

IVEY BUSINESS SCHOOL
HONOURS BUSINESS ADMINISTRATION

HBA 2020 EMPLOYMENT REPORT

Director's Message

Ivey HBA Class of 2020 and HBA Class of 2021 – Congratulations on your achievement!

The 2020 full-time and summer internship recruiting experience for our HBA cohorts was certainly unique. While 48% of our 2020 graduates and 22% of our HBA 2021's seeking summer internship roles secured offers during the early phases of the recruiting season, many from these cohorts were still actively seeking employment opportunities when the global pandemic began in the Spring. In spite of the obstacles created with a slowdown in recruiting activities and employment opportunities, our HBA students rose to the challenge. Self-reporting from our HBA 2020 graduates indicates that 86% secured at least one full-time offer as of September 30th, 2020 and as of December 31st, 2020 this number increased to 93%. Self-reporting from our HBA 2021 students seeking summer internship roles indicates that 85% secured at least one offer as of September 30, 2020. These statistics reflect our students' determination and commitment to achieving their goals even in challenging times, and are to be commended.

For HBA graduates starting full-time roles in 2020, 33% were retained by the firms with which they held their 2019 summer internship. Offers across industries show that 33% accepted in financial services, 24% in consulting, and that the remaining 43% accepted offers across a variety of diverse industries, including technology, telecommunications and consumer packaged goods. It is also worth noting that our HBA 2020 graduates increasingly sought and secured offers in various functional areas of both consulting and

financial services, including accounting, marketing, operations and leadership development programs. This shift in graduates' employment paths is a manifestation of the changing areas of interests that students are bringing to Ivey, and speaks to a core strength of the school: the diversity of our student population.

The Class of 2020 has now joined more than 30,000 Ivey alumni globally. Members of this network, as well as 194 corporate partners, played a critical role in their achievements by generously giving their time, and sharing their market insights that helped drive our student's success.

For our HBA 2021 students accepting summer internship offers, 39% accepted in financial services, 10% in consulting and the remaining 51% accepted offers across diverse industries, including technology, healthcare and consumer packaged goods. Here too it is worth noting that this cohort also sought and secured roles in diverse functional areas across all industries, including marketing, product management, and product development. Summer internships continue to be an invaluable experience for both students and employers, as it allows for assessment of organizational fit, and provides students with an opportunity to transfer their learning to the workplace, while at the same time, develop the new skills and competencies that will be key to building strong careers long term.

Thank you to all of our alumni and corporate partners for your support and confidence in our Ivey HBA talent. We look forward to working with you in the year ahead!

Sincerely,



Dr. Catherine Chandler-Crichlow
Executive Director, Career Management & Corporate Recruiting
Ivey Business School

\$79,191

Average salary (includes: Base salary, signing bonus, and other guaranteed compensation)

86%

of those seeking received an offer by September 30th, 2020, based on a 95% reporting rate.

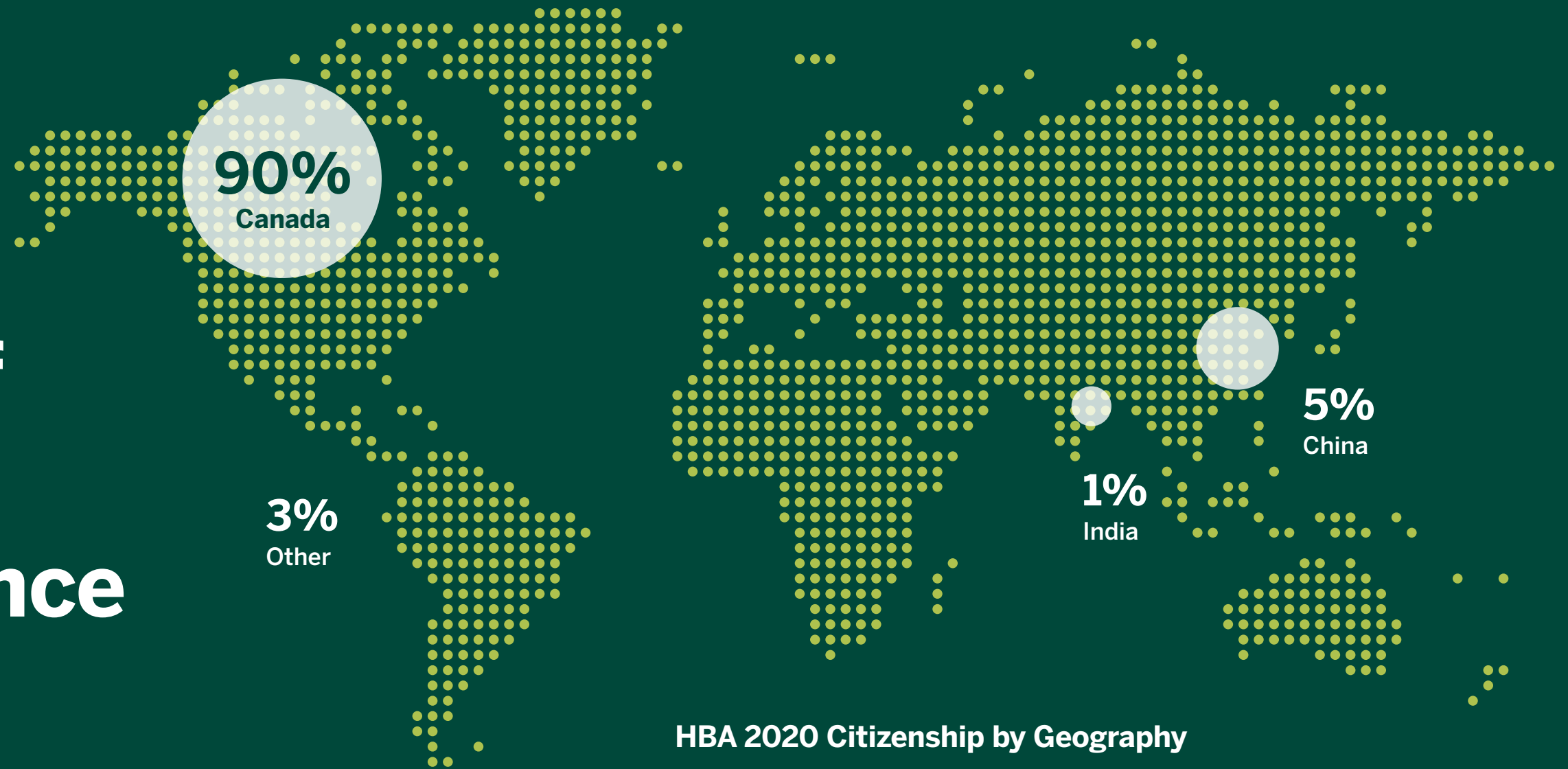
93%

of those seeking received an offer by December 31st, 2020, based on a 95% reporting rate.

