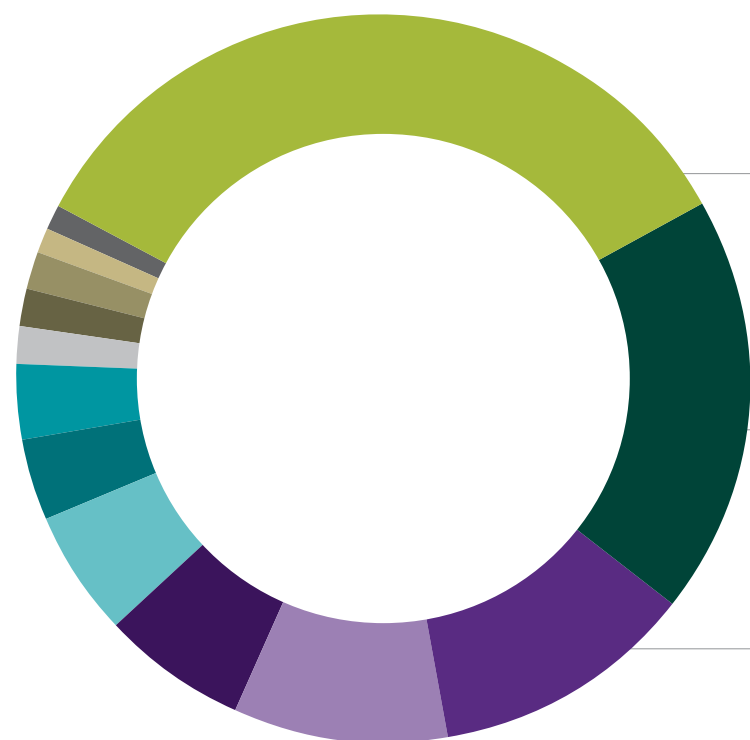


- Financial Services (30%)
- Consulting (14%)
- Technology (11%)
- Education (5%)
- Real Estate (4%)
- Wholesale/Retail (3%)
- Consumer Products (3%)
- Healthcare (3%)
- Manufacturing (2%)
- Law and Legal Services (2%)
- Marketing/PR/Advertising (2%)
- Government (2%)
- Other* (20%)

* Other: Aerospace, Automotives, Charities/Non-Profit, Construction, Distribution/Transport, Electricity/Gas/Water, Engineering, Entertainment, Environmental, Metals/Mining, Printing/Publishing/Media, Tourism/Leisure



Industry of Accepted Full-Time Employment



- Financial Services (34%)
- Consulting (19%)
- Technology (12%)
- Accounting/Audit/Tax (10%)
- Consumer Products (6%)
Beverages/Food, Household/Personal/Cosmetics, Alcohol (Wine, Spirits, Beers, etc.)
- Other* (6%)
- Law and Legal Services (4%)
- Real Estate (3%)
Commercial/Industrial, Investment Trust (REIT), Residential, Property Management
- Energy & Resources (2%)
Petroleum, Oil, Gas, Utility Services (Electric, Water, Hydro, etc.), Alternative Energy/Renewable Energy
- Entertainment (2%)
Sports & Sports Management, Arts & Media (Broadcast Media, Performing Arts, Production, Radio/TV/Film), Gambling & Casinos
- Advertising (1%)
Marketing Services, Ad Agencies, Communications, Public Relations
- Education (1%)
- Healthcare (1%)
Hospitals, Clinics, Healthcare Providers & Services, Biotechnology

* Other: Automotive, Charities/Non-Profit, Chemicals/Plastics, Constructions, Engineering, Food Service/Restaurant, Government, Holding Company, Manufacturing, Market Research, Retail, Transportation/Distribution/Logistics

Financial Services Breakdown



- Financial Services
Investment Banking, Private Equity/Venture Capital (12%)
- Financial Services (12%)
- Financial Services – Other* (10%)

* Other: Asset Management (Investment, Portfolio, Wealth), Business/Commercial Banking, Sales & Trading, Insurance, Corporate Banking, Risk

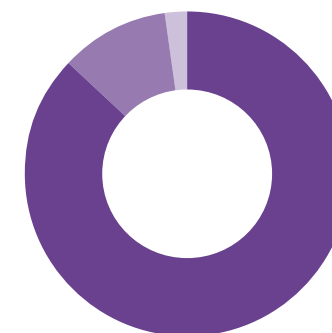
Consulting Breakdown



- Consulting (12%)
- Consulting – Other* (7%)

* Other: IT/Technology/Digital, Operations/Supply Chain, Financial Advisory, Risk, Healthcare/Pharma/Biotech, Human Capital

Technology Breakdown



- Technology
Computer Software and Services (10%)
- Technology
Information and Communication (Telecommunications) (1%)
- Technology
Hardware & Equipment (1%)

Function of Accepted Full-Time Employment

- Finance (27%)
- Consulting/Corporate Strategy (22%)
- Accounting (11%)
- Sales/Business Development (7%)
- Data Analytics (6%)
- Leadership Development/Rotational Program (5%)
- IT (4%)
- Law/Legal Services (4%)
- Marketing (3%)
- Operations/Logistics (3%)
- Project Management (2%)
- Other* (6%)



* **Other:** General Management, Human Resources, Research and Development

Full-Time Base Salary

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

| | % SHARE OF TOTAL REPORTED SALARIES | MIN \$ | MAX \$ | AVERAGE \$ | MEDIAN \$ |
|-------------------------------|------------------------------------|-----------------|------------------|-----------------|-----------------|
| Base Salary | 71% | \$30,000 | \$236,000 | \$80,936 | \$73,450 |
| Signing Bonus | 29% | \$1,000 | \$120,000 | \$9,799 | \$5,000 |
| Other Guaranteed Compensation | 11% | \$5,000 | \$148,000 | \$21,510 | \$10,000 |
| Total Compensation | 71% | \$30,000 | \$296,000 | \$84,575 | \$75,000 |

Salary data in this report is based on a 71 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, just over a quarter reported receiving a signing bonus.





Base Salary Compensation by Industry

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

| INDUSTRY | % SHARE OF TOTAL REPORTED SALARIES | MIN \$ | MAX \$ | AVERAGE \$ | MEDIAN \$ |
|---|------------------------------------|----------|-----------|------------|-----------|
| Financial Services (combined total) | 34% | | | | |
| Financial Services - Investment Banking | 11% | \$70,000 | \$164,194 | \$112,069 | \$100,000 |
| Financial Services | 9% | \$50,500 | \$213,000 | \$92,020 | \$80,000 |
| Financial Services - Asset Management | 5% | \$35,000 | \$110,000 | \$74,467 | \$78,000 |
| Financial Services - Business/Commercial Banking | 2% | \$65,000 | \$100,000 | \$75,000 | \$70,000 |
| Financial Services - Insurance, Risk | 2% | \$67,000 | \$95,930 | \$77,988 | \$75,000 |
| Financial Services - Private Equity/Venture Capital | 2% | \$43,680 | \$150,000 | \$92,713 | \$92,500 |
| Financial Services - Sales & Trading | 2% | \$50,000 | \$95,000 | \$85,000 | \$90,000 |
| Financial Services - Corporate Banking | 1% | \$80,000 | \$95,000 | \$90,000 | \$92,500 |
| Consulting (combined total) | 21% | | | | |
| Consulting | 14% | \$60,000 | \$152,000 | \$85,234 | \$80,000 |
| Consulting - Financial Advisory | 2% | \$61,000 | \$72,000 | \$65,800 | \$62,000 |
| Consulting - IT/Technology/Digital | 2% | \$50,000 | \$80,000 | \$67,429 | \$70,000 |
| Consulting - Operations/Supply Chain | 2% | \$70,000 | \$78,900 | \$74,317 | \$75,000 |
| Consulting - Other ¹ | 1% | \$66,000 | \$75,000 | \$70,333 | \$70,000 |

| INDUSTRY | % SHARE OF TOTAL REPORTED SALARIES | MIN \$ | MAX \$ | AVERAGE \$ | MEDIAN \$ |
|------------------------|------------------------------------|----------|-----------|------------|-----------|
| Accounting | 12% | \$53,000 | \$75,000 | \$60,861 | \$60,000 |
| Technology | 10% | \$45,000 | \$236,000 | \$96,903 | \$80,000 |
| Other ² | 8% | \$30,000 | \$87,000 | \$80,037 | \$71,000 |
| Consumer Products | 6% | \$45,760 | \$80,000 | \$67,673 | \$68,640 |
| Real Estate | 4% | \$50,000 | \$80,000 | \$65,909 | \$65,000 |
| Law and Legal Services | 2% | \$67,600 | \$109,200 | \$94,280 | \$98,800 |
| Entertainment | 2% | \$40,000 | \$65,000 | \$55,500 | \$60,000 |
| Education | 1% | \$30,000 | \$73,450 | \$58,070 | \$64,416 |

¹ **Consulting - Other:** Healthcare/Pharma/Biotech, Human Capital, Risk

² **Other:** Advertising (Marketing Services, Ad Agencies, Communications, Public Relations), Chemicals/Plastics, Construction, Engineering, Energy/Resources, Food Service/Restaurant/Food Production, Government, Healthcare, Holding Company, Manufacturing, Market Research, Retail, Transportation/Distribution/Logistics

