

IVEY BUSINESS SCHOOL
HONOURS BUSINESS ADMINISTRATION

HBA 2022 EMPLOYMENT REPORT

Message from the Executive Director

On behalf of Career Management at Ivey, I am pleased to share the HBA Class of 2022 and HBA Class of 2023 employment report. As the Ivey Business School moves into its centennial year, it continues to provide a business education that is second to none, helping to prepare and transform its HBA students into business leaders. Highlights in this report reflect:

High demand

Ivey HBAs are in high demand. 97 per cent of the Class of 2022 received at least one employment offer by October 1st, 2022 and by January 1st, 2023 this number rose to 98 per cent. In addition, 94 per cent of our HBA 2023 class seeking summer internships received at least one job offer.

Strong industry partnerships

Top organizations like Bain, Procter & Gamble, McKinsey & Company, RBC, TD, and Restaurant Brands International, amongst many others, continue to recruit Ivey students and new graduates. And over the last year we welcomed many new

organizations that recognize the value in recruiting top talent. Feedback from our corporate partners reinforces what we know to be true — Ivey students and graduates are prepared to hit the ground running and make a positive impact in the organizations they join.

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 post-graduate employment needs and long-term career success. In our career management programming, we help students reflect on the types of critical issues that they want to work on as business leaders and we use that information to help guide our programming.

Ivey is proud of our HBA cohorts and the outcomes documented in this report. They navigated the ongoing challenges brought about by a global pandemic with the skills and attributes that will serve them well as business leaders.

Special thanks to the 32,000 strong Alumni network that our graduates now join, as well as all of our corporate partners for their support and confidence in our Ivey talent.

All the best,

Kim Miller

Executive Director, Career Management

\$91,519

Average total compensation (includes: base salary, signing bonus, and other guaranteed compensation), based on a 51-per-cent salary reporting rate.

\$81,163

Average base salary based on a 50-per-cent salary reporting rate.

97%

of those seeking employment received at least one job offer by October 1st, 2022 based on a 94-per-cent reporting rate.

98%

of those seeking employment received an offer by January 1st, 2023 based on a 96-per-cent reporting rate.

Class of 2022 at a glance



HBA 2022 passports represented



*Other includes: Australia, Bermuda, Brazil, Ghana, Kenya, Peru, South Africa, United States and Uganda.



624

Total Students
in Class



43%

Self-Identify
as Women



13%

International
Citizenship



28%

Pursued Dual
Degrees



27

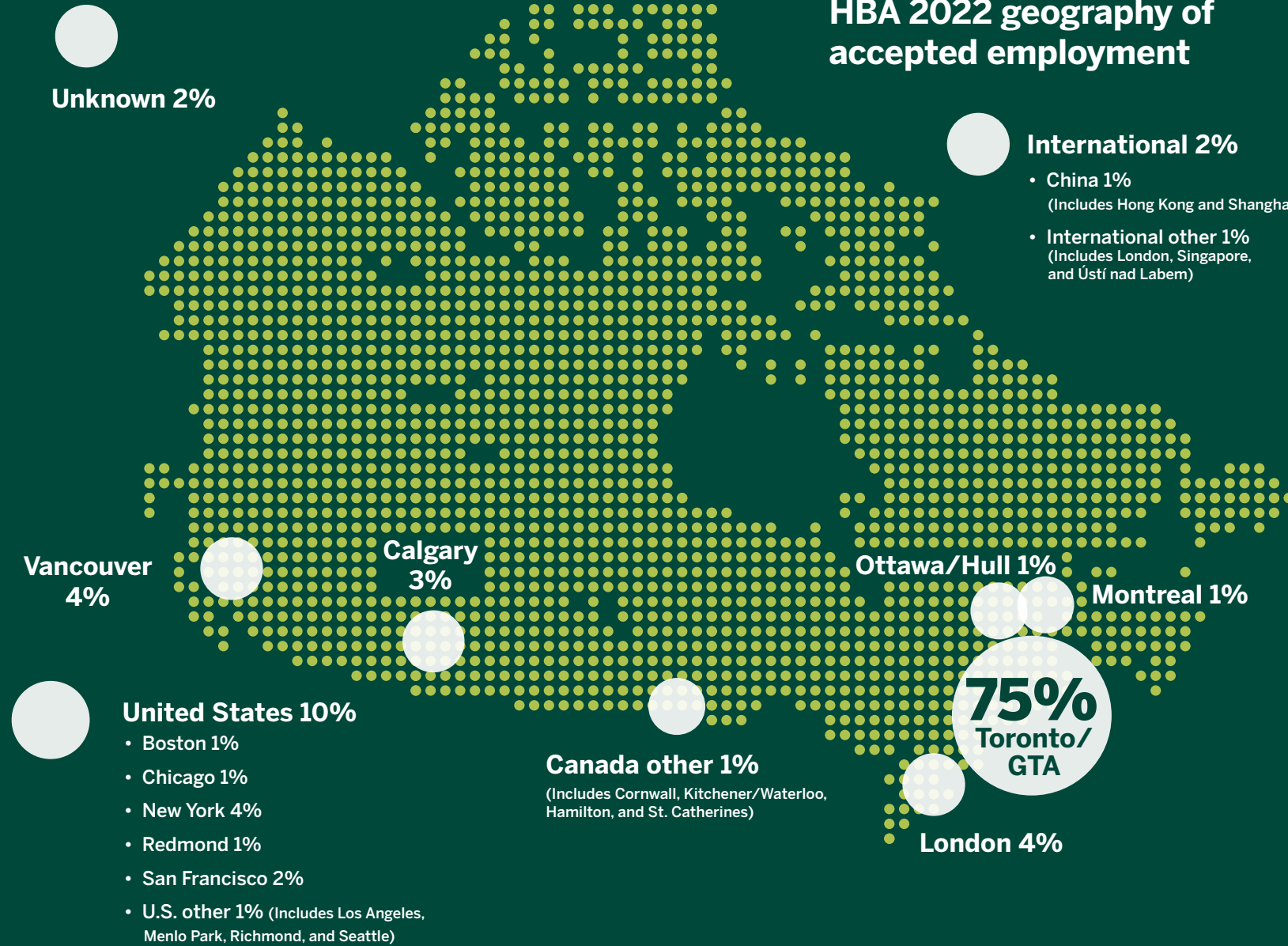
Industries Our Graduates
Accepted Work in



62%

School-Facilitated
Job Offers

HBA 2022 geography of accepted employment



Source of accepted employment

62%

School-facilitated

- Ivey summer internships **37%**
- Career Management posting **20%**
- Networking (with alumni and corporate partners) **3%**
- Faculty referral **1%**
- Law school recruiting **1%**

13%

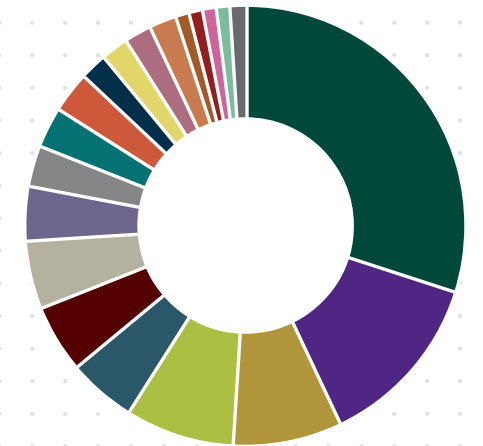
Graduate-facilitated

- Networking (Outside school) **8%**
- Company websites, external job boards/LinkedIn **5%**
- Previous employer (before starting Ivey) **1%**

■ Source of offer unknown or not reported: **25%**

Alumni industry of employment

- Finance **(31%)**
- Consulting **(13%)**
- Technology **(8%)**
- Other* **(8%)**
- Healthcare **(5%)**
- Education **(5%)**
- Consumer Products **(5%)**
- Wholesale/Retail **(4%)**
- Real Estate/Property **(3%)**
- Natural Resources **(3%)**
- Telecomms/Communications **(3%)**
- Manufacturing **(2%)**
- Legal **(2%)**
- Government **(2%)**
- Marketing/PR/Advertising **(2%)**
- Construction **(1%)**
- Entertainment **(1%)**
- Engineering **(1%)**
- Automotives **(1%)**
- Distribution/Transport **(1%)**



*Other includes: Aerospace, Agribusiness/Environmental, Charities/Non-profit, Chemicals/Plastics, Electricity/Gas/Water, Holding Company, Printing/Publishing/Media, and Tourism/Leisure.