33%

of students accepted a full-time offer from their previous summer employer.

Class of 2020 at a glance



HBA 2020 Citizenship by Geography



583

Total Students
in Class



47%

Women



10%

Non-Canadian



31%

Pursue Dual
Degrees



31

Industries Where
Graduates Work

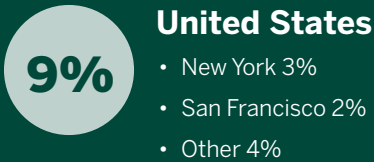
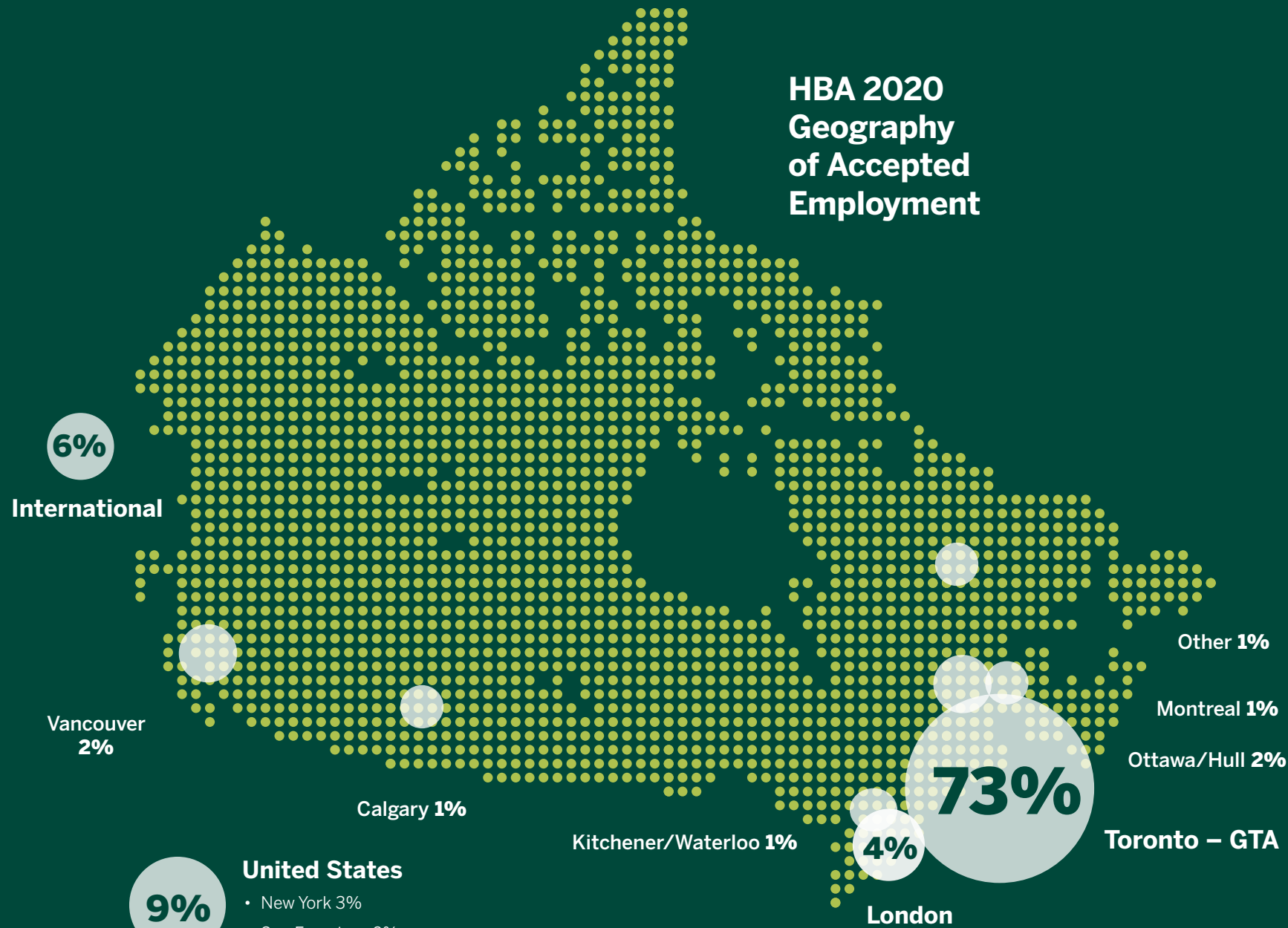


63%

School-Facilitated
Job Offers

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.

HBA 2020 Geography of Accepted Employment



Source of Accepted Employment



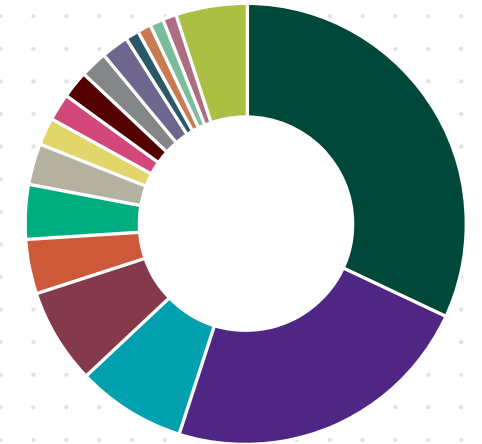
School Facilitated includes: Career Management Posting, Summer Internships, Networking (Alumni and Corporate Partners), Alumni/Classmate/Faculty Referrals, Law School Recruiting.

Graduate Facilitated includes: Networking (Outside School), Internet, Company Websites, Executive Search Firms and Newspaper Postings, Previous Employer (Before Starting Ivey), Pre-Ivey.