Base Salary Compensation by Function

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

| FUNCTION | % SHARE OF TOTAL REPORTED SALARIES | MIN \$ | MAX \$ | AVERAGE \$ | MEDIAN \$ |
|---|------------------------------------|----------|-----------|------------|-----------|
| Finance | 29% | \$35,000 | \$170,000 | \$93,659 | \$95,000 |
| Consulting/ Corporate Strategy | 26% | \$50,000 | \$170,000 | \$80,511 | \$75,000 |
| Accounting | 13% | \$53,000 | \$67,000 | \$60,816 | \$60,000 |
| Leadership Development/ Rotational Program | 7% | \$45,760 | \$95,000 | \$69,935 | \$70,000 |
| Sales/Business Development | 7% | \$45,000 | \$105,000 | \$62,633 | \$60,000 |
| Marketing | 3% | \$30,000 | \$80,000 | \$61,145 | \$66,000 |
| Operations/Logistics | 3% | \$50,000 | \$87,000 | \$68,240 | \$69,250 |
| IT | 3% | \$60,000 | \$236,000 | \$136,775 | \$116,100 |
| Data Analytics | 2% | \$50,000 | \$104,000 | \$70,083 | \$65,000 |
| Law/Legal Services | 2% | \$67,600 | \$109,200 | \$91,197 | \$97,900 |
| Other* | 5% | \$30,000 | \$190,000 | \$91,162 | \$70,000 |

* Other: General Management, Project Management, Research and Development

Base Salary Compensation by Geography

All salary details are represented in Canadian dollars.

| GEOGRAPHY | % SHARE OF TOTAL REPORTED SALARIES | MIN \$ | MAX \$ | AVERAGE \$ | MEDIAN \$ |
|----------------------|------------------------------------|-----------|-----------|------------|-----------|
| CANADA | | | | | |
| Toronto/GTA | 79% | \$30,000 | \$129,000 | \$75,148 | \$70,000 |
| Calgary | 3% | \$50,000 | \$120,000 | \$84,600 | \$76,500 |
| Vancouver | 2% | \$35,000 | \$113,800 | \$65,580 | \$60,500 |
| London | 2% | \$30,000 | \$80,000 | \$60,639 | \$64,416 |
| Other ¹ | 5% | \$45,760 | \$95,000 | \$67,240 | \$68,800 |
| UNITED STATES | | | | | |
| New York | 4% | \$110,000 | \$213,000 | \$160,015 | \$162,000 |
| Other ² | 4% | \$61,006 | \$236,000 | \$142,582 | \$150,000 |

¹ Other: Barrie, Bath, Edmonton, Guelph, Halifax, Kelowna, Kitchener, Montreal, Ottawa, Victoria, Windsor

² Other: Boston, Chicago, Los Angeles, Menlo Park, Miami, Philadelphia, Redmond, Seattle, Stratham





FULL-TIME

HBA ALUMNI SPOTLIGHT



BASIL SUBHANI

Sustainability & Climate Change Consultant,

DELOITTE.

HBA '24

Imposter syndrome is a common feeling among undergraduate students. How did your Ivey experience give you the confidence to feel like you belong?

Like many of my classmates, as I prepared to come to Ivey, I had a feeling that I was an imposter, wondering if I truly belonged. This feeling led to a bit of burnout as I often prioritized school over many other important things in life. This quickly changed as I began to meet new people. I realized we were all in the same boat. I realized that I did belong, and that Ivey is incredibly welcoming. This camaraderie is what helped cure my imposter syndrome. Thanks to the support I received at Ivey, including the strong network I built during HBA1, I secured my internship at Deloitte's Sustainability & Climate Practice, where I am currently working full-time.

Why did you decide to come to Ivey? What were you hoping to get out of the program?

I had heard great things about the program and the opportunities it offers, and also because of the emphasis on teaching through diverse methods that emphasizes collaboration and critical thinking. The concept of learning through cases, as opposed to traditional lectures, really sparked my interest, and made me passionate about attending. My hopes have been more than fulfilled. I came looking for a new perspective on learning practical

content, to build confidence both in my daily life and within class settings, and to learn how to effectively leverage professional networking while staying true to my social personality. Ivey allowed me to do all these things, and more.

How has your experience been enhanced by your classmates and the Ivey alumni network?

My experience was significantly enriched by my peers in both HBA1 and HBA2. I firmly believe that the value of any place lies in the people who inhabit it, and Ivey is no exception. The students and alumni I've met at Ivey come from diverse backgrounds and experiences, and they all shared a common passion for learning at the highest level. This created a close-knit, supportive community that fostered collaboration and a shared purpose, both in and out of the classroom. The culture at Ivey is foundational, and it contributed to making my experience truly exceptional.

Has your experience at Ivey surpassed your expectations?

And then some. I only wish it lasted longer! The staff, Career Management (CM), and profs and even the cafeteria team, were all incredible and fostered a strong sense of belonging and community. The unique learning approach was both engaging and stimulating. The opportunities for collaboration, creativity, and teamwork made it feel less like an academic obligation and more like an exciting learning opportunity. The diverse people I met here are connections I'll keep for years to come. It's truly remarkable how such a varied student body can feel so united. In the context of a university, Ivey Business School stands out as exceptionally unique in all the best ways.



FULL-TIME

HBA ALUMNI SPOTLIGHT



ASHLAN BERGER

Analyst, Finance,

TIM HORTONS CANADA

HBA '24

Why did you decide to come to Ivey? What were you hoping to get out of the program?

After high school, I was sure I wanted to attend business school. Ivey's case-based method and the opportunity to learn in sections was intriguing to me because it fostered peer-to-peer learning. Each case that Ivey offers can be solved in a variety of ways, so I saw it as a perfect opportunity to hone my critical thinking skills. I was also hoping to learn about certain areas of business that took me out of my comfort zone. Because Ivey selects your courses in HBA1 I was able to take courses and learn about topics that I would have likely not chosen myself. I wanted to gain the toolkit of skills needed to be a strong, empowering, and ethical business leader as I progress through my career. Ivey's purpose and values were perfectly in line with this vision.

How has your experience been enhanced by your classmates and the Ivey alumni network?

It's been largely shaped by my peers. My section mates became great resources for studying, case prepping, and sharing industry expertise based on their prior work experiences. Because Ivey values diversity of thought, many of my peers came from very diverse backgrounds and that showed me multiple ways of approaching problems. The Ivey Alumni Network is another amazing benefit

of the program. Every alumnus I have reached out to has been eager to speak with me. This was crucial in helping me understand whether I envision myself in certain industries or with certain employers.

Career Management (CM) is a key to Ivey graduate success. How involved were they in helping you land a job/new role?

They were pivotal in landing my current job. From the first day of HBA1 till the end of the program, they taught me how to leverage my strengths to future employers and focus my career aspirations. They were able to help me select a group of employers that I wanted to focus my efforts on based on my strengths, skillsets, and interests. From there, they helped revise my resume and cover letter on an as needed basis. The way CM held mock interviews with me based on both behavioural-based and case-based interview questions was probably the most valuable and was integral in landing my current role. They also helped answer any questions I had regarding my work contract and helped come up with possible solutions to any terms I was not clear on. Overall, I really can't say enough good things about Career Management and I know many of my peers feel the same way.



FULL-TIME

HBA ALUMNI SPOTLIGHT



JOHN CAMERON

Associate,

THE D. E. SHAW GROUP

HBA '24

What led you to Ivey and what internship role did you have for the summer?

I still recall the intimidation of the university application process. At that time, I lacked the necessary context to confidently decide on my career path. My focus was selecting a program that would provide me with a broad and diverse skillset. My guidance counselor recommended I consider Ivey, specifically their dual-degree program. I was immediately excited to apply, eventually accepting an offer to study in Western's Engineering department with the goal of completing a dual degree with the Ivey HBA. While at Western, I explored my interests in technology and business that led to an internship at the Boston Consulting Group. Next, I landed at the The D. E. Shaw Group, a New York-based global investment and technology development firm where I am now.

How has your experience been enhanced by your classmates and the Ivey alumni network?

It's hard to overstate how my experience at Ivey was positively shaped by my peers. Even before joining the HBA program, I appreciated the willingness of upper-year students to share

their personal experiences, as this was instrumental in shaping my own career vision. Having graduated earlier in the year and moved to New York, I'm grateful for the community of alumni here in the city, whom I've been able to lean on for advice and insight, particularly as it pertains to transitioning into the workforce full-time.

Has your experience at Ivey surpassed your expectations?

Without a doubt. I entered the program seeking a skillset that would prepare me for a career in a world that is constantly changing. I left having fostered skills that apply across the 150+ different cases that we worked with and analyzed, spanning every major industry and geography. But I think that the most important thing I gained was a vast network of peers, which now includes some of my closest friends. These relationships will last throughout my professional and personal life.

Recruiting at the Ivey Business School

Ivey is pleased to provide world-class career management designed to help you define the impact you want to make in your career. Our team works with you to develop tactical skills for the recruiting process, while also focusing on your long-term career success. We are also focused on helping to ensure that you will be happy in your work and equipping you with the skills to navigate your career over the long term. Leveraging Ivey's supportive alumni network and our relationships with leading employers in diverse industries, our team also creates meaningful opportunities for engagement and professional growth.