498

Companies that posted jobs to the Ivey HBA 2022 class

234

Companies with which our HBA students accepted employment

37%

HBA's returning to their summer internship employer

4

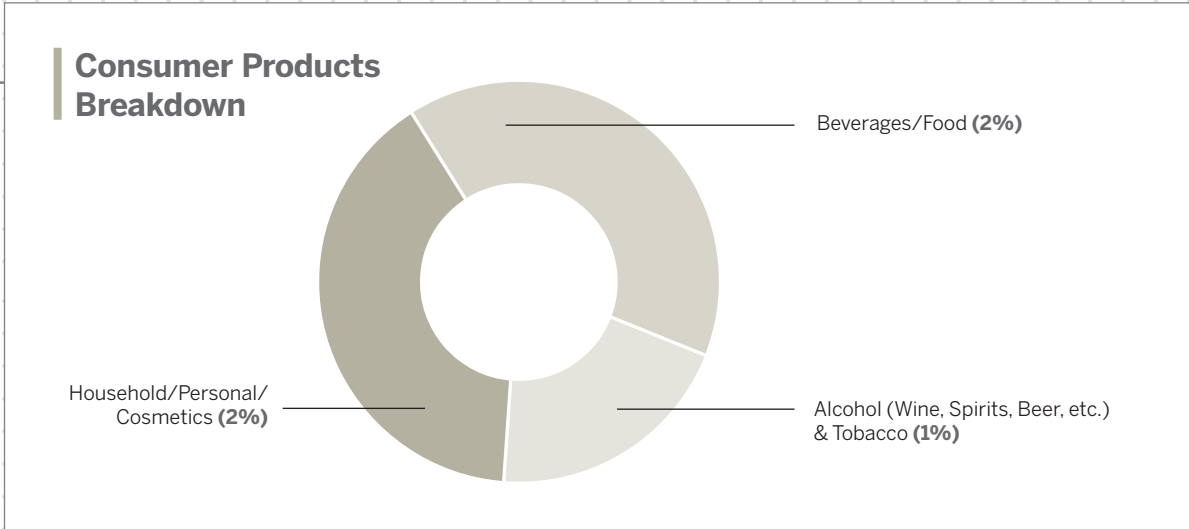
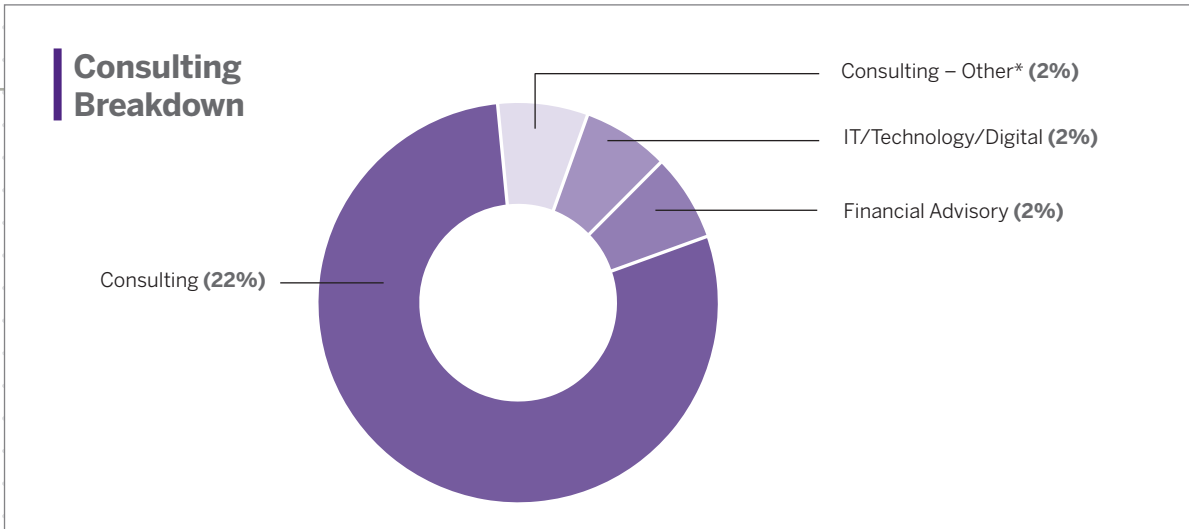
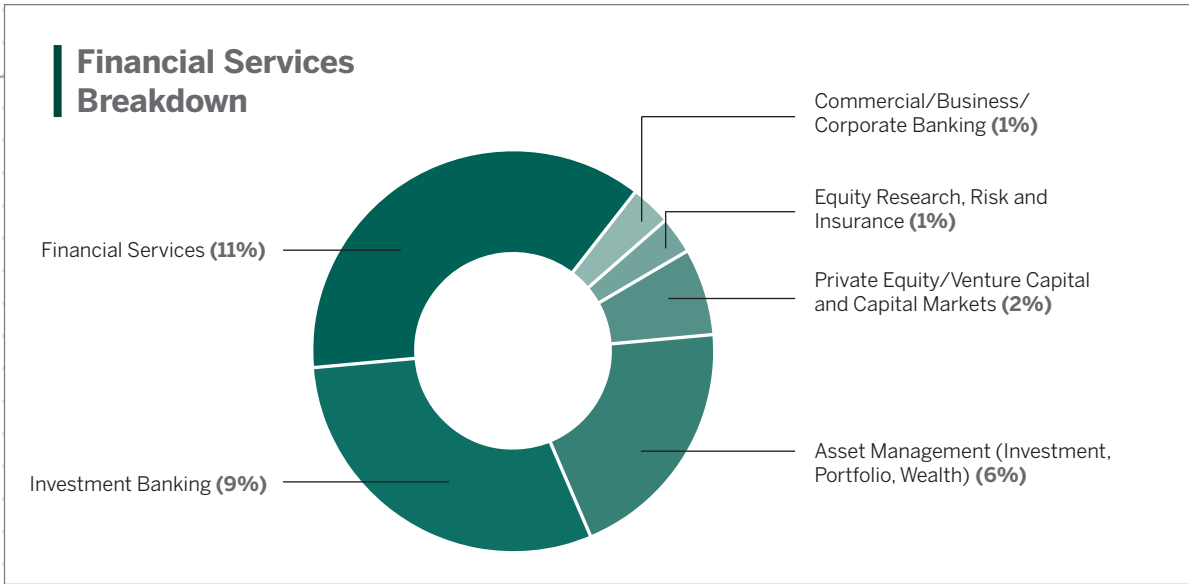
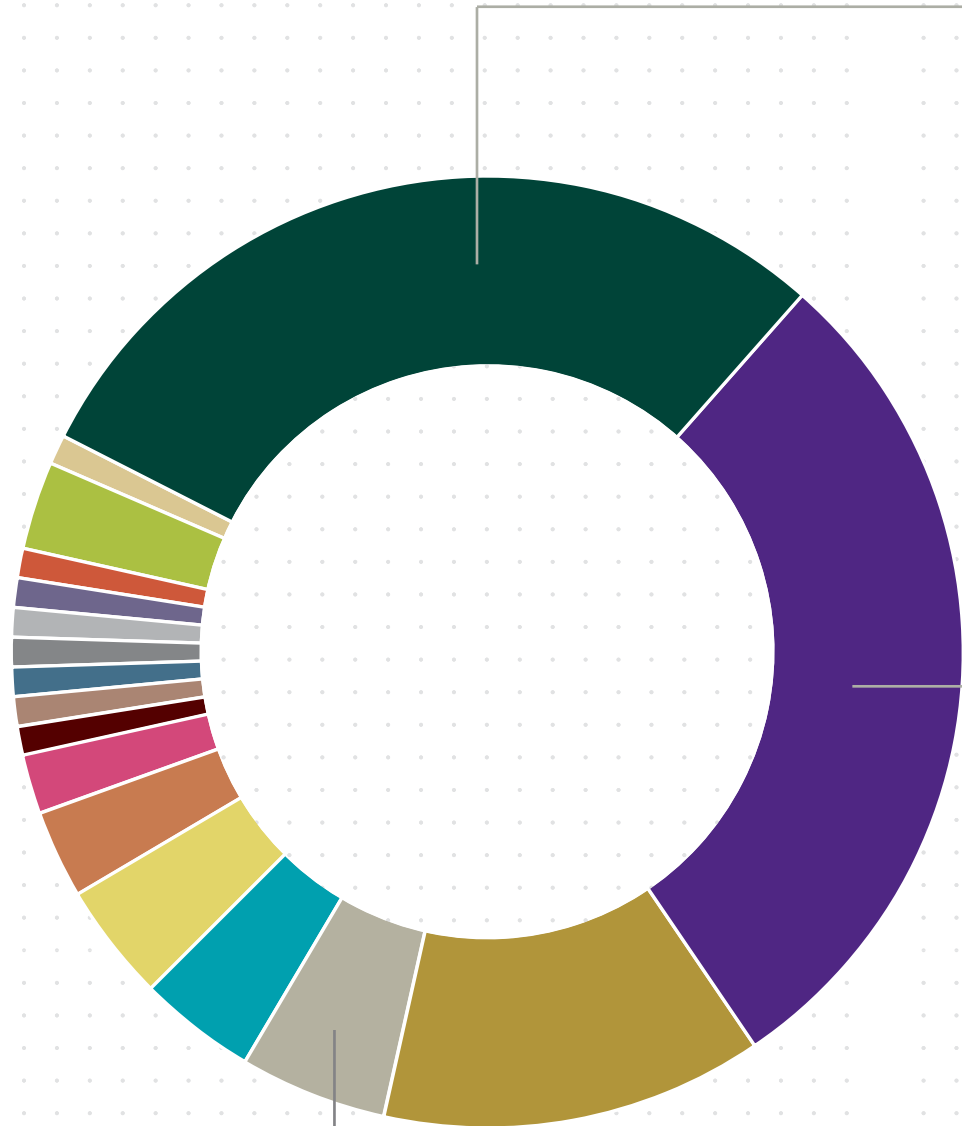
Students pursuing Entrepreneurship

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Industry of accepted full-time employment