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Industry of Accepted Full-time Employment

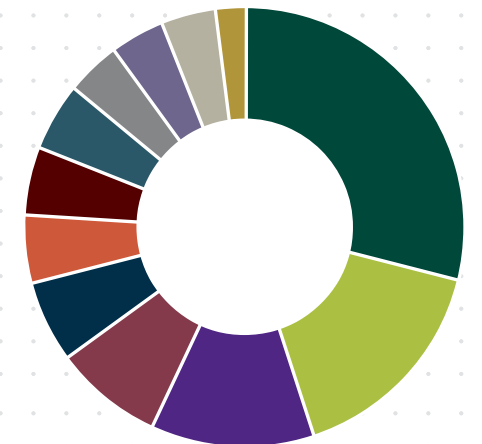
- Financial Institution (33%)
- Consulting (24%)
- Accounting (8%)
- Information Technology (7%)
- Telecomms/Communications (4%)
- CPG – Food/Drink/Tobacco (4%)
- CPG – Cosmetic/Personal Care/Household (3%)
- Legal (2%)
- Restaurant/Food Services (2%)
- Education (2%)
- Real Estate/Property (2%)
- Wholesale/Retail (2%)
- Healthcare (1%)
- Marketing/PR/Advertising (1%)
- Charities/Not-for-Profit (1%)
- Government (1%)
- Other* (5%)



*Other includes: Automotives, Biotechnology, Communications, Construction, Consulting-IT, Consulting-Management, Distribution/Transportation, Electricity/Gas/Water, Engineering, Entertainment, Metals/Mining, Petroleum/Energy, Printing/Publishing/Media, Tourism/Leisure, Unknown.

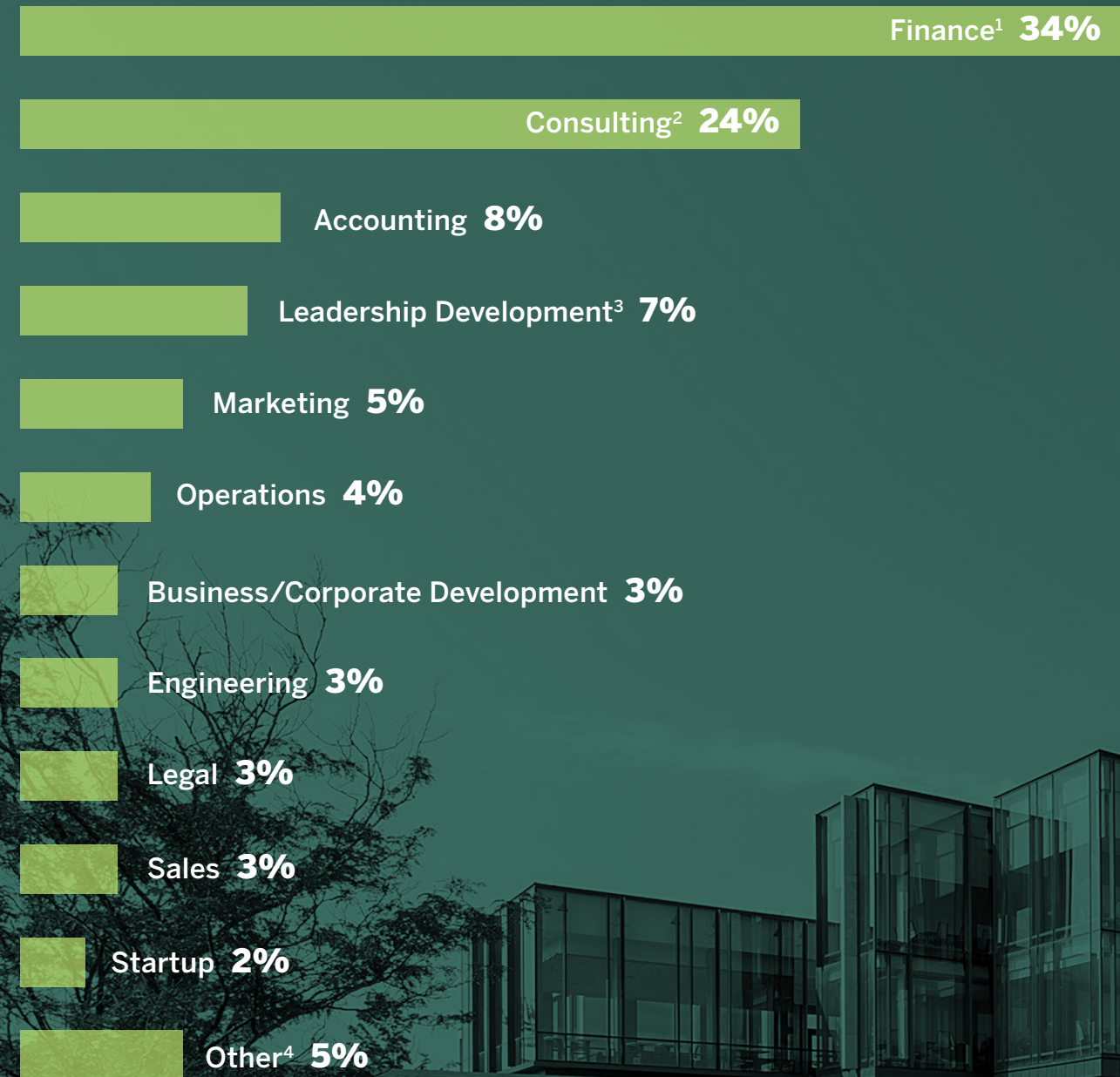
Alumni Industry of Employment

- Financial Institutions (31%)
- Other (16%)
- Consulting (12%)
- Information Technology (8%)
- Manufacturing (6%)
- Telecommunications/Communications (5%)
- Education (5%)
- Biotech/Healthcare/Pharma (5%)
- Real Estate/Property (4%)
- Wholesale/Retail (4%)
- Consumer Packaged Goods (4%)
- Technology (2%)
- Unknown (0.3%)



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.

Full-time Employment Listed by Function



¹ **Finance includes:** Investment Banking, Private Equity/Venture Capital, Real Estate, Corporate Banking, Corporate Office, Asset Management, Sales & Trading, Commercial Banking, Other, Insurance, Risk Management.

² **Consulting includes:** Management/Strategy, Consulting/Corporate Strategy, Operations/Supply Chain, IT/Technology/Digital.