229

Companies that posted jobs to the class

222

Companies our 2024 students accepted employment with

25

Industries our graduates accepted work in

30%

HBA students who pursued dual degrees

3

Number of students pursuing entrepreneurship

28%

HBAs returning to their summer internship employer

304

Employer Events

153

Firms Engaged in HBA Full-Time Events



HBA EMPLOYER SPOTLIGHT



MELANIE AYER

Senior Manager –
Campus Recruitment

IGM FINANCIAL

What skills or qualities do you most value in Ivey HBA students? What distinguishes Ivey HBA graduates or interns from those of other business schools/programs?

Ivey HBA students are trained to think critically and analyze complex financial data. Their rigorous coursework and case-based learning approach ensure they can tackle real-world financial challenges effectively. Ivey places a strong emphasis on developing leadership qualities and teamwork skills. Graduates are not only capable of leading projects but also excel in collaborative environments, making them really valuable in team-oriented situations.

What inspired your organization to partner with Ivey for HBA recruitment? How have you found the experience?

It's been exceptionally positive. Ivey's Career Management team has helped us build our unique brand with students and educating them on the group of companies under IGM Financial, Mackenzie Investments and IG Wealth Management. They have been incredibly helpful in organizing recruitment events that align with our priorities, including our focus on increasing the number of women in asset management through attracting and educating them about the opportunities that exist within our industry. We've also developed an IGM Financial scholarship with Ivey for female students and have built a robust relationship with Mackenzie Investments and the Ivey Women in Asset Management program.

What would you say to other organizations considering hiring Ivey HBA students?

These students possess a remarkable combination of analytical abilities, leadership skills, and practical experience, making them exceptionally well-equipped for the professional world. Their academic training is rigorous, enabling them to approach complex problems

strategically, analyze data effectively, and devise innovative solutions. Further, Ivey's focus on leadership and teamwork ensures that graduates can thrive in collaborative settings, adding significant value to any team.

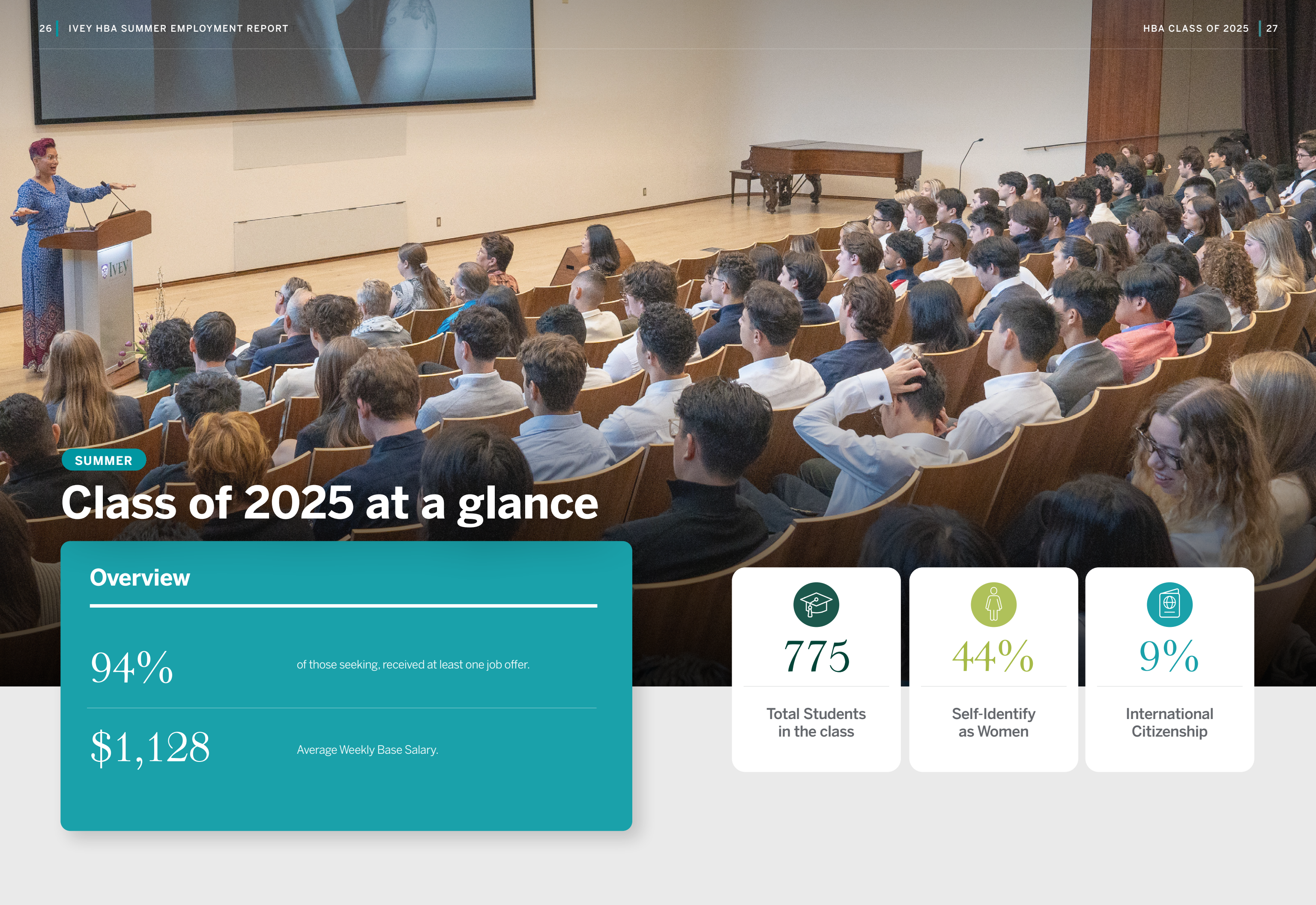
How does your organization prioritize talent development, and how do Ivey graduates fit into that vision?

We recognize that nurturing and developing our people is key to our long-term success. We support a range of internship learning opportunities that provide students with hands-on experience and exposure to real-world challenges. These internships are not only valuable learning experiences but also serve as a critical pipeline for entry-level positions within our organization. Ivey graduates fit seamlessly into this vision. By partnering with top-tier institutions like Ivey Business School, we ensure that we are attracting some of the brightest and most promising talent.

What advice would you give to current or prospective HBA students preparing to enter the workforce?

Entering the workforce is an exciting milestone. As you prepare, leverage the strong network you've built at Ivey. Connect with alumni, professors, and peers for guidance and opportunities. Spend time networking with organizations to learn about their cultures, vision, and opportunities. Ivey offers many chances to meet professionals and explore various industries. Stay curious and committed to continuous learning and highlight the unique skills and experiences you've gained at Ivey in your interviews and resume. I'd also suggest you be open to new experiences and adaptable to different work environments. Internships are a great way to gain industry experience, so embrace learning and trying new things. While technical skills are important, don't underestimate the value of communication, teamwork, and problem-solving. Remember, career growth takes time. So be patient and focus on building a solid foundation. By leveraging your Ivey education and continuously developing your skills, you'll be well-prepared to make a meaningful impact in your chosen field.





SUMMER

Class of 2025 at a glance

Overview

94%

of those seeking, received at least one job offer.

\$1,128

Average Weekly Base Salary.



775

Total Students
in the class



44%

Self-Identify
as Women



9%

International
Citizenship

Geography of Accepted Summer Employment



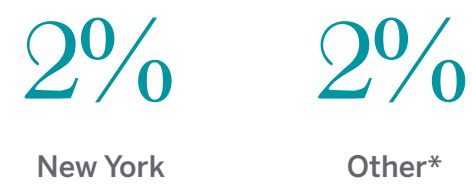
Canada



* Other: Algonquin Highlands, Aurora, Barrie, Bolton, Burnaby, Burlington, Edmonton, Guelph, Halifax, Hantsport, Kincardine, Kingston, Kirkland, Montreal, Newmarket, Ottawa, Pitt Meadows, Port Carling, Putnam, Saint John, Saskatoon, Schomberg, St. Thomas, Sudbury, Victoria, Whitby, Winnipeg



USA



* Other: Boca Raton, Chicago, Los Altos, Madison, Miami, Mountain View, San Francisco, Washington



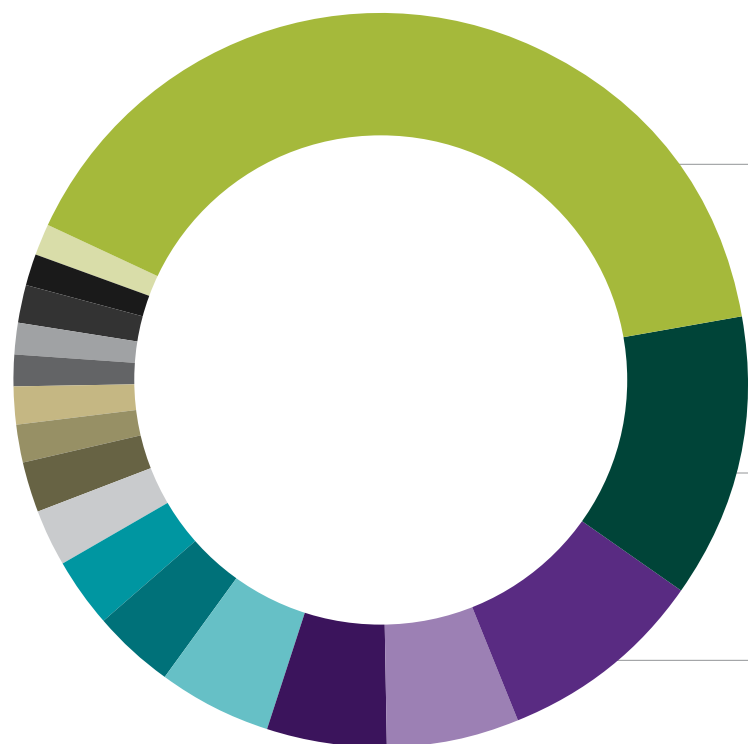
International



* Other: British Virgin Islands, China, Cote d'Ivoire, Egypt, Germany, Hong Kong S.A.R., Netherlands, South Korea, Sweden, Tanzania, United Kingdom