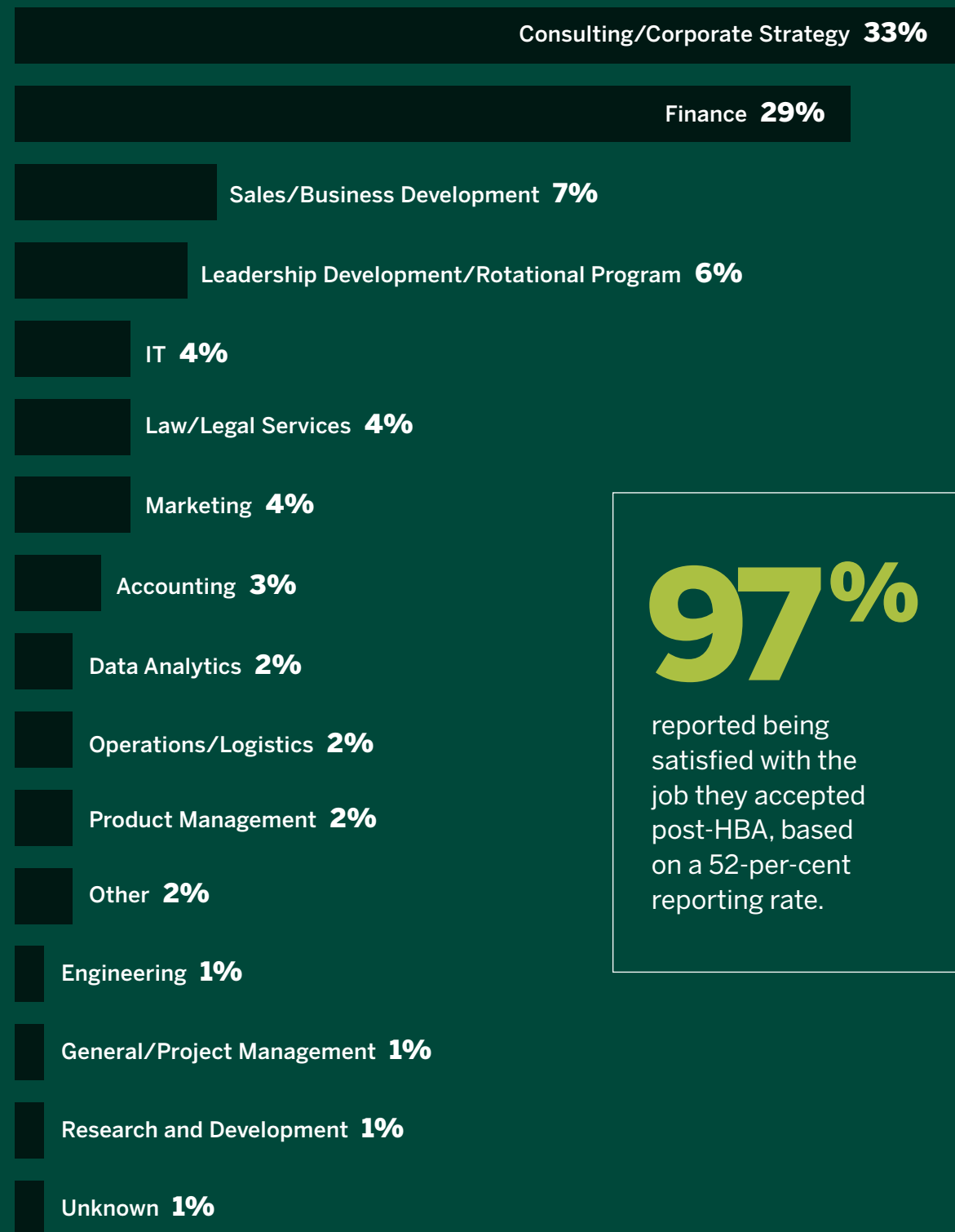
- Financial Services (30%)
- Consulting (28%)
- Technology – Computer Software and Services/Hardware and Equipment (13%)
- Consumer Products (5%)
- Accounting/Audit/Tax (4%)
- Law and Legal Services (4%)
- Advertising (Marketing Services, Ad Agencies, Communications, Public Relations) (3%)
- Food Service/Restaurant/ Food Production (2%)
- Education (1%)
- Engineering (1%)
- Healthcare (1%)
- Real Estate – Commercial/Industrial/ Residential (1%)
- Real Estate – Investment Trust (REIT) (1%)
- Retail (1%)
- Technology – Information and Communication (Telecommunications) (1%)
- Other** (3%)
- Unknown (1%)

* **Consulting – Other** includes: Healthcare/Pharma/BioTech, Human Capital, and Operations/Supply Chain.
 ** **Other** includes: Agriculture/Agribusiness, Automotive, Construction, Economic Development, Energy/Resources - Forest & Paper Products, Energy/Resources - Utility Services (Electric, Water, Hydro, etc.), Entertainment - Sports & Sports Management, Environmental Services - Waste Management, Government, Manufacturing, Non-Profit/Charity, Recruitment Services/ Executive Search, and Security and Investigations.



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.

Function of accepted full-time employment



97%
 reported being satisfied with the job they accepted post-HBA, based on a 52-per-cent reporting rate.

Compensation

HBA 2022 FULL TIME					
	REPORTING RATE	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Base Salary	50%	\$25,500	\$175,500	\$81,163	\$70,000
Signing Bonus	26%	\$1,000	\$96,000	\$11,622	\$6,000
Other Guaranteed Compensation	14%	\$660	\$150,804	\$26,240	\$10,000
Total Compensation	50%	\$2,000	\$360,555	\$91,519	\$78,000

Base salary by geography

FULL TIME					
GEOGRAPHY	% SHARE OF TOTAL REPORTED SALARIES	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Calgary	1%	\$45,000	\$108,000	\$78,750	\$82,500
London	1%	\$60,000	\$100,000	\$70,329	\$63,644
Montreal	1%	\$50,000	\$74,000	\$65,800	\$70,000
Toronto/GTA	37%	\$25,500	\$125,000	\$73,932	\$70,000
Vancouver	2%	\$57,000	\$120,000	\$77,140	\$70,000
Canada – Other*	2%	\$47,000	\$87,257	\$63,490	\$62,500
New York	3%	\$80,000	\$168,666	\$134,911	\$138,902
San Francisco	2%	\$120,000	\$175,500	\$157,848	\$166,675
USA – Other*	1%	\$127,000	\$153,225	\$138,309	\$139,517
International – Other*	1%	\$60,000	\$70,000	\$66,459	\$69,377

* **Canada – Other includes:** Cornwall, Kitchener/Waterloo, Hamilton, St. Catherines and Ottawa/Hull.
 * **USA – Other includes:** Boston, Chicago, Redmond, Los Angeles, Menlo Park, Richmond, and Seattle.
 * **International – Other includes:** London (England) and Hong Kong.

Base salary by industry

FULL TIME					
INDUSTRY	% SHARE OF TOTAL REPORTED SALARIES	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Accounting/Audit/Tax	4%	\$45,000	\$58,000	\$52,100	\$53,000
Advertising (Marketing Services, Ad Agencies, Communications, Public Relations)	4%	\$45,000	\$80,000	\$65,050	\$67,500
Consulting	22%	\$60,000	\$127,000	\$78,391	\$75,000
Consulting – Financial Advisory	2%	\$58,000	\$100,000	\$75,000	\$70,000
Consulting – Human Capital	2%	\$65,000	\$72,080	\$67,520	\$66,500
Consulting – IT/Technology/Digital	2%	\$60,000	\$75,000	\$70,833	\$72,500
Consulting – Other*	2%	\$70,000	\$90,000	\$80,000	\$80,000
Consumer Products	6%	\$57,750	\$74,000	\$66,033	\$67,000
Financial Services	10%	\$50,000	\$171,319	\$81,068	\$80,000
Financial Services – Asset Management (Investment, Portfolio, Wealth)	5%	\$50,000	\$153,225	\$85,519	\$80,000
Financial Services – Investment Banking	10%	\$70,000	\$151,706	\$115,852	\$110,000
Financial Services – Private Equity/Venture Capital	2%	\$60,000	\$137,611	\$98,066	\$100,000
Financial Services – Other*	2%	\$60,000	\$95,000	\$77,078	\$78,735
Food Service/Restaurant/Food Production	2%	\$65,000	\$70,000	\$68,750	\$70,000
Law and Legal Services	3%	\$88,000	\$117,000	\$99,757	\$98,500
Other*	3%	\$25,500	\$68,666	\$54,973	\$57,000
Real Estate	2%	\$40,000	\$100,000	\$65,800	\$61,000
Retail	2%	\$60,000	\$65,000	\$61,850	\$61,200
Technology & Telecommunications	16%	\$40,000	\$175,500	\$87,312	\$71,000

* **Consulting – Other includes:** Healthcare/Pharma/BioTech and Operations/Supply Chain.

* **Financial Services – Other includes:** Commercial/Business Banking, Equity Research, Insurance, and Risk.

* **Other – includes:** Agriculture/Agribusiness, Education, Energy/Resources - Forest & Paper Products, Environmental Services - Waste Management, Government, Healthcare - Hospitals, Clinics, Healthcare Providers, & Services and Manufacturing.

Base salary by function

FULL TIME					
FUNCTION	% SHARE OF TOTAL REPORTED SALARIES	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Accounting	4%	\$45,000	\$61,000	\$51,778	\$52,000
Consulting/Corporate Strategy	35%	\$58,000	\$127,000	\$76,241	\$72,080
Data Analytics & Research/Development	2%	\$55,000	\$85,000	\$71,444	\$74,333
Finance	30%	\$40,000	\$153,225	\$90,277	\$86,129
IT	4%	\$72,000	\$175,500	\$135,577	\$149,642
Law/Legal Services	3%	\$88,000	\$117,000	\$99,757	\$98,500
Leadership Development/Rotational Program	6%	\$50,000	\$90,000	\$66,850	\$66,000
Marketing	3%	\$45,000	\$100,000	\$67,500	\$67,500
Other*	3%	\$25,500	\$140,000	\$77,799	\$64,322
Product Management	2%	\$70,000	\$175,000	\$124,189	\$143,593
Sales/Business Development	8%	\$40,000	\$90,000	\$59,726	\$60,000

* **Other includes:** Engineering, Operations/Logistics, Project Management, and Unknown.