³ **Leadership Development includes:** Rotational Program, Marketing Program.

⁴ **Other includes:** (Industries where less than three students accepted employment) Communications/Public Relations, Consulting – Accounting/Tax, Consulting – Financial Advisory, Consulting – Human Capital, Finance – Asset Management, Information Technology, Marketing/Product Management, Other, Research and Development/Product Development.

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Compensation

Base salary ranged from \$12,000 – \$260,000, with a median salary of \$67,000 and where other compensation was offered, it ranged from \$1,000 – \$121,500, with a median of \$5,600.

HBA 2020 FULL-TIME*					
	% Receiving	Min \$	Max \$	Average \$	Median \$
Base Salary	100%	12,000	260,000	72,508	67,000
Signing Bonus	33%	1,900	66,328	10,436	5,000
Other Guaranteed Compensation	11%	1,000	94,500	16,998	7,600

*Data reflects students who reported compensation and does not include students returning to a previous employer for a role to which they did not need to apply or students who are starting their own business.

297

Companies that posted jobs to the Ivey HBA Class of 2020

194

Companies our HBA 2020 students signed with

140

HBAs returning to their summer employer

4

Number of students pursuing Entrepreneurship



Base Salary by Industry

HBA 2020 BASE SALARY BY INDUSTRY FULL-TIME				
FUNCTION	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Accounting	42,000	75,000	55,982	49,250
Consulting	42,000	120,000	68,630	69,250
CPG – Cosmetic/Personal Care/Household	50,000	70,000	63,800	69,000
CPG – Food/Drink/Tobacco	43,000	76,000	62,409	62,000
Education	Not Enough Data*			
Financial Institution	40,000	260,000	83,159	80,000
Information Technology	21,000	156,000	91,145	69,500
Legal	40,000	93,000	62,750	59,000
Restaurant/Food Services	62,500	62,500	62,500	62,500
Telecomms/Communications	58,000	171,381	74,709	63,000
Other*	12,000	76,000	56,071	60,000

HBA 2020 OTHER COMPENSATION BY INDUSTRY FULL-TIME				
FUNCTION	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Accounting	2,000	5,600	4,092	5,000
Consulting	2,000	24,600	7,217	5,000
CPG – Cosmetic/Personal Care/Household	Not Enough Data*			
CPG – Food/Drink/Tobacco	3,000	12,600	5,480	4,650
Education	Not Enough Data*			
Financial Institution	5,000	100,000	14,879	10,000
Information Technology	1,000	121,500	46,540	42,944
Legal	4,000	5,000	4,333	4,000
Restaurant/Food Services	12,500	12,500	12,500	12,500
Telecomms/Communications	1,900	48,646	12,409	4,000
Other*	2,500	10,000	6,167	6,250

* Areas where less than three students reported compensation are suppressed due to confidentiality concerns.

* **The "Other" industries include:** Automotives, Biotechnology, Charities/Not-for-Profit, Communications, Construction, Consulting – IT, Consulting – Management, Distribution/Transportation, Electricity/Gas/Water, Engineering, Entertainment, Government, Healthcare, Marketing/PR/Advertising, Metals/Mining, Petroleum/Energy, Printing/Publishing/Media, Real Estate/Property, Tourism/Leisure and Wholesale/Retail.

Base Salary by Function

HBA 2020 BASE SALARY BY FUNCTION FULL-TIME				
FUNCTION	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Accounting	42,000	75,000	56,450	52,500
Consulting – Management/Strategy	42,000	110,000	69,935	70,000
Consulting/Corporate Strategy	40,000	145,000	68,889	60,000
Finance – Asset Management	51,000	260,000	92,700	80,000
Finance – Investment Banking	50,000	137,700	91,729	90,000
Finance – Private Equity/Venture Capital	60,000	105,686	80,069	80,000
Leadership Development/Rotational Program	50,000	65,000	61,219	62,250
Marketing	40,000	70,000	58,200	61,000
Operations	55,000	80,000	68,143	69,000
Sales	21,000	76,000	55,667	60,000
Other*	12,000	260,000	77,443	70,000

HBA 2020 OTHER COMPENSATION BY FUNCTION FULL-TIME				
FUNCTION	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Accounting	2,000	5,600	4,092	5,000
Consulting – Management/Strategy	2,000	35,000	7,753	5,000
Consulting/Corporate Strategy	2,500	66,000	19,375	4,500
Finance – Asset Management	5,000	100,000	31,200	6,000
Finance – Investment Banking	5,000	36,000	13,807	13,000
Finance – Private Equity/Venture Capital	6,000	19,820	10,553	10,000
Leadership Development/Rotational Program	4,000	12,500	8,486	8,900
Marketing	5,000	7,000	5,500	5,000
Operations	10,000	23,000	17,200	21,000
Sales	3,000	89,000	28,780	12,600
Other*	1,000	121,500	20,837	6,500

* **The "Other" functions include:** Business Development/Corporate Development, Communications/Public Relations, Consulting – Accounting/Tax, Consulting – Financial Advisory, Consulting – Human Capital, Consulting – IT/Technology/Digital, Consulting – Operations/Supply Chain, Engineering, Finance – Commercial Banking, Finance – Corporate Banking, Finance – Corporate Office, Finance – Insurance, Finance – Other, Finance – Real Estate, Finance – Risk Management, Finance – Sales & Trading, Information Technology, Leadership Development Program – Marketing, Legal, Marketing/Product Management, Research and Development/Product Development, and Startup.