Industry of Accepted Summer Employment



- Financial Services (40%)
- Consulting (13%)
- Technology (9%)
- Accounting/Audit/Tax (6%)
- Real Estate (5%)
Commercial/Industrial, Investment Trust (REIT), Property Management, Residential
- Consumer Products (5%)
Beverages/Food, Household/Personal/Cosmetics, Alcohol (Wine, Spirits, Beers, etc.), Tobacco, Apparel/Textiles/Fashion
- Other* (4%)
- Entertainment (3%)
Sports & Sports Management, Travel/Tourism/Accommodations, Leisure/Recreation, Arts & Media (Broadcast Media, Performing Arts, Production, Radio/TV/Film), Museums, Music
- Healthcare (3%)
Hospitals, Clinics, Healthcare Providers & Services, Medical Devices and Equipment, Biotechnology, Pharmaceuticals
- Retail (2%)
- Education (2%)
- Advertising (2%)
Marketing Services, Ad Agencies, Communications, Public Relations
- Government (2%)
- Energy & Resources (2%)
Utility Services (Electric, Water, Hydro, etc.), Petroleum, Oil, Gas, Alternative Energy/Renewable Energy, Metals & Mining
- Charities/Non-Profit (2%)
- Manufacturing (2%)
- Food Service/Restaurant (1%)

*Other: Transportation/Distribution/Logistics, Law and Legal Services, Market Research, Think Tanks/Policy Institute/Research Institute, Automotive, Consumer Services, Construction, Public Administration/Regulatory Group, Agriculture/Agribusiness, Engineering - Engineering Services, Wholesale Trade, Aerospace (Space Exploration, Satellite Communications, Commercial Space, Drones, Airlines/Aviation)

Financial Services Breakdown



- Financial Services (15%)
- Financial Services Asset Management (Investment, Portfolio, Wealth) (6%)
- Financial Services Investment Banking (6%)
- Financial Services Private Equity/Venture Capital/Capital Markets (6%)
- Financial Services Business/Commercial Banking, Insurance, Sales & Trading (5%)
- Financial Services Other* (2%)

*Other: Corporate Banking, Risk, Equity Research

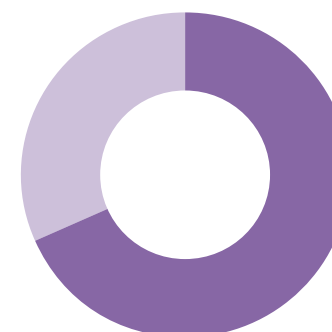
Consulting Breakdown



- Consulting (7%)
- Consulting Financial Advisory (2%)
- Consulting IT/Technology/Digital (2%)
- Consulting Other* (2%)

*Other: Risk, Human Capital, Operations/Supply Chain

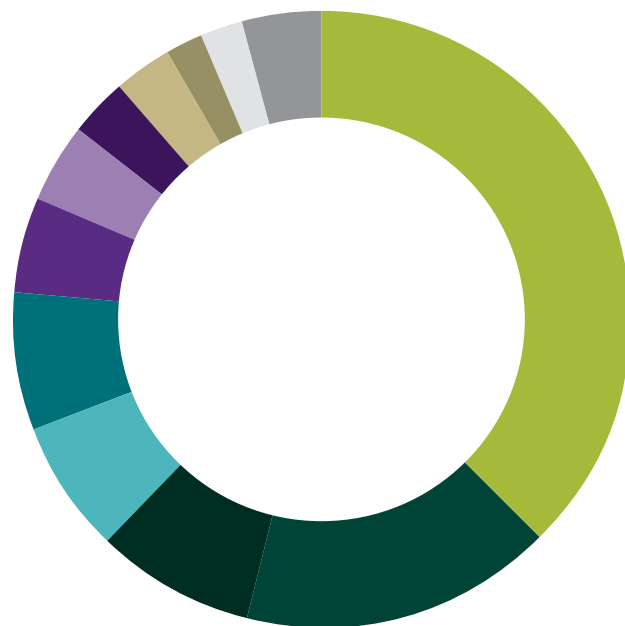
Technology Breakdown



- Technology Computer Software and Services (6%)
- Technology Information and Communication (Telecommunications) (3%)

Function of Accepted Summer Employment

- Finance (37%)
- Consulting/Corporate Strategy (16%)
- Accounting (8%)
- Sales/Business Development (7%)
- Marketing (7%)
- Operations/Logistics (5%)
- Data Analytics (4%)
- Research and Development (3%)
- Product Management (3%)
- IT (2%)
- Project Management (2%)
- Other* (4%)



* **Other:** General Management, Human Resources, Law/Legal Services, Leadership Development/Rotational Program

Summer Base Salary

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

| REPORTING RATE | MIN \$ | MAX \$ | AVERAGE \$ | MEDIAN \$ |
|----------------|--------|---------|------------|-----------|
| 80% | \$200 | \$3,635 | \$1,128 | \$1,000 |





Summer Base Salary Compensation by Industry

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

| INDUSTRY | % SHARE OF TOTAL REPORTED SALARIES | MIN \$ | MAX \$ | AVERAGE \$ | MEDIAN \$ | INDUSTRY | % SHARE OF TOTAL REPORTED SALARIES | MIN \$ | MAX \$ | AVERAGE \$ | MEDIAN \$ |
|---|------------------------------------|---------|---------|------------|-----------|---|------------------------------------|--------|---------|------------|-----------|
| Financial Services (combined total) | 40% | | | | | Technology (combined total) | 9% | | | | |
| Financial Services | 12% | \$238 | \$3,635 | \$1,085 | \$1,000 | Technology - Information and Communication (Telecommunications) | 3% | \$750 | \$1,200 | \$971 | \$1,000 |
| Financial Services - Asset Management | 7% | \$250 | \$2,039 | \$1,119 | \$1,010 | Technology - Computer Software and Services | 6% | \$625 | \$2,720 | \$1,171 | \$1,048 |
| Financial Services - Investment Banking | 6% | \$200 | \$3,425 | \$2,016 | \$1,923 | Accounting | 7% | \$719 | \$2,042 | \$1,035 | \$1,032 |
| Financial Services - Private Equity/Venture Capital | 4% | \$438 | \$3,105 | \$1,252 | \$1,200 | Real Estate | 5% | \$750 | \$1,217 | \$942 | \$938 |
| Financial Services - Business/Commercial Banking | 2% | \$769 | \$2,019 | \$1,196 | \$1,066 | Consumer Products | 5% | \$550 | \$1,154 | \$909 | \$900 |
| Financial Services - Insurance | 2% | \$720 | \$1,428 | \$959 | \$1,317 | Entertainment | 3% | \$269 | \$1,100 | \$742 | \$820 |
| Financial Services - Sales & Trading | 2% | \$1,000 | \$2,308 | \$1,765 | \$1,827 | Healthcare | 3% | \$800 | \$1,200 | \$935 | \$900 |
| Financial Services - Capital Markets | 2% | \$900 | \$1,923 | \$1,555 | \$1,731 | Retail | 2% | \$925 | \$1,200 | \$1,042 | \$1,026 |
| Financial Services - Corporate Banking | 1% | \$962 | \$1,731 | \$1,298 | \$1,154 | Government | 2% | \$827 | \$1,086 | \$935 | \$921 |
| Financial Services - Equity Research | 1% | \$885 | \$2,019 | \$1,385 | \$1,317 | Charities/Non-Profit | 1% | \$617 | \$880 | \$752 | \$800 |
| Financial Services - Risk | 1% | \$806 | \$1,138 | \$1,022 | \$1,071 | Advertising | 1% | \$662 | \$1,375 | \$974 | \$870 |
| Consulting (combined total) | 14% | | | | | Energy/Resources | 1% | \$749 | \$1,400 | \$1,020 | \$960 |
| Consulting | 9% | \$788 | \$2,063 | \$1,287 | \$1,183 | Food Service/Restaurant/Food Production | 1% | \$720 | \$1,000 | \$856 | \$853 |
| Consulting - Financial Advisory | 2% | \$875 | \$1,269 | \$1,119 | \$1,110 | Education | 1% | \$625 | \$1,000 | \$804 | \$769 |
| Consulting - IT/Technology/Digital | 2% | \$1,080 | \$1,200 | \$1,118 | \$1,120 | Manufacturing | 1% | \$800 | \$1,090 | \$946 | \$960 |
| Consulting - Other ¹ | 1% | \$320 | \$1,400 | \$1,037 | \$1,120 | Other ² | 4% | \$625 | \$1,250 | \$840 | \$840 |