Class of 2023 summer employment at a glance

\$1,227

Average weekly base salary based on a 48-per-cent reporting rate

94%

of those seeking employment who received at least one job offer based on a 100-per-cent reporting rate

Company size of accepted summer employment



619

Total Students in Class



48%

Self-Identify as Women



7%

International Citizenship



17

Different Functions That the Students Summered in



24

Different Industries That Students Summered in

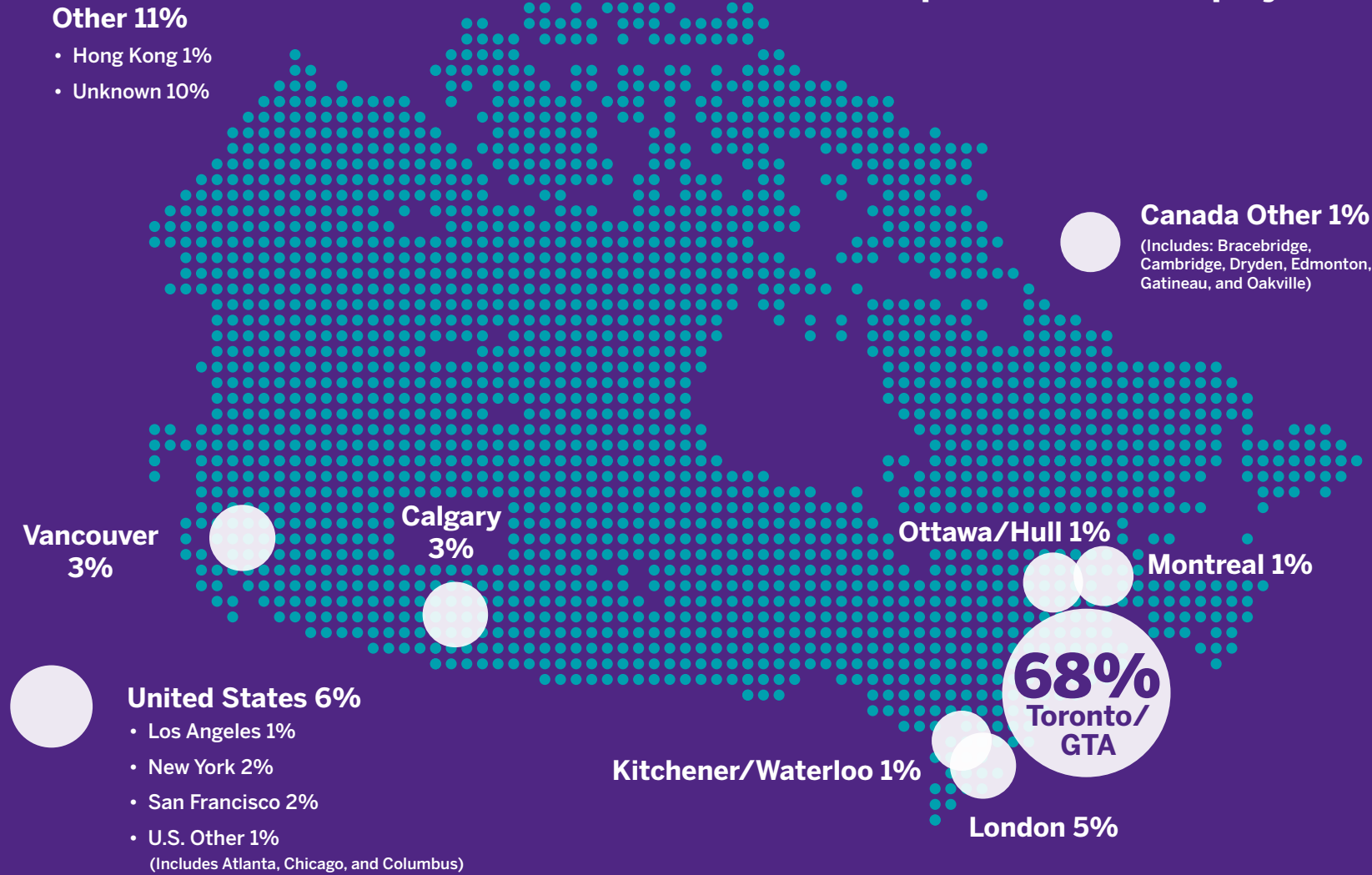


38%

School-Facilitated Accepted Job Offers

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HBA 2023 geography of accepted summer employment



Source of accepted summer employment

38%

School-facilitated

- Career Management posting **33%**
- Networking (with alumni and corporate partners) **5%**
- Faculty referral **1%**

38%

Student-facilitated

- Networking (Outside School) **17%**
- Company Websites, External Job Boards/LinkedIn **13%**
- Previous employer (before starting Ivey) **9%**

■ Source of offer unknown or not reported: **23%**

316

Total number of companies that posted summer jobs to the Ivey HBA class of 2023

307

Total companies that the Ivey HBA class of 2023 signed with

91%

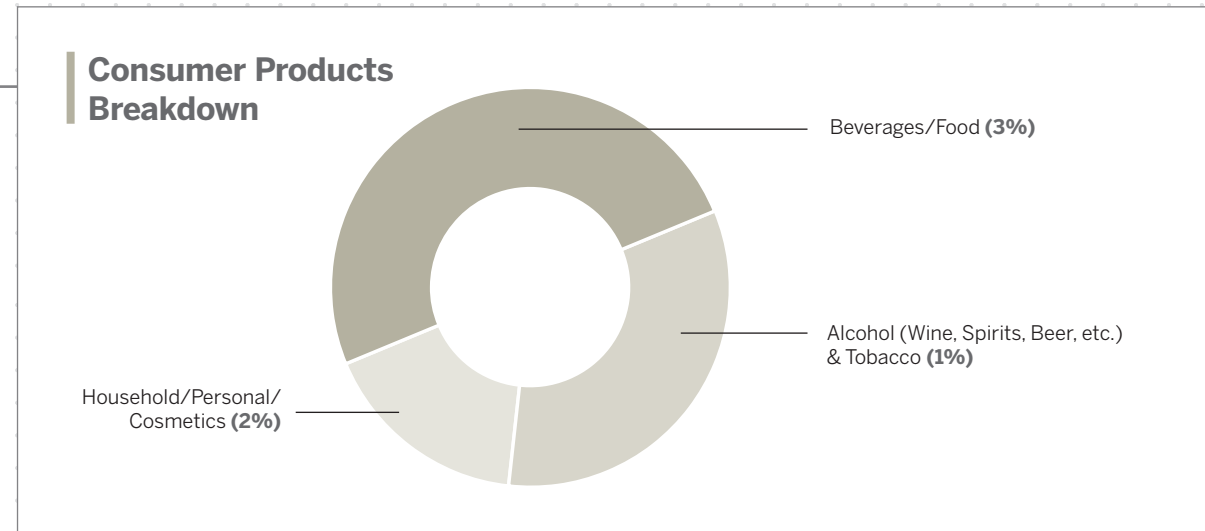
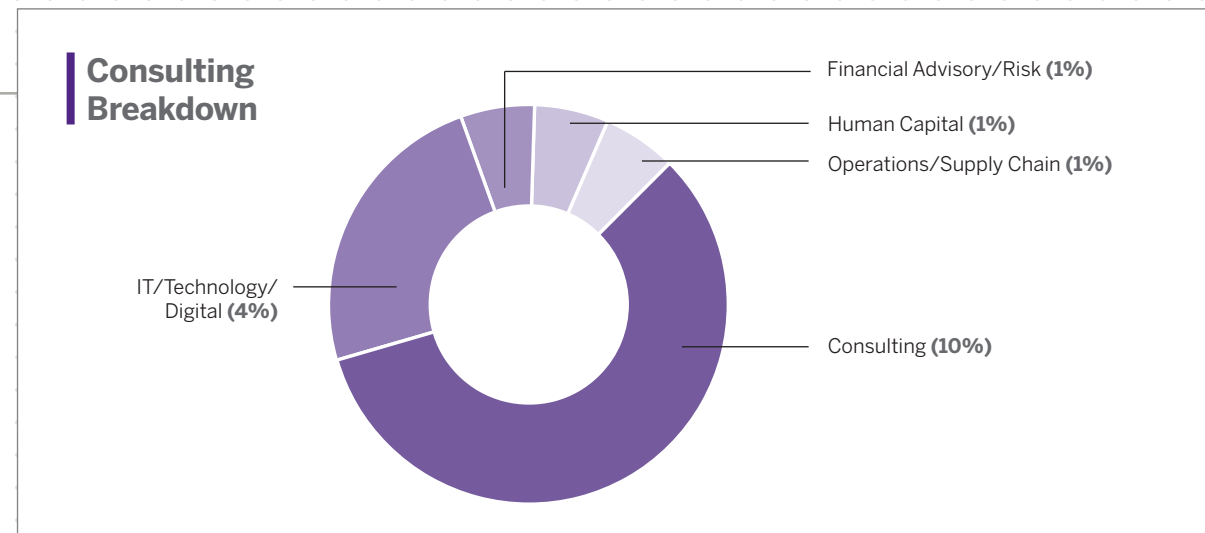
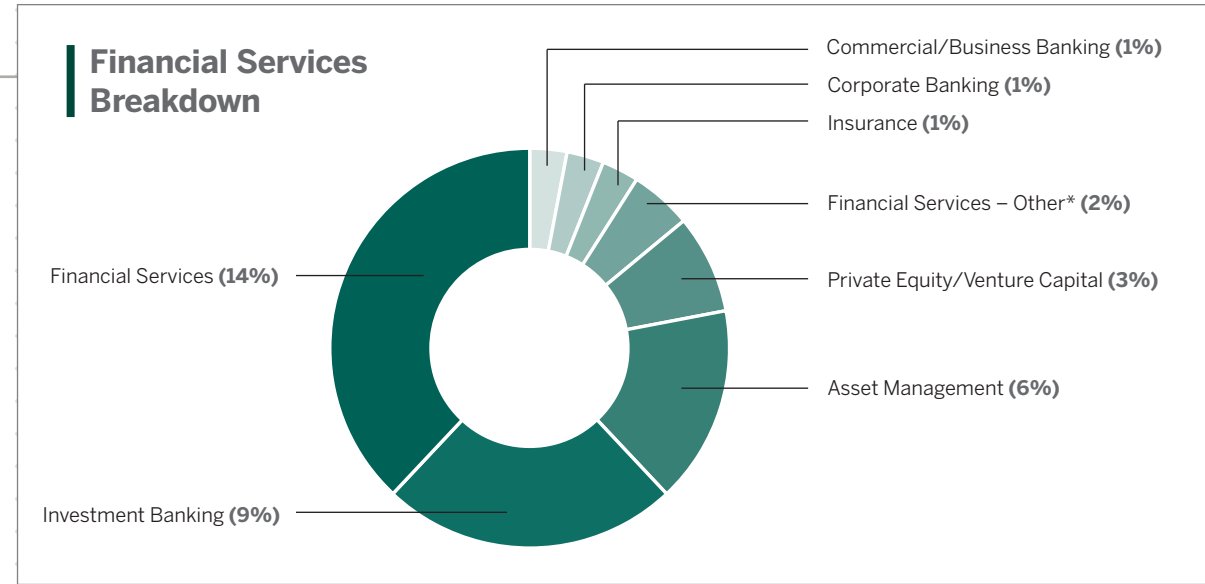
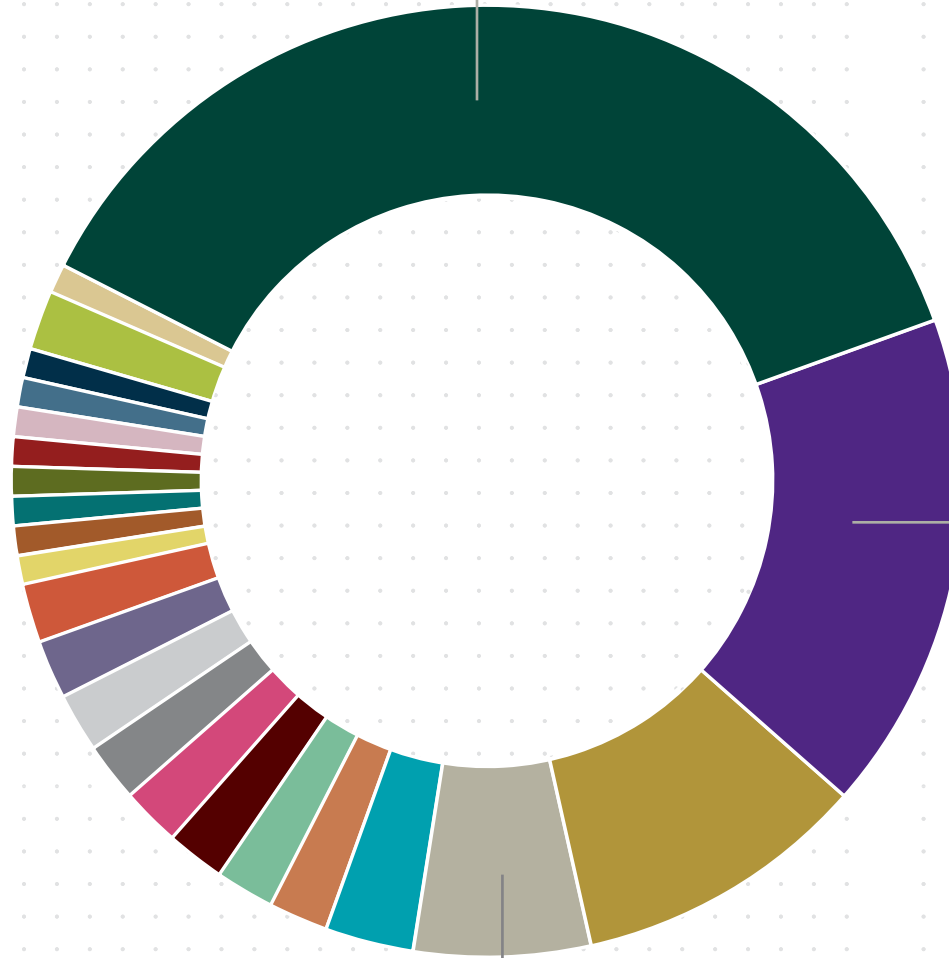
Percentage of HBA 2023 students who accepted positions with summer employers they had not worked with before their HBA studies