Class of 2021 summer employment at a glance

\$1,105

Average weekly base salary

85%

of those seeking
received an offer
based on a **95%**
reporting rate

Company Size of Accepted Summer Employment



624

Total Students
in Class



44%

Women



12%

Non-Canadian



36

Different Functions
That the Students
Summered in



41

Different Industries
That Students
Summered in

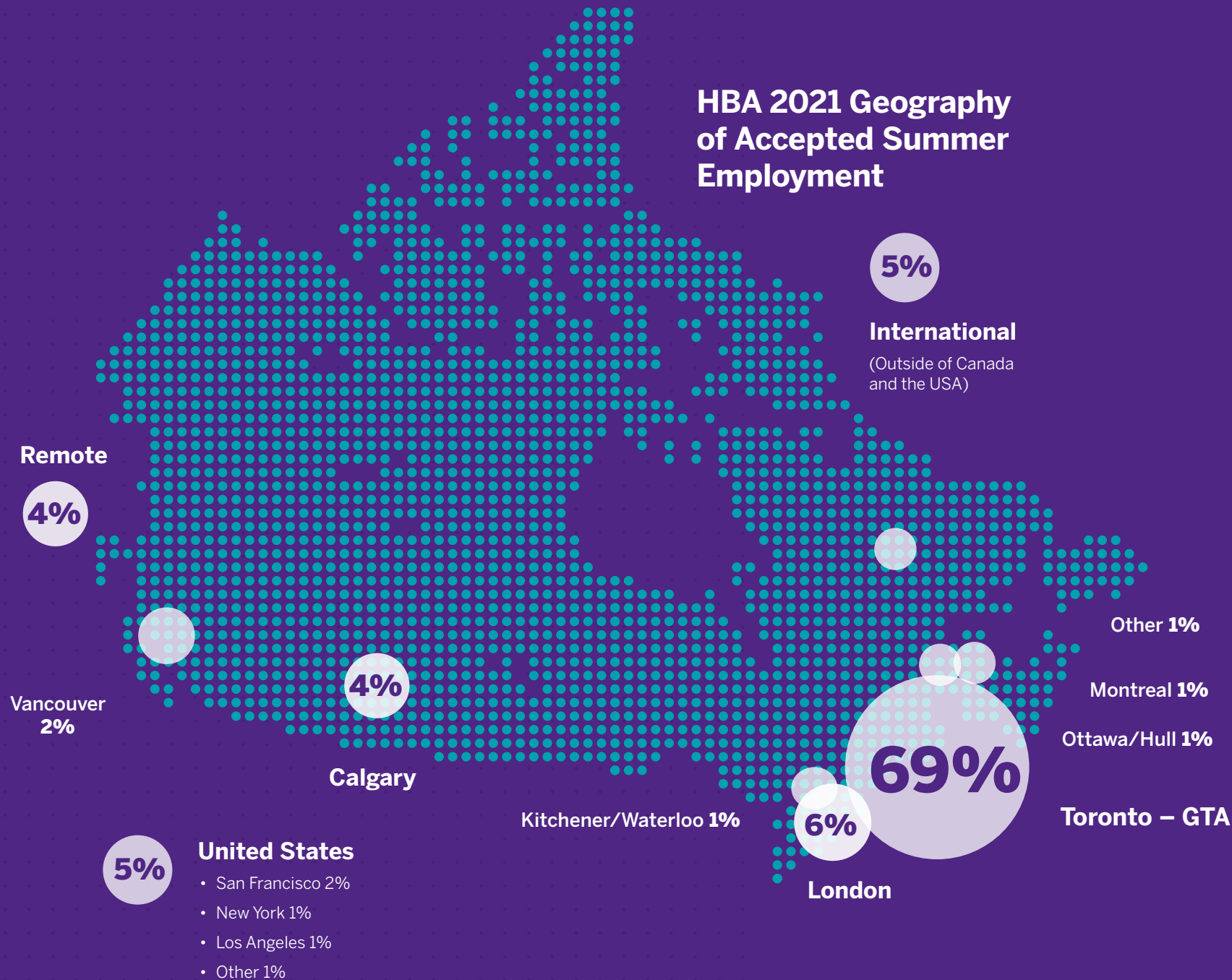


305

School-Facilitated
Accepted Job
Offers

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HBA 2021 Geography of Accepted Summer Employment



Source of Accepted Summer Employment



School Facilitated includes: Career Management Posting, Summer Internships, Networking (Alumni and Corporate Partners), Alumni/Classmate/Faculty Referrals.

Graduate Facilitated includes: Networking, Internet, Company Websites, Executive Search Firms and Newspaper Postings, Previous Employer, Pre-Ivey.

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309

Number of Companies posting summer roles to the HBA class of 2021.

284

Number of companies HBA 2021 students signed with

469

Number of HBA 2021 students accepting positions with summer employers they had not worked with before their HBA studies

HBA 2021 WEEKLY SALARY BY GEOGRAPHY | SUMMER

REGION	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
CANADA				
Toronto/GTA	120	3,846	1,089	960
London	180	975	665	700
Calgary	500	1,979	1,241	1,188
Vancouver	500	1,500	931	758
Ottawa/Hull	709	1,080	873	852
Montreal	980	1,200	1,060	1,000
Other ¹	240	2,000	917	759
USA				
San Francisco	1,050	3,160	2,104	2,201
New York	770	2,700	1,517	1,080
Other ²	850	4,000	1,768	1,088
Other ³	100	4,000	1,358	1,000

¹ **This includes:** Edmonton, Kitchener/Waterloo and other locations across Canada.

² **This includes:** Los Angeles and other locations across the USA.

³ **This includes:** locations outside of Canada and the USA, as well as remote workers.

Weekly Salary by Industry

HBA 2021 WEEKLY SALARY BY INDUSTRY SUMMER				
INDUSTRY	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Accounting	100	2,333	911	865
Charities/Not-for-Profit	625	897	702	642
Consulting	300	3,656	1,165	1,080
CPG – Cosmetic/Personal Care/Household	200	1,800	912	849
CPG – Food/Drink/Tobacco	675	3,231	1,000	875
Education	180	700	483	525
Financial Institution	240	4,000	1,256	1,040
Government	709	2,000	1,132	910
Healthcare	120	1,250	775	800
Pharmaceuticals/Medical	850	860	857	860
Printing/Publishing/Media	525	1,000	758	750
Real Estate/Property	650	1,307	855	720
Restaurant/Food Services	625	800	778	800
Technology	325	3,160	1,180	940
Telecomms/Communications	850	1,060	984	975
Wholesale/Retail	300	800	634	680
Other*	300	1,875	870	775

*The "Other" industries include: Aerospace, Agribusiness, Automotives, Communications, Construction, Distribution/Production, Distribution/Transport, Energy, Engineering, Entertainment, Entrepreneurship/Startup, Environmental, Executive Search, Information Technology, Legal, Manufacturing, Marketing/PR/Advertising, Metals/Mining, Not-for-Profit/Charity, Other – conference/event, Petroleum/Energy, Security & Investigations, Tourism/Leisure, and Unknown. (Industries where less than three students reported salary are condensed into the other category.)