¹ Consulting - Other: Human Capital, Operations/Supply Chain/Risk

² Other: Aerospace (Space Exploration, Satellite Communications, Commercial Space, Drones, Airlines/Aviation), Agriculture/Agribusiness, Automotive, Construction, Engineering, Environmental Services, Law and Legal Services, Market Research, Public Administration/Regulatory Groups, Think Tanks/Policy Institute/Research Institute, Transportation/Distribution/Logistics, Wholesale Trade

Summer Base Salary Compensation by Function

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

| FUNCTION | % SHARE OF TOTAL REPORTED SALARIES | MIN \$ | MAX \$ | AVERAGE \$ | MEDIAN \$ |
|-----------------------------------|------------------------------------|--------|---------|------------|-----------|
| Finance | 35% | \$200 | \$3,635 | \$1,325 | \$1,120 |
| Consulting/ Corporate Strategy | 17% | \$320 | \$2,063 | \$1,171 | \$1,125 |
| Accounting | 9% | \$719 | \$2,042 | \$998 | \$1,000 |
| Marketing | 7% | \$238 | \$1,154 | \$868 | \$900 |
| Sales/Business Development | 6% | \$550 | \$2,039 | \$972 | \$920 |
| Operations/Logistics | 5% | \$630 | \$1,875 | \$946 | \$900 |
| Data Analytics | 4% | \$724 | \$1,469 | \$970 | \$920 |
| Research & Development | 3% | \$438 | \$1,635 | \$881 | \$769 |
| Product Management | 3% | \$920 | \$2,720 | \$1,291 | \$1,120 |
| Project Management | 3% | \$269 | \$1,080 | \$815 | \$800 |
| IT | 2% | \$625 | \$2,025 | \$1,150 | \$1,085 |
| General Management | 1% | \$269 | \$1,200 | \$844 | \$840 |
| Other* | 3% | \$665 | \$1,720 | \$1,009 | \$913 |

* Other: Human Resources, Law/Legal Services, Leadership Development/Rotational Program

Summer Base Salary Compensation by Geography

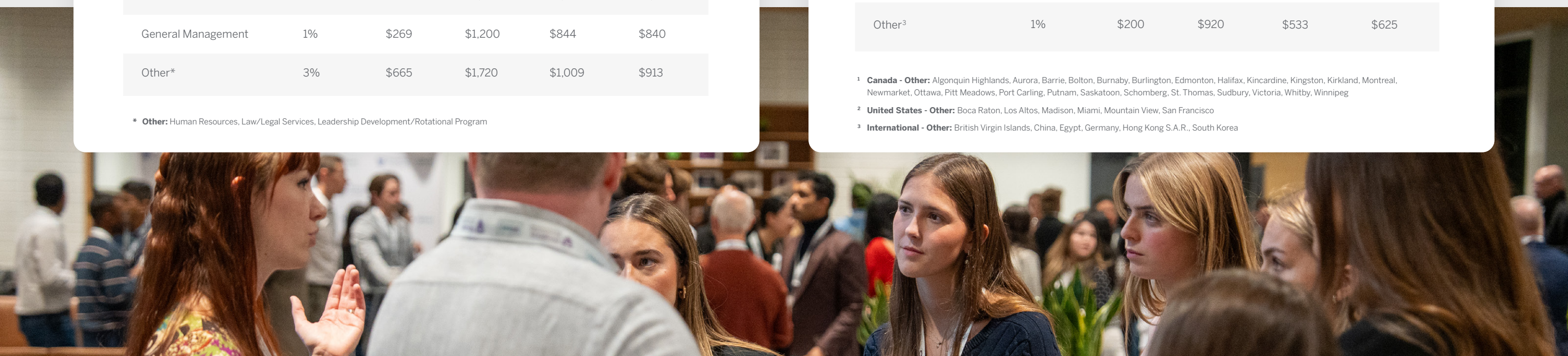
All salary details are represented in Canadian dollars.

| GEOGRAPHY | % SHARE OF TOTAL REPORTED SALARIES | MIN \$ | MAX \$ | AVERAGE \$ | MEDIAN \$ |
|----------------------|------------------------------------|---------|---------|------------|-----------|
| CANADA | | | | | |
| Toronto/GTA | 77% | \$238 | \$2,595 | \$1,117 | \$1,038 |
| London | 5% | \$269 | \$1,100 | \$820 | \$820 |
| Vancouver | 3% | \$750 | \$2,025 | \$1,028 | \$962 |
| Calgary | 3% | \$900 | \$1,923 | \$1,247 | \$1,086 |
| Other ¹ | 7% | \$269 | \$1,400 | \$928 | \$964 |
| UNITED STATES | | | | | |
| New York | 2% | \$2,042 | \$3,635 | \$2,814 | \$2,836 |
| Other ² | 2% | \$1,080 | \$3,425 | \$2,346 | \$2,400 |
| INTERNATIONAL | | | | | |
| Other ³ | 1% | \$200 | \$920 | \$533 | \$625 |

¹ **Canada - Other:** Algonquin Highlands, Aurora, Barrie, Bolton, Burnaby, Burlington, Edmonton, Halifax, Kincardine, Kingston, Kirkland, Montreal, Newmarket, Ottawa, Pitt Meadows, Port Carling, Putnam, Saskatoon, Schomberg, St. Thomas, Sudbury, Victoria, Whitby, Winnipeg

² **United States - Other:** Boca Raton, Los Altos, Madison, Miami, Mountain View, San Francisco

³ **International - Other:** British Virgin Islands, China, Egypt, Germany, Hong Kong S.A.R., South Korea



HBA 2025 summer employment at a glance



242

Companies that posted jobs to the class

343

Companies our 2025 students accepted employment with

32

Industries our graduates accepted work in

19

Functions our graduates accepted work in

8

Number of students pursuing entrepreneurship

226*

Employer Events

* 98 of the 226 were exclusive to Ivey

122

Firms Engaged in HBA Summer Events



SUMMER

HBA STUDENT SPOTLIGHT



**TROY
CHRISTODOULOU**

HBA '25

Why did you decide to come to Ivey?

I first learned about Ivey during my senior year of high school through my cousin, an MSc graduate, who loved his experiences. He told me about Ivey's case-based learning, strong alumni network, and vast resources available to students and I was sold. My main goal was to land a top-tier job, but my time at Ivey also gave me so much more than just career success. I've gained a network of peers who push me to grow professionally and personally, and I've experienced transformative moments in and out of the classroom that will stay with me for life. Every case discussion feels like a journey, with classmates contributing unique insights that consistently enhance my understanding and broaden my perspective.

How has your experience been enhanced by your classmates and the Ivey alumni network?

Ivey's collaborative culture is truly unique. It feels like a team culture. My classmates have been a key part of my learning journey, often hosting review sessions and sharing resources to ensure group success. This sense of community is also very real with alumni, who always share their experiences that have

helped me shape my career path. Their openness to help has inspired me to pay it forward and remain an active member of the alumni network in the future.

How valuable is Ivey's Career Management team and how did they help you land your internship role?

Once I identified my career goals, Career Management helped me reach them. Whether it was drafting a resume, tailoring a cover letter, or exploring new opportunities, this targeted approach helped me put my goals into action. While I ultimately secured my internship through a classmate referral—a testament to the tight-knit HBA community—I also saw significant improvements in my application success rate by applying Career Management's strategies.



SUMMER

HBA STUDENT SPOTLIGHT



**MICHAELA
DOMINGUES**

HBA '25

Why did you decide to come to Ivey?

In high school, Ivey was always my dream school. I had heard incredible things about the program and the success of its graduates. I believed it was the best place to grow into a well-rounded business leader. During my second year at Western, after completing two years in the BMOS program, I discovered my love for the case-based method of learning. It challenged me to think critically and apply concepts to practical, real-world scenarios. For me, standout experiences have included the New Venture Project, Leadership Under Fire, and The Performing Leader. These courses challenge you by placing you in high-pressure scenarios and real-world situations that test your abilities and decision-making. The emphasis on real-world decision-making, teamwork, and critical thinking through learning teams and group activities was exactly what I was looking for in a business education.

How integral was Career Management (CM) in landing your internship?

CM has been amazing. In-person meetings with coaches and their online portal filled with valuable tools and resources is a vital resource that helped me land my internship. They worked with me to refine my resume and cover

letter, and their support with interview preparation was invaluable—they helped me craft strong answers to anticipated questions. I met with CM throughout each stage of the interview process. Their online resources have been fantastic, too, allowing me to further polish my materials and approach. Their ongoing support has been instrumental in my professional growth and success.

What's been the highlight of your Ivey HBA so far?

I've absolutely loved my Ivey HBA experience so far and wouldn't trade it for anything. I've met incredible people, gained valuable knowledge, and been part of unforgettable moments that have defined my journey. A highlight has been the opportunity to get involved in the school community. I'm also excited to broaden my horizons with a semester abroad this winter at ESSEC Business School in France. This opportunity will allow me to deepen my business knowledge from a global perspective, expand my international network, and gain invaluable experiences that will further enrich my personal and professional journey.



SUMMER

HBA STUDENT SPOTLIGHT



JOEY LISSER

HBA '25

How did your journey to Ivey begin?