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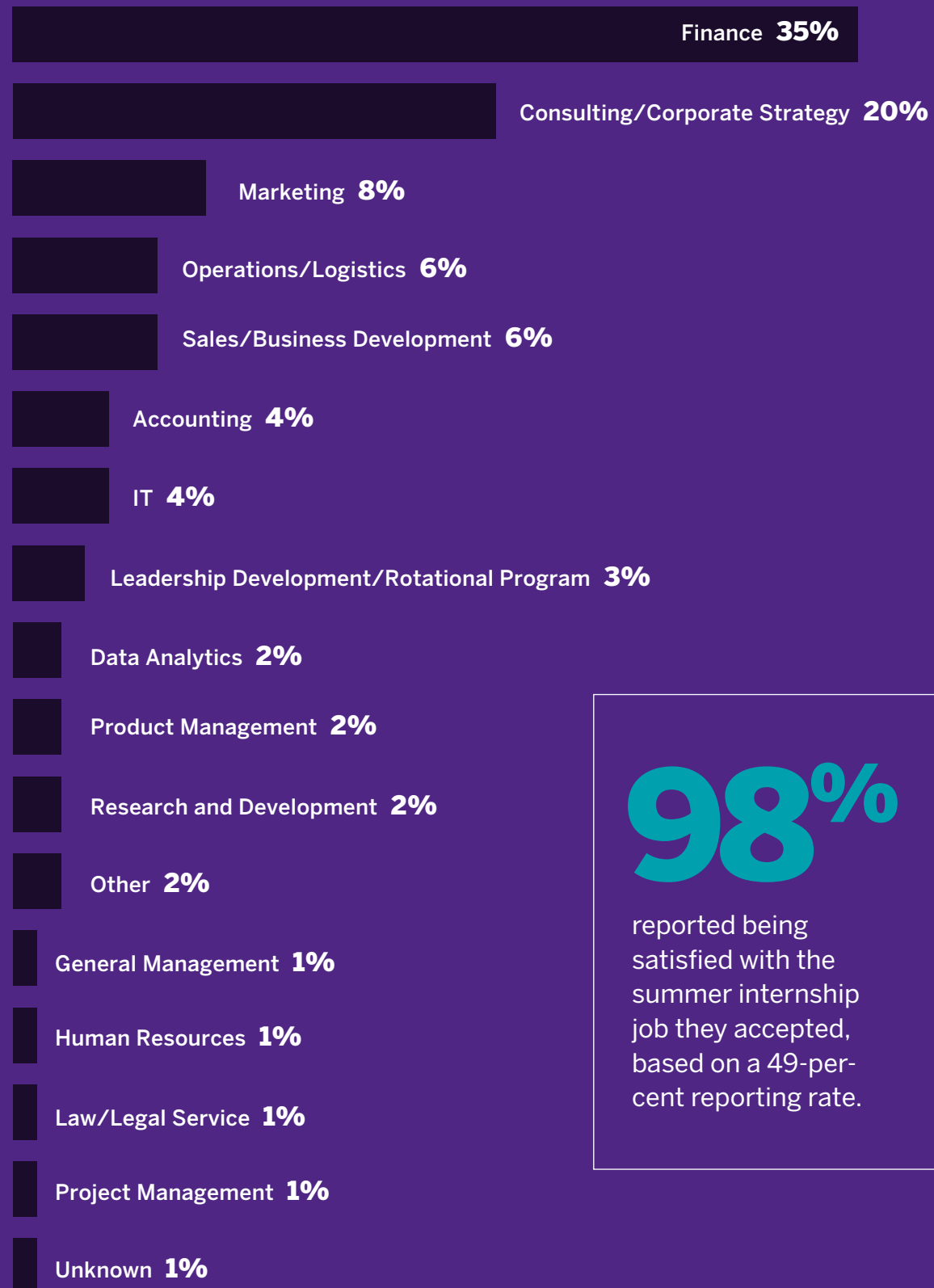
Industry of accepted summer employment

- Financial Services (37%)
- Consulting (17%)
- Technology – Software and Services/Hardware and Equipment (10%)
- Consumer Products (6%)
- Accounting/Audit/Tax (3%)
- Advertising (Marketing Services, Ad Agencies, Communications, Public Relations) (2%)
- Charities/Non-Profit (2%)
- Education (2%)
- Food Service/Restaurant/Food Production (2%)
- Real Estate – Commercial/Industrial/Residential/General (2%)
- Real Estate – Investment Trust (REIT) (2%)
- Retail (2%)
- Technology – Information and Communication (Telecommunications) (2%)
- Automotive (1%)
- Construction (1%)
- Energy/Resources (1%)
- Environmental Services (1%)
- Entertainment (1%)
- Government (1%)
- Healthcare (1%)
- Manufacturing (1%)
- Other** (2%)
- Unknown (1%)



* **Financial Services – Other includes:** Capital Markets, Equity Research, Risk, and Sales and Trading.
 ** **Other includes:** Aerospace (Space Exploration, Satellite Communications, Commercial Space, Drones, Airlines/Aviation), Architecture & Planning, Engineering, Law and Legal Services, Market Research, Recruitment Services/Executive Search, and Security and Investigations.