Weekly Salary by Function

HBA 2021 WEEKLY SALARY BY FUNCTION SUMMER				
FUNCTION	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Accounting	100	2,333	892	865
Consulting – Financial Advisory	938	1,100	1,032	1,058
Consulting – Human Capital	960	1,120	1,043	1,050
Consulting – IT/Technology/Digital	865	1,040	935	900
Consulting – Management /Strategy	670	3,656	1,230	1,115
Corporate Development	634	1,000	827	800
Corporate Strategy	500	1,088	804	800
Engineering	640	3,160	1,823	1,500
Finance – Asset Management (Investment, Portfolio & Wealth Management)	240	2,375	1,068	1,000
Finance – Commercial Banking	720	3,000	1,060	791
Finance – Corporate Banking	650	1,550	1,152	1,250
Finance – Investment Banking	1,000	4,000	1,847	1,650
Finance – Private Equity/Venture Capital	500	2,201	971	1,000
Finance – Real Estate	630	2,950	1,078	850
Finance – Risk Management	325	1,400	906	825
Finance – Sales & Trading	833	2,500	1,329	1,050
Internal Corporate Finance	750	3,231	1,129	835
Information Technology	709	2,250	1,058	835
Leadership Development/Rotational Program – General	800	1,060	930	975
Marketing/Product Management	120	1,225	796	850
Operations	625	1,250	868	860
Research and Development/Product Development	180	1,250	720	735
Sales/Business Development	500	1,800	993	861
Startup	680	1,041	907	1,000
Other*	680	1,275	928	875

*The "Other" functions include: Communications/Public Relations, Consulting – Operations/Supply Chain, Entrepreneurship, Finance – Corporate Office, Finance – Equity Research, Finance – Insurance, Finance – Retail Banking, Human Resources, Legal, and Project Management. (Function where less than three students reported salary are condensed into the other category.)

757 COMPANIES

Recruiting Companies

Below is a list of companies who engaged with Ivey's HBA students this year through networking, formal postings, and/or campus recruiting. Those denoted with (*) hired an Ivey HBA student or graduate. The bolding recognizes the top hiring firms that hired 5 or more students from the HBA classes from 2020 and 2021.

123Dentist	Altus Assessments	AWARE Beverages*	BitGo*	Business Drives*	Carly Rian Group	CNIB Foundation	Dropbox Inc.*
3M Canada	Alvarez & Marsal*	Bacardi Canada*	Black & McDonald	Buzzerboy	Carlyle Printers, Service & Supplies Ltd.*	CNTRBND*	DrumFIT*
Accenture*	Alzheimer Society London & Middlesex	Bain & Company*	BlackBerry*	C6 Launch	Carpe Diem Suites*	Coactuate*	DW Healthcare Partners*
Accompass*	AM Solutions Worldwide	Balfour Pacific Capital*	Blackhawk Network	CAA Club Group	Carpedia	Colliers International	Eastwood & Cleef LLC
Accretive Realty Partners*	Amazon*	BallStreet Trading*	BlackRock*	Caboodl*	Cassels Brock & Blackwell LLP *	Collings Johnston*	EasyCare*
Ace Transportation Group	American Express*	Bank of America Merrill Lynch*	Bld.ai*	Cadillac Fairview	Castodia*	Connor, Clark & Lunn Financial Group	Ebury Partners
Adams & Miles LLP	Anida	Banyan Software	Bloom Burton Securities	Calgary Economic Development	CBRE Caledon Capital Management	Constellation Brands*	Ecom Freedom*
AdaptiveX*	Anova Fertility & Reproductive Health*	Barclays Capital*	Bluevale Capital Group Inc.*	Calgary Trusted Cleaners	CDW Canada	Constellation Software	Ecopia Tech Corporation
Adecco Canada	Anson Funds Management LP*	Barnhart Asset Management*	BMO Financial Group*	Calixa Technologies*	Cegid	Cormark Securities*	Eddy Solutions
Advanced Analytics and Research Lab*	AOMS Technologies	Baro Drywear*	Boss Insights	Cambridge Brain Sciences *	CEOLaw*	Corporate Consultants	Edusight
Advocacy Centre for Tenants Ontario	Apotex	Bayer	Boston Consulting Group (BCG)*	Canaccord Genuity Group*	Cerebri AI*	Corporate Knights*	Eli Lilly Inc.*
Aga Khan Foundation Canada	Appficiency Inc.*	Bayesian Group/ Fabriik	Breakthru Beverage Group	Canada Bread Company Limited	Ceridian Canada Ltd.*	Corus Entertainment Inc.*	EllisDon*
Agentis Capital*	Aquatell Inc.*	BCI	Bristol Gate Capital Partners	Canada Life Assurance Company*	Cerulean Private Equity Access*	CoStar Group*	EMCO Corporation
AGF Funds*	Aritzia	BDO Canada*	British Columbia Investment Management Corporation (BCI)	Canada Pension Plan Investment Board (CPPIB)*	CFDC Middlesex, The Business Help Centre	Coteva Agriscience*	Enterprise Rent-A-Car*
AgScape	Asana*	BeMo Academic Consulting	Broad Street Bulls*	Canada Post	Charity Intelligence Canada	Cozii Technologies	Epilepsy Southwestern Ontario*
Ailmentiv*	ASL Print FX Ltd.*	Bench Accounting*	Brookfield Asset Management*	Canada Revenue Agency*	Chick-fil-A	CPS Capital*	Equals Brewing Company
Air Canada	AstraZeneca Canada Inc.*	BentallGreenOak	Brookfield Renewable Partners	Canadian Blood Services	Child Development Institute	CRANK Lite Lager*	Equitable Bank*
Akler Browning LLP	Athari	Best Buy	Brooklin Consulting	Canadian Coalition for Good Governance (CCGG)	China International Capital Corporation*	Credit Suisse*	Ernst & Young*
Alarm Guard ADT	Athennian*	Bezaire Hemeryck Barnett Professional Corporation*	Broya	Canadian Hearing Society	China Securities Co.*	Cresco Labs	Esiance
Alberta Agriculture and Forestry*	Automotive Recyclers of Canada*	BGIS	Budget Environmental Disposal	Canadian Imperial Bank of Commerce (CIBC)*	Choice Hotels Canada	Crestpoint Real Estate Investments Ltd.*	eSight Eyewear
Alberta Investment Management Corporation / AIMCo.*	Auxe*	BicDroid	Burgundy Asset Management	Canadian Intellectual Property Office*	Choice One Medical	Crowe Soberman	Esplanade Ventures*
Alpha FMC	Avanti Software	Birch Hill Equity Partners*	Buset LLP*	Canadian Nuclear Laboratories	Choice Properties*	Crypto Canada*	Espresso Captial*
Alta Fox Capital Management*	Avascent*	Bison Transport	Business Development Bank of Canada	Canadian RiteRate Energy Corporation*	Chubb Insurance Company of Canada*	Cystic Fibrosis Foundation	etee
AltaGas Ltd.	Avaya	Bitaccess		Canadian Shield Capital*	Ci Investments*	Darktrace*	Evercore Partners*
				Canadian Tire Corporation, Limited*	Citadel*	Datalya*	Evertz Microsystems*
				Canuc Resources Corporation*	Citigroup Inc.*	Davies Ward Phillips & Vineberg LLP*	EVS Canada
				Capco*	City of Burlington	daVinci Retail*	Exponential Capital & Markets
				Capital One*	CivicAction	DECIEM The Abnormal Beauty Company*	Export Development*
				Capitalize for Kids*	CleanSlate UV	Delbridge Solutions	Extreme Venture Partners
				Cargill	Clear Insight FPM*	Deloitte*	ExxonMobil
					Clear Path Robotics	dentalcorp*	Facebook Inc.*
					Clearbanc*	Desjardins Group*	FactSet Research Systems Inc.*
					Clients Loyalty	Diagram Ventures	Fair Capital Partners
					Cliff's Overhead Doors*	Difest Global*	FarmTogether*
					Climate Innovation Capital	DocuSign*	Fashion History Museum*
						Doggy Bathroom*	Fasken*
						Dream Unlimited*	Fidelity Investments*