I grew up in Toronto and have always been fascinated by entrepreneurship. In high school, I co-founded and grew an entrepreneurship club that ran a laundry business for school uniforms. When considering my next steps, I learned about Ivey's strong reputation and high-achieving graduates, which made it my top choice.

What internship role did you have for the summer?

I interned as a Strategy and Growth Analyst at Arteria AI, one of the world's most promising AI companies. I expanded my skills in various ways, including developing a perspective on the future of AI in financial services, taking a leadership role in workshops at the company's annual leadership retreat, and helping launch a new product. A highlight was collaborating closely with CEO Shelby Austin, one of Canada's leading AI experts.

How has your experience been enhanced by your classmates and the Ivey alumni network?

The Ivey alumni network is incredible. Alumni have been generous with their time, offering career advice and delivering guest lectures that bring class material to life. As part of the Ivey curriculum, I've also had the chance to interview successful alumni from some of Canada's largest companies, further enriching my learning. Overall, the network is strong, especially among younger alumni. I'm also grateful for my classmates, who are always willing to help with editing career emails and conducting mock interviews. With so many ambitious peers, I'm confident our network will play a key role in our future successes.

Would you say you're happy with the Ivey HBA so far?

Absolutely. The program is amazing, and I love the case discussion format. I've had incredible professors across a wide range of subjects, including Operations, Corporate Strategy, Behavioral Economics, and Managerial Accounting. Ivey's curriculum has prepared me for the professional world, and I've also developed lifelong friendships along the way.



HBA EMPLOYER SPOTLIGHT



MATTHEW STASIUK

Senior Category
Account Executive

PROCTER & GAMBLE

How has hiring HBA students helped P&G achieve its goals?

They have been a key enabler of our “promote from within” culture. HBA graduates are exceptional students of P&G’s methods, allowing us to train, grow, and mold them into future leaders. This partnership with our new hires allows our leaders to have an intimate knowledge of our preferred skillsets and methods, and gives our new hires an opportunity to join the senior leadership team should they deliver upon expectations.

New grads often lack workplace experience. What sets Ivey’s HBA students apart from other new graduates?

We’ve found Ivey’s HBA grads to be ambitious, collaborative, and above all else exceptional learners. This allows them to ramp up quickly, deliver value to our company, and have a higher career trajectory than we typically observe.

You’ve been recruiting Ivey grads for a long time. How have you found your partnership with Ivey during the recruitment process?

P&G’s partnership with Ivey has been seamless over the past couple of years. On one hand, Ivey’s career management team is responsive, flexible, and willing to work with us to enable stronger recruiting results. On the

other hand, Ivey students are highly engaged, sharp in their questions, and often follow up regarding the opportunities we are offering within P&G. This combination allows us to come back to Ivey year-over-year, finding exceptional talent each time.

What advice would you give to current or prospective HBA students preparing to enter the job market?

I would encourage all students to genuinely understand each company you are applying for - whether through your own research or by talking to their employees. There are more than a couple top-tier firms that recruit from Ivey each year, so determining if you fit into each firm’s culture, values, and skillsets is far more important than picking jobs on reputation alone. Deeply understanding a company will also allow you to determine if you would be a strong fit at the company and help you understand what each company is looking for throughout their interview process.



HBA EMPLOYER SPOTLIGHT



ROB VOLCKO

Manager

KEARNEY

Students love Ivey’s case study focused teaching methodology. How has this method helped graduates thrive at Kearney?

It uniquely prepares Ivey HBA students for the challenges and demands of our clients, which include the ability to structure ambiguous problems, solve hard problems, and make decisions under time constraints. These students display an innate sense of ownership when approaching new client problems and bring both curiosity and passion to their teams. They are collaborative and creative, not afraid to challenge the status quo and present innovative thinking in support of the project objectives.

Ivey students graduate with a diverse set of business skills. What would you say to other organizations considering hiring Ivey HBA students?

Relative to their peers at other Canadian universities, Ivey HBA students are consistently some of the strongest caliber students that join Kearney at the business analyst level. At their best, they have a reputation for having well-rounded skill sets, being down-to-earth, and possessing tremendous work ethic and drive.

How have you found your partnership with Ivey during the recruitment process?

Ivey has been a great partner for us, both in terms of the personalized touch to ensure that our value proposition is captured for the students’ benefit, and also to support the organization of events and unique experiences for students that are mutually beneficial. The feedback report they share at the end of the year provides insights that help to shape and refine our ever-evolving recruiting plans, and to ensure that our message, brand, and recruiting strategy are resonating with students.

What advice would you give to current or prospective HBA students preparing to enter the job market?

Be intentional with where you choose to focus your energy – ensure the ‘why’ is clear on your application. Why this industry? Why this firm? Why should we hire you and why is now the right time for you to join us? Take the time to write an authentic cover letter based on the interactions you’ve had with our firm and the uniqueness of your experience with us.

Ivey Corporate Partners

Below is a list of companies that engaged with Ivey's HBA students this year through networking, hiring, formal or informal job postings, and/or on-campus recruiting. Companies that have been among our top hiring firms this year are bolded. Those companies denoted with an (*) have hired at least one Ivey HBA grad or summer intern this year.

ACCOUNTING/AUDIT/TAX

- BDO Canada***
- BMO Financial Group
- Clear Insight
- CPA Ontario
- Davidson & Company LLP*
- Deloitte.***
- EY***
- KPMG***
- Manulife Financial
- Marcus & Associates LLP - Hoare•Dalton*
- Matson Driscoll & Damico Ltd.*
- MDD Forensic Accountants
- MNP***
- Mowbrey Gil LLP*
- Pettinelli Mastroluisi LLP*
- PwC***
- RBC
- RSM Canada*
- TD Bank Financial Group
- Wilkinson Rogers LLP Chartered Professional Accountants
- Williams Meaden & Moore Inc.*

ADVERTISING (MARKETING SERVICES, AD AGENCIES, COMMUNICATIONS, PUBLIC RELATIONS)

- Bond Brand Loyalty*
- Canadian Marketing League
- Cimoroni*
- double shot agency*
- Fourth Dimension (4D)*
- Good & Well

- Klick
- Konrad Group*
- Mosaic North America*
- MultiView*
- Nexus Communications North America
- SOGICA INC.*
- T1*
- Talon*
- The Canadian Marketing Association
- The Globe and Mail
- The Queen's Marketing Association - QMA
- TORQUE Strategies
- UM Worldwide*
- Vantage Marketing Canada*
- Wasserman*

AEROSPACE (SPACE EXPLORATION, SATELLITE COMMUNICATIONS, COMMERCIAL SPACE, DRONES, AIRLINES/ AVIATION)

- Air Canada
- CATSA / ACSTA*

AGRICULTURE/ AGRIBUSINESS

- Good Food Farms
- Whitecrest Mushrooms Ltd.*

AUTOMOTIVE

- BMW Group*
- Ford Motor Company
- Ingenieurbüro Pitkowski*
- Mercedes-Benz-Canada*
- Schaeffler Canada Inc.
- Tesla*

CHARITIES/NON-PROFIT

- Achev*
- Advancing Black Talent in Pharma - ABTiP
- AgScape
- Autism Speaks Canada*
- Bartley Skills Development Program
- Campfire Circle
- Charity Intelligence Canada
- Get REAL
- Girls Inc. of York Region*
- Global Spark
- Grand Challenges Canada
- Growing Chefs! Ontario
- Home County Music & Art Festival
- John Molson Sports Marketing Committee
- Leads Employment Services*
- LEAP | Pecaut Centre for Social Impact
- London Environmental Network
- Onyx Initiative
- Propel Impact*
- Right To Play*
- Rise*
- RMA Toronto
- Social Venture Exchange - SVX
- Start Proud
- The Cansbridge Fellowship
- The Leacock Foundation*
- The Starfish Canada
- The Upside Foundation of Canada
- Vector Institute

YOUTH CHALLENGE INTERNATIONAL

CHEMICALS/PLASTICS

CONSTRUCTION

- Clintar Landscape Management Kitchener
- Dodds Garage Door Systems*
- Hilti
- Ledcor
- The Canadian Council for Public-Private Partnerships
- Turner & Townsend*

CONSULTING

- Accenture***
- Accuracy
- AECOM
- Alpha FMC
- AltoSante*
- Alvarez & Marsal*
- Analysis Group
- Aon Canada*
- Bain & Company*
- BDO Canada*
- Boston Consulting Group - BCG***
- BTTC*
- Burnie Group*
- Capco*
- Carneros Healthcare Management*
- Carpedia*
- CGI*
- Coactuate*
- Cognizant*
- Compensation Governance Partners*
- Data SEA Consulting
- Deloitte.***
- Dillon Consulting Limited*
- ETCH Sourcing

- EY***
- EY-Parthenon*
- FTI Consulting*
- Fusion Analytics*
- Gallagher (formerly Accompass)*
- Galleon Advisors*
- Gemic
- GGA Partners*
- Groia & Company*
- Guidehouse*
- Hatch*
- Hugessen Consulting Inc.*
- Invictus Analytics + Strategy

- Isaac Operations***
- Ivey Business School
- Jackman*
- Jarvis Consulting Group
- Kearney
- Korn Ferry

- KPMG***
- Laulima Consulting Inc.
- Level5 Strategy
- Mace
- MacPhie
- Mariner Innovations*
- Marsh & McLennan Companies*