Function of accepted summer employment



98%
 reported being satisfied with the summer internship job they accepted, based on a 49-percent reporting rate.

Weekly base salary by function

SUMMER					
FUNCTION	% SHARE OF TOTAL REPORTED SALARIES	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Accounting	5%	\$720	\$1,040	\$909	\$938
Consulting/Corporate Strategy	21%	\$595	\$2,063	\$1,168	\$1,115
Data Analytics	1%	\$700	\$1,846	\$1,104	\$936
Finance	44%	\$600	\$3,400	\$1,493	\$1,444
Law/Legal Services	2%	\$750	\$863	\$804	\$800
Leadership Development/Rotational Program	10%	\$880	\$975	\$937	\$975
Marketing	4%	\$540	\$1,200	\$856	\$854
Operations/Logistics	1%	\$320	\$1,800	\$842	\$800
Product Management	1%	\$993	\$2,450	\$1,668	\$1,614
Research and Development	7%	\$656	\$920	\$772	\$755
Sales/Business Development	3%	\$563	\$1,626	\$920	\$887
Other*	2%	\$750	\$1,575	\$994	\$900

* Other includes: General Management, Law and Legal Services, Human Resources, IT, and Project Management.

Weekly base salary by industry

SUMMER					
INDUSTRY	% SHARE OF TOTAL REPORTED SALARIES	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Accounting/Audit/Tax	4%	\$720	\$1,040	\$904	\$870
Advertising (Marketing Services, Ad Agencies, Communications, Public Relations)	2%	\$700	\$800	\$748	\$750
Consulting	12%	\$800	\$2,063	\$1,263	\$1,120
Consulting – IT/Technology/Digital	3%	\$676	\$1,600	\$1,132	\$1,098
Consulting – Other*	4%	\$595	\$1,350	\$1,021	\$1,042
Consumer Goods – Beverages/Food/Alcohol/Tobacco	6%	\$540	\$1,000	\$826	\$863
Consumer Goods – Household/Personal/Cosmetics	3%	\$714	\$1,200	\$941	\$880
Entertainment	2%	\$320	\$1,800	\$891	\$750
Financial Services	17%	\$675	\$3,076	\$1,196	\$989
Financial Services – Asset Management	8%	\$563	\$2,426	\$1,086	\$904
Financial Services – Commercial/Business/Corporate Banking	3%	\$780	\$1,875	\$1,334	\$1,483
Financial Services – Investment Banking	12%	\$850	\$3,400	\$2,113	\$1,923
Financial Services – Private Equity/Venture Capital	3%	\$688	\$2,650	\$1,482	\$1,346
Financial Services – Other*	3%	\$600	\$2,083	\$1,221	\$1,020
Real Estate	4%	\$675	\$2,450	\$1,225	\$976
Retail	2%	\$825	\$1,000	\$909	\$920
Technology – Software and Services	4%	\$625	\$1,846	\$1,121	\$973
Technology – Information and Communication (Telecommunications)	2%	\$975	\$1,100	\$1,013	\$975
Other*	5%	\$650	\$1,626	\$904	\$880

* **Consulting – Other includes:** Human Capital, Operations/Supply Chain and Risk.

* **Financial Services – Other includes:** Capital Markets, Insurance, Equity Research, Risk, and Sales and Trading.

* **Other includes:** Automotive, Charities/Non-Profit, Construction, Education, Energy/Resources, Food Service/Restaurant/Food Production, Healthcare, Manufacturing, Market Research, Recruitment Services/Executive Search, and Security and Investigations.

Weekly base salary by geography

SUMMER					
GEOGRAPHY	% SHARE OF TOTAL REPORTED SALARIES	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Calgary	3%	\$720	\$1,923	\$1,481	\$1,800
London	3%	\$624	\$1,000	\$786	\$760
Montreal	1%	\$700	\$2,062	\$1,171	\$750
Toronto/GTA	78%	\$320	\$3,076	\$1,139	\$1,000
Vancouver	3%	\$540	\$1,200	\$802	\$785
Canada – Other*	2%	\$865	\$1,115	\$1,038	\$1,096
Los Angeles	1%	\$2,426	\$2,730	\$2,607	\$2,666
New York	3%	\$2,000	\$3,400	\$2,875	\$3,050
San Francisco	3%	\$1,575	\$3,136	\$2,166	\$2,000
Unknown	3%	\$680	\$2,450	\$1,173	\$869

* **Canada – Other includes:** Edmonton and Kitchener/Waterloo.

Ivey Corporate Partners

Below is a list of organizations that engaged with Ivey's HBA students this year through networking, hiring, formal or informal job postings, and/or 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 2022 graduate or 2023 summer student.

ACCOUNTING/AUDIT/ TAX

factura.ai*
Graham Scott Enns LLP*
Roth Mosey and Partners*
RSM*
SRCO Professional Corporation*
Wilkinson & Company LLP*

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

Arcane*
Aspire
AV Communications*
Bond Brand Loyalty*
Business Elite Media Group Inc.
Cardinal Path*
Cossette Communications*
DAY Communications
DCM*
Directsave Promotions and Apparel
Flywheel Digital
Klick
Konrad Group*

LG&P In-Store Agency*

LoyaltyOne
Maven
Multiview*
Nexus Communications*
No Fixed Address Inc.*
Novus Media*
OutPoint
Perkopolis
PLTFRM
Proof Experiences*
Publicis Sapient*
REALQualified Inc.
Roar Communications
SaleSpider Media
Salt XC*
Sponsorship Canada (a division of REVXM)
Vantage Marketing Canada
Wasserman*
WebHealth Network Media*

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

Collins Aerospace*

AGRICULTURE/ AGRIBUSINESS

GF Farms
Luthi Grains*
Nutrien

ARCHITECTURE & PLANNING

Capital Developments

AUTOMOTIVE

Aptiv*
Autotrader.ca*
Changes on the Fly
Demon Powersports / Demon Electric
Ford Motor Company*
General Motors*
Linamar Corporation*
Magna International*
Tesla*

CHARITIES/ NON-PROFIT

Access to Success Organization
BCMA
Boldly Me
Charity Intelligence Canada
Cleveland Clinic Canada

Communitech
eCampusOntario
Epilepsy Southwestern Ontario*
Habitat for Humanity Heartland Ontario
HackerNest
IIBA GLO
Leads Employment Services*
LEAP | Pecaut Centre of Social Impact*
Lime Connect
Oakville Yacht Squadron*
OneProsper International
Ontario Chamber of Commerce
Prospect Human Services Society*
Reforest London*
The Atmospheric Fund
The Cansbridge Fellowship
The Starfish*
The Sunshine Foundation of Canada*
The Upside Foundation of Canada
Urban Roots*
Venture for Canada
World Vision Canada
Youth Challenge International

CHEMICALS/PLASTICS

Dustbane Products Ltd.
Nova Chemicals

CONSTRUCTION

Aecon Group Inc.
Aria Vent Inc.
Bridgit*
Hilti
Life Construction*
Strand Development*

CONSULTING

360insights
Accenture*
Accuracy
Advancy Inc.
Advanta Health Care Services*
Alpha FMC*
Alvarez & Marsal*
Analysis Group
Arthur J. Gallagher and Co.*
Avanade*
Avascent
Bain & Company*
BDO Canada*
Boston Consulting Group (BCG)*
Bravad Technology
Caldwell*
Canada Startup Company
Cattle Scan
Capco*
Carly Rian Group
Carpedia*
CINTA & Co.*
Clean Conduit
Coactuate*
Cognizant*
Compensation Governance Partners

Deloitte*

Devon consulting*
Eastwood & Cleef LLC
ePACT Network Ltd.
EY*
Foster and Associates*
FTI Consulting*
Fusion Analytics
Gemic
GGA Partners
Grant Thornton
Hugessen Consulting Inc.*

iDriveCareer (iDC)
Impact Consulting*
Info-Tech Research Group (SoftwareReviews Division)
Invictus Analytics + Strategy
IQVIA (formerly IMS Health)
Iris Pricing Solution*
Isaac Operations*
Kearney
KPMG*
Launchit Ventures
Level5 Strategy*
Leyton
Mariner Innovations*
Marsh & McLennan Companies
MasterCard Advisors*
Mazars
McKinsey & Company*
Mensana Change Management Ltd.
Meridian Compensation Partners*
MNP*
Norima Consulting
Nous Group
Oliver Wyman*
OneMarket Sales
Optimus SBR*

Mariner Innovations*
Marsh & McLennan Companies
MasterCard Advisors*
Mazars
McKinsey & Company*

Mensana Change Management Ltd.
Meridian Compensation Partners*
MNP*
Norima Consulting
Nous Group
Oliver Wyman*
OneMarket Sales
Optimus SBR*

Oxford + Richmond Inc.
Pavestep
Perennial | DCM
PMP Consulting
Protiviti
PSD Citywide
PwC*
Revenue Management Labs
Richter*
Roland Berger*
Sampford Advisors
Sapling Financial Consultants Inc.
Satov*
Shore Consulting*
Slalom Consulting*
Southlea Group*
Stack'd Consulting
StrategyCorp*
Systemscope Inc.*
The Sales Factory
Throughline Strategy*
Tridome Studios
Trindent Consulting
Volley
Willis Towers Watson*
ZS*

CONSUMER PRODUCTS

Aitchl Ltd.
Auxly
Bayer Inc.
beiersdorf
Bell Coffee
Bimbo Canada (Formerly Canada Bread Company Limited)
BioGroupe*
Bondi Produce and Specialty Foods
Branch Furniture Inc
British American Tobacco*
brüst beverage co.
Diageo
Doggy Bathroom*
Equals Brewing Company Inc.
Freepour Controls
General Mills*
Green Hedge
Greenhouse
Herb
Hershey Canada Inc.*
Imperial Tobacco Canada
Johnson & Johnson*
Kotn
Labatt Breweries of Canada*
Lancome
L'Oreal
Luxury Brand Partners, LLC
Maple Leaf Foods*
Marcatus QED
Mark Anthony Group
Marlow
Molson Coors Beverage Company
Mondelez International*
Moosehead Breweries
Nestlé*
Niagara Bottling
NIKU Farms*
Nudestix Inc
Peko Produce*
PepsiCo*
Philip Morris International (PMI)
Procter & Gamble*
Reckitt*
Rothmans Benson & Hedges Inc.*
SMP Labs
TEALEAVES

The Kraft Heinz Company*
Three Ships Beauty
Two Sisters Vineyards*
Unilever*

CONSUMER SERVICES

Chubb Fire and Security
HomePro Pest Control
HomeX*
Insight Pest Solutions
The Thingery Inc.