Fiera Capital*	Government of Canada	HomeCycle Technologies	International Indigenous Speakers Bureau	Leads Employment Services	Mattamy Homes	Navigator*	Openhouse.Ai
Financial Technology Partners*	Government of Ontario	HomePro Pest Control	International Institute of Business Analysis	LEAP: The Centre for Social Impact	Mavennet	nD Insight	Oracle*
First Law International*	Graham Scott Enns LLP	Honeyfield Communities	InvestorCOM Inc.*	LEVEL5 Strategy Group	Mawer	Neighbourli*	Origin House
Flashfood Inc*	Grant Thornton LLP*	Hongkong and Shanghai Banking Corporation*	Invictus Analytics and Strategy*	levelFILM*	Maxima Disposable Masks*	Nestle Canada Inc.*	Origin Merchant Partners*
Fleet Canada Inc	Graywood Developments*	Hothead Games*	IPG Mediabrands	LGM Financial Services Inc.*	Mazdis	New Step For You	Orchestra SCS
Ford Motor Company of Canada Ltd.*	Great-West Life	Houlihan Lokey*	IQVIA	Lift & Co	McCain Foods*	NewPoint Capital Partners	Osprey Capital Partners Inc
Fort Capital Partners	Green and Spiegel LLP*	HRdownloads	Irwin*	Lightning Group*	McCarthy Tétrault LLP*	NFP Canada*	Outgive
Founder Securities*	Green Apple Pay*	Hudson's Bay Company*	Isaac Operations	Linamar Corporation*	McKesson	NiceJob	Outland Reforestation*
Four Seasons Hotels and Resorts	Green Hedge	Hugessen Consulting Inc.*	Ivanhoe Cambridge*	LinkedIn*	McKinsey & Company*	Nielsen	Overbond*
Freedom 55	Greenhill & Co.*	Ivey Business School*	Ivey Business School*	LINKEDTOASIA	McLean & Company	Nieu Cabinet Doors*	Oxford Properties Group*
Fresh City Farms*	Greenhouse Juice Co.	J.D. Irving	J.P. Morgan*	Lipton LLP	MD Financial Management*	NIKU Farms	Paradigm Capital
Freshii	Greenskeeper Asset Management*	Jack.Org	Jack.Org	Loblaw Companies Limited*	MeazureUp	Ninepoint Partners LP*	Parliament of Canada*
Frontier Airlines*	GreenSky Capital	Javelin Sports Inc*	JBB Mobile*	London Cross Cultural Learner Centre	Memoryz*	Nordstrom	Partners in Performance
FundThrough*	Greystone Law Professional Organization*	Jetstar Capital	JMP Solutions*	London Environmental Network	Mensana Change Management*	Norima Consulting	Patio Interactive*
Fusion Retail Analytics*	Groupe Dynamite	Johnson & Johnson*	Johnson & Johnson*	Longview Asset Management Ltd.	Mercer*	NorLand Limited	Pencil Learning Technologies
FutureVault*	Guillevin International Co.	Jones Lang LaSalle*	Jones Lang LaSalle*	L'Oreal*	Merchant Broker	Northern Commerce	Penske
Gale Partners	Haitong Securities*	Juno	Kaleidoscope Content	Lower Mainland Christmas Bureau	Metroland Media Group	NorthOne Business Banking*	PepsiCo Canada*
Gamechanger*	Haltech Regional Innovation Centre*	Kearney*	Kearney*	LoyaltyOne	MFS Investment Management	Novacap*	Petra Mayer & Associates Consulting
Gazelle Capital	Harcourts Real Estate*	KeyData	KeyData	Luminato	Mi5 Print & Digital Communications*	Novartis	Pharmascience
GDA Capital*	Harpeth Capital, LLC*	Keyence Canada	Keyence Canada	Lux Equity	Microsoft*	Nudestix Inc*	Phelix.ai
Gemic	Harry Rosen	King & Raphael Ltd.	King & Raphael Ltd.	Luxury Brand Partners*	Miistro*	Office of the Prime Minister of Canada*	Philip Morris International
General Dynamics Land Systems Canada	Hatch Ltd.*	KingSett Capital*	KingSett Capital*	LXRandCo*	Mind Cure Health	Okanagan Specialty Fruits	Philips
General Mills*	HealthHub Patient Engagement Solutions	Klass Capital*	Klass Capital*	Lyft*	Ministry of Natural Resources and Forestry*	Oliver Wyman*	Phoenix A.M.D. International
Generation Capital	Hear.com*	Klick Group	Klick Group	Macdonald Commercial Real Estate*	Mint Pharmaceuticals	OMERS*	Pillar Nonprofit Network*
George Weston Limited*	Heliolytics	Konrad Group	Konrad Group	Mackenzie Investments*	MNP LLP *	Once Upon A Child	Pimco*
Georgian Partners Inc*	Henkel Canada Corporation*	Korn Ferry	Korn Ferry	Macquarie Group*	Mobials Inc.*	One Properties	Pita Pit Limited*
Geotab	Hermes*	KPMG*	KPMG*	Mann Lab*	Mobile Klinik*	OneSixtyTwo Capital*	Planned*
Get Real	Heuvelmans Chevrolet Buick GMC Cadillac*	Krol & Krol Barristers & Solicitors*	Krol & Krol Barristers & Solicitors*	Macquarie Group*	Model Living	Onova*	PlantBest Inc*
Get ResQ Ltd.	HGC Investment Management*	KuzoClass*	KuzoClass*	Mann Lab*	Moelis & Co.	OnPoint Medical*	Plaza Ventures
GlaxoSmithKline	High 12 Brands	Labatt Breweries of Canada*	Labatt Breweries of Canada*	Manulife Financial*	Momentum Developments	Ontario Bioscience Innovation Organization	Pliteq Inc.*
Glencore Sudbury INO*	Hilti	Lanterra Developments*	Lanterra Developments*	Maple Leaf Foods*	Mondelez International*	Ontario Power Generation	PMP Conseil
GlobalMedic	Hines	LaurelCrest Partners*	LaurelCrest Partners*	Marathon Equipment*	Morgan Stanley*	Ontario Regional Common Ground Alliance	Polar Asset Management Partners
Gluskin Sheff & Associates*	Home Hospice Association	Lazard*	Lazard*	MarkMeldrum.com	Mosea*	Ontario Securities Commission	Polaris
Goldman Sachs*		Lead Assign*	Lead Assign*	Marlow*	MTA Network	Ontario Teachers' Pension Plan (OTPP)*	Pop! Events
Golf Canada				MaRS Discovery District	Munich Re		Portal Process Group*
Good & Well				Massey Capital	Nasta Energy*		Portland Investment Counsel
Goodmans LLP*				MasterCard Advisors*	National Bank of Canada*		
Goodwill Industries				MasterHealth*			
Google*							