- Mastercard Advisors***
- McKinsey & Company*
- Meridian Compensation Partners*
- MNP*
- Momentum Inc.
- Monitor Deloitte*
- Navigator Ltd.*
- Nous Group
- Nurun*
- Olivan & Rhodes
- Oliver Wyman*
- PaperDoDo Inc.
- Partners in Performance
- PMP Strategy (Formerly PMP Consulting)*
- Preyra Solutions Group | PSG
- Profoundry
- PurposeMed
- PwC***

- Quinn+Partners*
- Revenue Management Labs*
- Roland Berger*
- Russell Reynolds Associates
- Sapling Financial Consultants Inc
- Satov***
- Secretariat*
- Simon-Kucher & Partners
- Southlea Group
- Spaulding Ridge*
- Stack'd Consulting*
- Strategy&
- StrategyCorp Inc.*
- TechAlliance of Southwestern Ontario
- University Consulting Group - UCG
- WatchMyCompetitor*
- Whiteshield
- WTW (Formerly Willis Towers Watson)*
- ZS*

CONSUMER PRODUCTS

- ADM
- Amazing Donuts*
- Athena Cultivation Inc.
- Bimbo Canada (Formerly Canada Bread Company Limited)*
- brust beverage co.
- Coty*
- Danone Canada*
- Everist*
- FoodGrads
- General Mills*
- Good & Well
- Inoki Bathhouse*
- JTI (Japan Tobacco International)*
- Kellanova*
- Kenvue, Part of Johnson & Johnson Family of Companies*
- Keurig Dr Pepper*
- Labatt Breweries of Canada*
- Lindt & Sprüngli (USA), Inc.*
- L'Oreal
- Louis Vuitton
- Maple Leaf Foods*
- Maple Lodge Farms*
- Mark Anthony Group*
- Mars, Incorporated*
- McCain Foods*

- Molson Coors Beverage Company*
- Mondelez International***
- Nestle*
- Niagara Bottling
- Nieu Cabinet Doors
- Peacasa Snacks
- PepsiCo Canada*
- Philip Morris International (PMI)*
- Procter & Gamble***
- Reckitt*
- Red Bull*
- Riverside Natural Foods*
- Rothmans, Benson & Hedges Inc.
- Shiseido*
- Taynton Bay Spirits*
- TEALEAVES
- The J.M. Smucker Co.
- The Kraft Heinz Company*
- Unilever*
- Unisync*
- Zentein Nutrition*

CONSUMER SERVICES

- Haleon (former division of GSK)*

ECONOMIC DEVELOPMENT

- MaRS Discovery District

EDUCATION

- Frame of Mind Coaching*
- How to Change the World*
- Immigrant Success Canada
- Innovation North, Powered by Ivey
- Ivey Business Foundations
- Ivey Business School***
- London Economic Development Corporation - LEDC

TECHNATION

- Schulich School of Business - York University
- St. Augustine University of Tanzania*
- The Princeton Review Canada
- University of Calgary*
- University of Toronto
- Vault
- Wavemakers
- Western University*

ENERGY/RESOURCES

- Alberta Energy Regulator - AER

- Alectra Utilities
- Bruce Power*
- Canadian Nuclear Laboratories
- Cenovus Energy*
- Chevron
- Combined Metal Industries
- Enbridge Inc.
- ExxonMobil Canada
- Gerdau North America*
- Great Circle Solar Management Corporation*
- Hydro One*
- Independent Electricity System Operator - IESO
- Liberty Utilities
- McDaniel
- Mercer International Inc.
- Ontario Power Generation
- Ovintiv
- Pivotal Energy Partners Inc.*
- Powerex Corp.
- Reliance Home Comfort
- Rubellite Energy Inc.*
- Shell Canada
- StormFisher*
- Suncor*
- Sunday Power Group
- TAQA Group
- TC Energy*
- Toronto Hydro*
- Trafigura*
- Utilismart Corporation*
- Wayfinder Corp*

ENGINEERING

- Crozier: Consulting Engineers*
- GHD*
- Strik, Baldinelli, Moniz, Ltd.*
- WSP in Canada*

ENTERTAINMENT

- Algonquin Outfitters*
- Anthem Sports & Entertainment Inc.*
- Blend Design Conference
- Enterprise Mobility*
- F45 Training
- Fairmont Hotels & Resorts
- FanDuel
- FM:Systems*
- Four Seasons Hotels and Resorts*
- Golf Canada*

InnVest Hotels*
Lug Sports Group*
MLSE (Maple Leaf Sports & Entertainment Partnership)*
Muskoka Wake*
Oak View Group*
Ontario Lottery and Gaming - OLG
Original Kids Theatre Company*
Peterborough Petes
PrimeTime Sports and Entertainment
Royal Ontario Museum*
The Feldman Agency*
The M.A.S Project
The Peak
theScore*
Toronto Blue Jays*
Tourism London*
TSN - The Sports Network*

ENVIRONMENTAL SERVICES

Abell Pest Control
ClearBlue Markets
ECO Canada
Ontario Sustainable Energy Association
Svante*

Upper Thames River Conservation Authority

FACILITIES SERVICES

Platinum Residential Services Inc.
Spectrum Building Services

FINANCIAL SERVICES

Acrisure*
Active Impact Investments*
Afcote Associates*
Agentis Capital*
AGF Investments*
AIG*
Al Mada Venture Cap
Alberta Investment Management Corporation (AIMCo)*
Albourne Partners*
Alitis Investment Counsel*
American Express*
Appficiency Inc.

Appian Capital Advisory LLP*
AQ Technology Partners*
Arch Capital Group Ltd.*
Ardea Partners*
Ares Management LLC*
ATB Financial*
Atrium Research*
Aviva Canada*
Axia Real Assets*
Bairong, Inc.*
Balmoral Capital
Bank of America-Merrill Lynch (BofA)*
Barrier Ridge Capital*
BCI*
BDT & MSD Partners International, LLP*
Beacon Mergers and Acquisitions*
Bellwether Investment Management*
Beringer Capital*
Berkley Canada*
Birch Hill Equity Partners
BlackRock*
Blackstone*
Bloomberg*
BMO Financial Group*
Breeze*
Brookfield Asset Management*
Business Development Bank of Canada - BDC
Cairn Merchant Partners LP
Canaccord Genuity Group Inc.*
Canada Life*
Canadian Association of Alternative Strategies & Assets - CAASA
Canadian Business Growth Fund (CBGF)*
CanFirst Capital Management*
Canoe Financial
Cantor Fitzgerald*
Capficiency Private Equity*
Capital One*
Carlsquare
CBRE*
CBRE Investment Management
CFA Society Toronto

CFAC Portfolio Management
Chubb Insurance Company of Canada
CI Financial*
CI Global Asset Management*
CIBC*
Cidel Asset Management*
Citi*
Clairvest Group Inc.*
CN Investment Division (CNID)
Convex Insurance*
Cormark Securities Inc.*
CPP Investments - CPPIB*
CPS Capital*
Crypto Babes Club
CVC DIF
Dawson Partners - (Formerly Whitehorse Liquidity Partners)*
DealGlobe*
Definity Financial
Designed Wealth Management*
Desjardin Group
Deutsche Bank AG*
Diagram Ventures
Dream Unlimited
DW Healthcare Partners*
Echelon Wealth Partners Inc.*
EdgePoint Wealth Management Inc.*
Eight Capital*
Elmcore*
Empire Life Investments Inc.*
Endgame Capital*
EQ Bank - Equitable Bank
Esplanade Ventures*
Espresso Capital
Evans Investment Counsel
Evercore*
Farmington Leasing*
Fengate Asset Management
Fidelity Investments*
Fiera Capital
First National Financial LP*
Fort Capital Partners*
Franklin Templeton*
FrontFundr
Fundata Canada*

Generation Capital
Gladius Partners*
Global X Canada*
Goldman Sachs & Co.*
Good & Well*
Greenhill*
Hamilton Lane
Harrison Street
Haywood Securities Inc.*
HOOPP (Healthcare of Ontario Pension Plan)*
HSBC Bank
I Squared Capital*
ICON Talent Partners
IGM Financial
Imperial Capital
INFOR Financial Group Inc.*
Inovia Capital*
Intact Financial Corporation
Integral Wealth Securities Limited*
Interac Corporation*
Invico Capital Corporation
Invictus RG Pte. Ltd.
Jarislowsky Fraser*
Jefferies*
JP Morgan*
KKR*
Klass Capital
Koru
Laurentian Bank of Canada*
Left Lane Associates*
Levine Financial Group*
Libro Credit Union*
LionTree LLC*
Longview Asset Management Ltd.
LSEG - London Stock Exchange Group*
Lynx Equity Limited*
Mackenzie Investments*
Macquarie Group*
Mandeville Private Client Inc.*
Manulife Financial*
Marex*
Markel*
Marsh & McLennan Companies*
Maverix Private Equity
Mawer