DESIGN SERVICES

Muskoka Living Interiors Inc.*
Stantec*

ECONOMIC DEVELOPMENT

Manitoba Technology Accelerator (Formerly Juno Growth)
MaRS Discovery District*

EDUCATION

AgScape*
BETA Camp
BrightChamps
Columbia College*
Desa Global Leadership Inc.
insidelL
Kira Talent
Kritik
Macaulay Tree House Day Nursery*
Peekapak
QS Network Canada Inc.
Remaking Champions
Saint Augustine University of Tanzania*
Skillful Platform Inc.
SLIAO*

Student Works
Tailwind
Take Action
The M2T Collective*
UniExplore Inc.
University of Toronto - Rotman School of Management*

Western University*

ENERGY/RESOURCES

Berq RNG Inc.
Bruce Power*
Chevron
Echologics*
Evolution Mining
ExxonMobil Canada
Fitec Environmental Technologies Inc.
Gibson Energy
Golden Triangle Specialty Metals*
Hydro One*
Heliene
Imperial
Kinross Gold
London Hydro*
Lufkin Industries
Mercer International Inc.*
Nexus Energy
Northland Power
NRStor Inc.
Ontario Power Generation
Reliance Home Comfort
ResQ
Teck Resources Ltd.
Teine Energy*
Vale
Whitecap Resources Inc.*

ENGINEERING

Crozier: Consulting Engineers*
GHD*
RWDI*

ENTERTAINMENT

Backus-Page House Museum
Canucks Sports and Entertainment*
Corus Entertainment
Entertainment One
Enthusiast Gaming
Golf Canada*
Goodself
HandyRehab*
LANDR Audio Inc*
levelFILM*
Medspa Partners (MSP)*
Melkweg*
MLSE (Maple Leaf Sports & Entertainment)*
Spin Master*
The June Motel
The Peak
Toronto Blue Jays
Toronto Raptors
Tournkey
Volleyball Canada*

ENVIRONMENTAL SERVICES

Brickman Reforestation*
EcoSolver
GFL Environmental Inc.
Movin'on
Prairie Robotics Inc.
Seeds
Taking Root
Terracycle*
The Delphi Group*
Waste Solutions

EXECUTIVE OFFICES

CEOx

FACILITIES SERVICES

Aqua Maintenance
Citron Hygiene
Stratus Building Solutions

FINANCIAL SERVICES

AD Capital*
Agentis Capital*
AGF Investments
AIG*
Alberta Investment Management Corporation (AIMCo)
Albourne Partners*
American Express*
Anthos Capital
Appian Capital*
Archer Growth Partners
Ares Management LLC*
Aria Wealth Solutions*
ATB Financial*
Athos Capital*
Aviva Canada
Avondale Private Capital
Axia Real Assets
Bank of America-Merrill Lynch (BofA)*
Banyan Risk Ltd.*
Barclays*
Baseline Capital Management
BCI
Beringer Capital
Birch Hill Equity Partners*
Bitbuy
BlackRock*
Blackstone*
Blair Franklin Capital Partners

BMO Financial Group*

Brant Street Capital*
Bristol Capital Management*
Broderick Capital
Brokers Trust Insurance Group Inc.
Brookfield Asset Management*
Burgundy Asset Management Ltd.
Business Development Bank of Canada*
CAASA
Cameron Stephens Mortgage Capital*
Canaccord Genuity Group*
Canada Life*
Canada Pension Plan Investment Board
Canadian Business Growth Fund (CBGF)*
Canadian Venture Capital & Private Equity Association (CVCA)
Cantor Fitzgerald*
Capficiency Private Equity*
Capital One*
CBRE Investment Management*
CEO.ca
CIBC*
Ciel Capital
Citi*
Clearco (formerly Clearbanc)*
Connor, Clark & Lunn Financial Group
Cormark Securities
CPP Investments*
CPS Capital
Credit Suisse*
Davies
DBRS Morningstar*
Definity Financial*

Delaney Capital Management Ltd.
Desjardin Group*
Deutsche Bank AG*
Diagram Ventures
Digital Asset Capital Management
Dream Asset Management Corporation
DW Healthcare Partners*
Echelon Wealth Partners Inc.
Edison Financial
Eight Capital*
Empire Life Investments Inc.*
Ensurex
EQ Bank
Equitable Bank*
Esplanade Ventures
Euclid Transactional*
Evans Investment Counsel
Evercore*
Fact Capital
Fengate Asset Management
Fidelity Investments*
Firm Capital Organization*
Flahmingo Investments*
Fort Capital Partners*
Forthlane Partners*
Frontier Financial Services
FronTier Merchant Capital Group*
FullIG Capital*
GAVIN Hockey Wealth Specialists*
GDA Capital
Global Founders Capital
Global Infrastructure Partners
Gluskin Sheff

Goldman Sachs*

Good & Well
GoParity Canada*
GP Capital a division of Perovich Holdings Inc.*
GreenBirch Capital Inc.
Greenhill*
GreensKeeper Asset Management*
GTMfund
Haywood Securities Inc.*
Hazelview Investments*
HomeEquity Bank
Hong Kong Financial
HOOPP (Healthcare of Ontario Pension Plan)
Houlihan Lokey Howard & Zukin*
HRM Pension Plan
HSBC*
Hybrid Financial Ltd.
IG Wealth*
IGM Financial
IJW & Co.*
Impak Finance*
Imperial Capital*
Invesco
Investment Management Corporation of Ontario (IMCO)*
Invictus RG Pte. Ltd.
Jarislowsky Fraser
Jefferies*
JP Morgan*
Kin Capital Partners*
KKR*
Klass Capital*
Kluane Partners
Korea Search Investment Partners
Koru
Leatherback
Left Lane Associates*
Leith Wheeler Investment Council Ltd.*

LendCare Capital
Limestone Capital
LionTree LLC*
Longview Asset Management Ltd.
Mackenzie Investments*
Macquarie Group*
Mainstreet Credit Union
Manulife Financial*
Markel
Marsh
Mawer*
Maxit Capital
MIT Investment Management Company
Moelis & Company*
Morgan Stanley*
Moves Financial
MSD Partners Inc.*
MUFG Bank
Munich Re*
Nasdaq*
National Bank of Canada*
Neo Financial
NewPoint Capital Partners*
Ninepoint Partners LP
Northbridge Financial Corporation
Novacap*
Oliver Jewellery
OMERS*
OneSixtyTwo Digital Capital*
Ontario Teachers' Pension Plan Board*
OPTrust
Origin Merchant Partners*
Overbond
PaceZero Capital Partners
Paradigm Capital
Paystone*

Penfund*
 Perella Weinberg Partners*
 Persistence Capital Partners*
 PIMCO*
 PJT Partners*
 Plenary
 Plooto
 Point72*
 Polar Asset Management Partners
 Portage*
 Portland Investment Counsel Inc.
 Practical Islamic Finance*
 President's Choice Financial*
 PSP Investments*
 Qatalyst Partners LP*
 Raymond James*
 RBC*
 Red Cloud Financial Services*
 Relay Ventures
 Research Capital Corporation*
 RFA Capital Partners Inc.*
 Robinhood*
 Rothschild & Co.*
 Round13 Capital*
 Roynat Capital
 SAF Group*
 Safebank*
 Sagard Holdings*
 Sargasso Environmental
Scotiabank*
 Select Equity Group
 Sera Global
 Setter Capital*
 Shadowfax Capital Management*

Silver Lake*
 Simplii*
 Slate Asset Management*
 Southeastern Asset Management
 Sprott Capital Partners
 Starlight Investments*
 State Street
 Stifel Financial*
 Stillwater Capital
 Stormont Partners
 Stripe Inc.
 Summit Ridge Capital*
Sun Life Financial*
TD Bank Financial Group*
 The Catherine Wheel*
 The Group Ventures
 The Marquee Group
 Thomvest Asset Management
 Timbercreek Asset Management Inc.
 TorQuest Partners
 Total Credit Recovery
 Transit Capital Corporate*
 Tudor, Pickering, Holt & Co.*
 Turn/River Capital*
 Undivided Ventures*
 Vault Credit Corporation*
 Vector Financials*
 Versabank
 Verstra Ventures
 Vertu Capital
 Vesta Wealth Partners Ltd.
 Vision Capital Corporation*
 VWK Capital Management
 Waratah Capital Advisors*

Water Street Healthcare
 WAVE - Women's Association of Venture & Equity
 WCM
 Wealthsimple*
 Wells Fargo*
 Western Financial Group Insurance Solutions
 White Star Capital
 Whitehorse Liquidity Partners*
 Wildcats.io*
 WinnerMax Capital Inc.
 Women in Capital Markets
 World Bank Group
 XPV Water Partners
FOOD SERVICE/ RESTAURANT/FOOD PRODUCTION
 Chick-fil-A*
 Fulfil*
 HelloFresh*
 JKC Restaurants
Restaurant Brands International*
The Butcher Shoppe*
GOVERNMENT
 City of Orillia*
 Government of Alberta*
 Government of Canada*
 Government of Ontario
 Oxford County
 Region of Peel*
 Township East Zorra
 Tavistock
HEALTHCARE
 123Dentist*
 Advica Health
 Cambridge Brain Sciences

Canadian Hospital Specialties Limited
 Cardiotrack Global
 Eli Lilly*
 Grey Bruce
 Hamilton Health Services
 Hear.com
 Hekate Health Sciences Inc.
 Hypercare
 Inkblot Therapy*
 Ipsen
 Kids Help Phone
 Klick Health*
 Medibox Solutions Inc.
 Medline Canada*
 Mindcure Health
 Mint Pharmaceuticals
 Nicoya Ventures*
 Novartis Pharmaceuticals*
 Novo Nordisk
 OBIO
 One Healing Space
 ParkAid
 Pharmascience*
 Southlake Health
 Stealth Biotech Company
 Sterasure Inc.
 Stryker
 The Fertility Partners
 The Hospital for Sick Children*
 Unity Health Toronto
 University Health Network*
 Univet Optical Technologies North America
 Virano Therapeutics*
 Western Heads East

HOLDING COMPANY
 John Swire & Sons (H.K.) Ltd.
LAW AND LEGAL SERVICES
 Aird & Berlis LLP*
 Barriston LLP*
 Bennett Jones LLP*
 Blake, Cassels & Graydon LLP*
 Borden Ladner Gervais LLP*
 Brattys LLP*
 Cassels, Brock, and Blackwell*
 Davies Ward Phillips & Vineberg LLP*
 Fogler, Rubinoff LLP*
 Goodmans LLP*
 Gowling WLG*
 McCarthy Tétrault
 Olser, Hoskin & Harcourt LLP*
 Stikeman Elliott LLP*
 Torys LLP*
 Wildeboer Dellelce LLP*
MANUFACTURING
 ATCO Ltd.*
 BOS Innovations
 Bunkie Life*
 Burloak Tool
 Canada stampings
 Cargill
 Edge Automation, Inc.*
 eSight Corporation
 Eversana
 Greentank Technologies
 Innomar Strategies
 Innovative Automation*
 KEYENCE Corporation
 KIC
 Manulift

Maverick Sales
 Motis Fire Rescue Inc.
 Owens Corning Canada*
 Raven.ai
 Samuel, Son & Co.
 Schaeffler Canada Inc.*
 Siemens*
 Skyjack
 Steelcase*
 Student Energy*
 Superior Glove
 Timberland Equipment Limited
 Toromont CAT*
 Verdo
 WeldBot
MARKET RESEARCH
 Angus Reid
 Aon*
 Hotspex*
 Mclean & Company*
 Turff Analytics*
PUBLIC ADMINISTRATION/ REGULATORY GROUPS
 Canadian Shield Capital*
 United Nations*
REAL ESTATE
 Agellan Commercial REIT*
 Akelius Canada Ltd*
 Allied Properties REIT*
 Avison Young*
 BGIS
 CAPREIT*
 Century 21 First Canadian Realty
 Colliers International
 Core Development Group
 Crestpoint Real Estate

Investments Ltd.
 Dream Unlimited*
 Drewlo Holdings
 Fitzrovia Real Estate*
 GoldSpot
 Graywood Developments*
 Harlo Capital*
 Harrison Street Real Estate Capital, LLC*
 HLH Investments Ltd.*
 Intracorp Homes*
 JLL
 Land Services Group*
 Mattamy Homes*
 Montez Corporation*
 Pacific Edge Properties Ltd.*
 Primera Properties Group
 QuadReal Property Group*
 Realstar Management*
 Redfin*
 Riocan Real Estate Investment Trust*
 Root & Seed Inc.
 Stafford Development and The Goldman Group*
 TAS
 The Pearl Group
 Tonlu Properties
 Trez Capital*
 Tricon Residential*
 U-Rite
 Valour Group
 York Developments*
RECRUITMENT SERVICES/EXECUTIVE SEARCH
 Altis Recruitment
 Async People Consulting
 Boyden*
 Corporate Consultants

CPG Connect
 FDM Group
 FindWRK*
 Insight Global
 Intercast Staffing
 LifeWorks
 Lock Search Group
 Sales Talent Agency
 Salesforce Search
 SuiteSource Inc.
 Tundra Technical Solutions
RETAIL
 Adidas
 Apple Cleaning Supplies
 Aritzia*
 Baskits Inc.
 Best Buy Canada
 Canadian Tire Corporation*
 DrugSmart Pharmacy
 George Weston Limited
 Hairstrong
 Hudson's Bay Company
 Loblaw Companies Limited*
 Mantaro Capital Group
 Mastermind Toys*
 Metro
 Nordstrom
 PerkUp
 Pixie Mood
 Retailors Inc.
 SIDIA*
 Silk & Snow
 SSENSE*
 Thesus*
 TJX Canada*
 TopSpin Technologies*
 Under Armour*

SECURITY AND INVESTIGATIONS

Allied Universal*
Signal*
Smart Haven Security
Stealth Monitoring

TECHNOLOGY

A2X
Achievers
Acrylic Robotics
ADP
Advanced Analytics and Research Lab
Agora*
AlayaCare
Alert Driving
Alida (Formerly Vision Critical)
Alphavima Technologies Inc.
Amazon*
Appficiency Inc.*
Art of Pay*
Asana*
AutoLeap
Avaya
Basestation
Bell Canada Enterprises*
Benevity
BlackBerry*
Blackhawk Network*
bld.ai
Bolt Logistics

Bonsai (Shopbonsai.ca)
Boss Insights
Boxout Performance*
Bravad
Brightspark Inc.
Buf*
Caddle*
Caddy*
Calico AI
CDW Canada*
Ceridian
China Mobile
Cloud SynApps Inc.
CondoWorks
Connected*
Constellation Software Inc.
ContactMonkey*
Cority*
Corpay
Cvent*
Dalia
Databook*
Databricks*
Datadog*
Datakite Inc. (Formerly Castodia)
Datastax*
DealMaker
Deep6
Deliverect
Dell
DEX Labs
Digital Lab at BC Children's Hospital

Disco
Drop*
Dunroe
Eclipse Technology Solutions
Eclipsys
Ecopia AI*
eFuse
Emplifi
Enable*
Equifax
EXAR Studios
FactSet*
Fast Enterprises
Fellow.app
Fiix Software
Firmex
Float
FreshBooks
FrontFundr
Geotab
Giden*
Glo3Dapp.com
Glowstick (Formerly known as Ampersand)
Go Evo Inc.
Google*
GrowthGenius
Healthcard.ca
HealthHub - Patient Engagement Solutions*
Hipcamp
HomeOptions*
HP Canada
HRdownloads

Huawei*
Humi
Hut 8 Mining Corporation*
IBM*
Info-Tech Research Group Inc.
Instabase
interVal*
InvestorCOM*
Irwin
Jerry
JLL Technologies*
Jobify
Justo Brokerage*
KeyData*
Kitchen Hub
Klue
Knorket.ai
League
Leap Tools*
Lightspeed Commerce*
Loblaws Digital
Loopio
LUCID
Lumine Group
Lyft*
Lynk Global
MacroXStudio
Maro Partners
MDLand
MeasureUp
Meltwater
Meta*

Meta*
Microsoft*
Model Living
Moonchaser*
Moongate*
MuleSoft
NetDynamic Consulting Inc.
Newcomp Analytics
NielsenIQ
Notch
Numerator*
Nuwatech
Omatic Software
OnCall Health
OpenText
Oracle*
OrderGrid
Orennia
Otter*
Palantir Technologies*
Perpetua*
Pex
Pinterest
Placeholder Inc.
Plative*
Plum
Polygon Technology*
Powerlinx*
Properly*
PureFacts Financial Solutions

Q4*
QA Wolf
Qualia Computing*
Radicale*
Receptiviti
Recharge Payments
Red Canari
Red Iron
Resolver Inc.*
RiskAware Inc.
Rogers Communications*
RSPNDR*
S&P Global
Sagacity Software Inc.*
Salesforce*
SAP Canada Inc.*
SAS
Scale AI*
Security ONE Alarm Systems
Sense*
Shomigo
Shopify*
Shutterstock*
Signum.AI
SkyWatch
Snapcommerce*
Sound Antidote
SPECTRUM Business
Speechify
Square*
Start.ca

StarTech.com
Statflo*
Stealth Startup*
Story City
Street Contxt
Stripe
Surf*
TD Tech
Tech Jam
Telus*
Teranet Inc.
The Better Navigation Company (BNC)
The Grand World
ThoughtExchange
Thumbtack*
tiptap*
Torinit Technologies*
TouchBistro
Trading Ingenuity Enterprises
TripArc
Turaco Web International Group Inc.
Uber*
Unity*
Utradea
Valence (formerly Shift)
Verto Health
Vetster
Voiceflow*
Volaris Group
Workbench Energy

Xero
Xerox*
Xtivity Inc.
ZoomInfo

THINK TANKS/POLICY INSTITUTE/RESEARCH INSTITUTE

Canadian Nuclear Laboratories

TRANSPORTATION/DISTRIBUTION/LOGISTICS

407 ETR Concession Company Limited
Bruce Anchor Motel & Cruises*
Metro Supply Chain*
Metrolinx
Penske
Shipping Beauty LLC
TrueNorth
Tyltgo

VETERINARY/ANIMAL HEALTH

Kabo

WHOLESALE TRADE

Superior