MFS Investment Management
MIDDLEFIELD
Moelis & Company*
Monex Canada*
Morgan Stanley*
MPA Morrison Park Advisors Inc.
MUFG Bank
NACO Canada
Nasdaq*
National Bank Independent Network*
National Bank of Canada*
Newlin Ventures*
NFP Canada*
NIBC Global
Ninepoint Partners LP
Nomura*
Northbridge Financial Corporation*
Novacap
Oak Hill Advisors, L.P.*
OMERS*
Onex Corporation*
Ontario Teachers' Pension Plan Board - OTPP*
OPPA Credit Union*
OPTrust
Orbis Investment Management Ltd.
Origin Merchant Partners*
Osprey Capital Partners Inc
Oxford Properties Group & OMERS*
PaceZero Capital Partners
Pamoja Growth Partners
Paradigm Capital
Parafin*
Partners Group
Peakhill Capital*
Penfund
Peters & Co.*
Picton Mahoney Asset Management
PJT Partners*
Point72*
Polar Asset Management Partners*
Polen Capital*
PSP Investments

Purpose Investments
Questrade Financial Group
Rabobank
Rally Asset
Raymond James*
RBC*
RBCx*
Relay*
RFA Capital Partners Inc.
Rhino Ventures
Richmond Capital Partners*
Rosenberg Research & Associates Inc.
Sagard Holdings*
Sanfina Partners
Santander*
Scotiabank*
Select Equity Group
SGGG Fund Services Inc.
Slate Asset Management*
Southeastern Asset Management
State of Wisconsin Investment Board*
Stifel Financial*
Stillwater Capital
Sun Life Financial*
TD Bank Financial Group*
The D. E. Shaw Group*
Thomvest Asset Management
Timbercreek Asset Management Inc.
Topaz Capital*
TorQuest Partners
TwinRiver Capital*
UBS*
University Pension Plan Ontario*
Untraceable
Ventum Financial - (Formerly Echelon Wealth Partners)
VersaFi - (Formerly WCM)
Visa*
VWK Capital Management*
WAVE - Women's Association of Venture & Equity
Wealthsimple Inc.
Wells Fargo*
Welltower Inc.*

Yellow Point Equity Partners
Young Canadians in Finance - YCIF
YTM Capital Asset Management Ltd.
Zillion Crew*
Zurich North America*

FOOD SERVICE/ RESTAURANT/FOOD PRODUCTION

Bond Bakery Brands*
Chick-fil-A
Compass Group Canada
Cookin Inc.*
Cubbi*
Recipe Unlimited Corporation
Restaurant Brands International*
The Butcher Shoppe*
Yaya's Kitchen

GOVERNMENT

Agriculture and Agri-Food Canada/ Agriculture et Agroalimentaire Canada*
BC Pension Corporation*
Canada Revenue Agency
City of Burlington*
City of Calgary*
Competition Bureau
Department of National Defence*
Government of Canada
Ministry of the Attorney General*
Ontario Government (Ontario Public Service)
Ontario Public Service Leadership*
Ontario Securities Commission*
The Alcohol and Gaming Commission of Ontario*
Town of Aurora*
Treasury Board Secretariat*

HEALTHCARE

ADL Dental Laboratories Inc.*
AstraZeneca
ATS Scientific
Bumpy*
Covalon Technologies Ltd.*
dentalcorp*

Eli Lilly and Company*
Esensorum*
Kenvue (Part of Johnson & Johnson Family of Companies)
Life Sciences Ontario
Medcan
Medline Canada, Corporation
Merck
North York General Hospital*
Novo Nordisk
Ontario Pharmaceutical Marketing Association - OPMA
Pfizer*
Pharmascience
PSG Pharmaceutical Sciences Group
PurMinds Neuropharma Inc.
PurposeMed*
Roche Canada*
Sanofi
Shoppers Drug Mart
Southbridge Care Homes*
Spring Living*
St. Joseph's Healthcare Hamilton
Stiris Research*
Stryker
Tenomix Inc.*
Tribe Medical Group Inc*
Trudell Medical International
Unity Health Toronto
Virica Biotech*
HOLDING COMPANY
John Swire & Sons (H.K.) Ltd.
VAST Industrial Corp.*

LAW AND LEGAL SERVICES

Barriston LLP*
Bennett Jones*
Blake, Cassels & Graydon LLP*
Cassels Brock & Blackwell LLP*
Davies Ward Phillips & Vineberg LLP*
DLA Piper*
ESC Corporate Services*
Fasken*
FCL LLP*
Legal Aid Ontario*

Stikeman Elliott LLP*
Taylor McCaffrey LLP*
Vigneswararajah Group of Paralegals*
Weaver, Simmons LLP*
Wildeboer Dellelce LLP*

MANUFACTURING

Actemium*
Bowsers Pet Products*
Cargill
EMCO Corporation
General Dynamics Land Systems Canada*
Life Sciences Talent Accelerator
Linamar Corporation*
MAGNA International*
Masco Canada Ltd.
Newmar Windows*
Ryerson*
Scotia Investments*
Spark Power*
Techtronic Industries Canada Ltd. - TTI
Toromont CAT*

MARKET RESEARCH

Dichter & Neira*
Ipsos*
NationGraph
Potentialpark
Recollective*

PACKAGING AND CONTAINERS

SupplyOne

PUBLIC ADMINISTRATION/REGULATORY GROUPS

Canadian Shield Capital
Workplace Safety and Insurance Board (WSIB)*

REAL ESTATE

A Team London Real Estate Brokerage*
ACM Advisors
Allied Properties REIT*
American Hotel Income Properties REIT*
Aquilini Group*
Birds Nest Properties*
Bluevale Capital Group*
Cadillac Fairview*
CAPREIT*
CBRE*
Choice Properties*
Colliers International*
Colliers Project Leaders
Cushman & Wakefield*
DiamondCorp*
Dream Unlimited*
Enright Capital Partners*
Fitzrovia*
Gairloch Developments*
Graywood Developments
GreenBirch Capital Inc.
Grove Point Marinas
GWL Realty Advisors*
JLL*
KingSett Capital*
Market Vision*
Mattamy Homes
Montez Corporation*
Morguard*
Northwest Healthcare REIT*
Oberfeld Snowcap*
OMERS
Ontario Wealth Management Corporation (OWEMANCO) | Alternative Real Estate Lender*

Peakhill Capital*
Pillar To Post Home Inspectors*
Polygon Homes Ltd.
Primaris REIT*
Pure Industrial*
QuadReal Property Group*
RFA Capital Partners Inc.*
RioCan Real Estate Investment Trust*
Salthill Capital*
The Real Estate Coaching Circle
Well Grounded Real Estate*

RECRUITMENT SERVICES/EXECUTIVE SEARCH

CareerEco
Odgers Berndtson
TALENTSPOKE

RETAIL

Arc'teryx Equipment
Aritzia*
Canadian Tire Corporation*
George Weston Limited*
Levi Strauss & Co.*
Loblaw Companies Limited
Lululemon
Metro Inc.
Retail Council of Canada
Shomigo
TJX Canada - Winners, Marshalls, HomeSense*

TECHNOLOGY

Aceocial
Acrylic Robotics*
Adobe
Amazon*
Ambitious Labs
Appficiency Inc.*

Apple
Aptiv*
Arteria AI*
Beacon Software
Bell Canada Enterprises*
Bix Bytes Solutions AG*
BlackBerry
BrainStation
Brandwatch*
Built for Impact
CDW Canada*
Celestica*
Chasqui*
Cognex Corporation
Cohere*
Coinbase*
Composer
CrowdStrike*

Datadog*

Dayforce (Formerly Ceridian)
Dell Technologies
Desa Analytics
Design Source
Dig Insights*
Disco
DoorDash
DotsLive
Dynatrace*
eeva*
Electric Mind - (Formerly Intellware)
Electronic Arts (EA)
Equinix
ExaCare*
FactSet*
FDM Group
Fintex

Float*
Foxquilt*
FrontFundr*
GeoComply*
Geotab
Google
Haggerty Agrobotics
Hard Rock Digital*
Hometree Data, Inc.*
HotTakes*
IBM*
IMC*

Info-Tech Research Group Inc.*

Instacart*
Intelliware*
Intuit*
ISN
Kainos
KEV Group*
Konrad Group
L3Harris Technologies
LandLogic*
Liquidnet*
Loblaw Digital*
Lyft
Meta*
Microsoft*
Motorola Solutions
NetSuite*
Nokia
Oracle*
Orennia
Paidiem*
PAMT | Premier ServiceNow Partner*

Plative*

Pocketed Grant Platform
PointClickCare*
Recharge*
S&P Global
Salesforce.com*
SAP Canada Inc.
SAS
SharpStakes*
SICK Sensor Intelligence
Skillhat
Snowflake
Solstice Design
SOTI
Spotify
Statsig
Symcor
Symend*
TeamCarts
TechTO
TeleVU Innovation*

TELUS*

Teranet Inc.*
The Weather Network*
TikTok
Toronto Product Management Association
Turff Analytics*
Ubuntu Impact
Valsoft Corporation*
Vendorly
Web Summit
Xangle*
XP Gaming
Zip*
Zynga*

THINK TANKS/POLICY INSTITUTE/RESEARCH INSTITUTE

Canadian Nuclear Laboratories
Network for Business Sustainability (NBS)*

TRANSPORTATION/DISTRIBUTION/LOGISTICS

Canada Post*
Canadian National Railway*
Interspan Canada*
Metrolinx
NTELEX*
Scotlynn
TCS Customs & Logistics*
Wallace & Carey Inc.*

WHOLESALE TRADE

Brookdale Treeland Nurseries*