PosiTrace
 Preyra Solutions Group*
Pricewaterhouse Coopers*
 Pricing Solutions Ltd.
 Pride Toronto
 Prime Quadrant
Procter & Gamble*
 Properly Company *
 Proteinquire*
 PSP Investments*
 Purity Bakery Jamaica
 PurposeMed*
 Qatalyst Partners*
 QuadReal Property Group *
 Quarterback Transportation
 Queen City Hemp
 Quintessentially Canada
 Race Roster
 Radiant Care*
 Rally Assets*
 Rangle.io
 Raymond James Ltd.*
RBC Financial Group*
 RCATSONE
 Recipe Unlimited Corporation
 Reckitt Benckiser Pharmaceuticals*
 ReForest London*
 Reliance Home Comfort*
 Remedy's Eglinton Bayview Compounding Pharmacy

Re-Org*
 Resolver
Restaurant Brands International*
 Rethink*
 Revenue Management Labs*
 Revera Living*
 Reynolds and Reynolds
 RFA Capital Partners*
 Rhythm Music App*
 Riipen*
 Rimac Automobili*
 Robinhood*
 Rockdas Inc*
 Rogers Media Inc.*
 Roland Berger*
 Rothschild & Co*
 Round13 Capital*
 Royaltymine
 Rules Cube Inc*
 Sagard Holdings*
 Sanofi Pasteur Limited*
 Sansin Corporation
 SAP Canada Inc.*
 Sapling Financial Consultants*
 Sarnia-Lambton Economic Partnership
 SAS Canada
 Satov*
 Satstreet*
 Schneider Electric
Scotiabank*
 Scott Madden*

Seafair Capital*
 Second Closet
 Sensei Marketing*
 Sequoia Records
 Serengetee LLC*
 Sharno Capital Corporation
 Shift
 Shomigo
 Shopify
 Shoppers Drug Mart
 Shutterstock
 Signify
 Silver Lake Partners*
 Silver Point Capital*
 Silver Top Trading*
 Simple Partners
 Sinai Health System
 Slate Asset Management*
 SnapTravel
 Snowdon Partners
 Social Innovations Academy*
 Social Venture Connexion
 Softchoice Corporation*
 SOHO Square Solutions
 Soteria 120
 Sourcer*
 Southwest Ontario Aboriginal Health Access Centre
 SpaceRyde
 Spencer Stuart & Associates

Spin Master
 SSENSE
 Stack'd Consulting*
 Stark International Inc.*
 Starlight Investments*
 StarTech.com*
 State Street Bank and Trust Company*
 Statflo*
 Stealth Monitoring*
 Stillwater Capital
 Stiris Research*
 Stormont Partners
 Story City
 Straight Up Health*
 Stryker
 Student Works Management Program*
Sun Life Financial*
 Suncor
 Sunray Group of Hotels*
 Supervisa.AI
 SVX*
 Swiggle Inc*
 Targray
 TAS Design Build*
TD Bank Financial Group*
 Teach For Canada
 Tealeaves *
 Technical Standards and Safety Authority
 Telus*
 tentree*

Teranet
 The After 30 Podcast
 The Bayesian Group*
 The Butcher Shoppe
 The Cansbridge Fellowship*
 The Career Foundation
 The Condo Store Realty*
 The Eagle Institute
 The Gist
 The Global Work and Travel Company*
 The Hershey Company
 The Ignite Lifestyle*
 The Institute for Peace & Diplomacy
 The Kraft Heinz Company*
 The M2T Collective
 The Marquee Group*
 The National Benefit Authority*
 The Pamela Jeffery Group*
 The Pearl Group
 The Profit Line Corporation
 The Prosperity Project
 The Publicist Group*
 The Reynolds & Reynolds Company
 The Starfish Canada*
 The Student Consulting Group*
 The Upside Foundation of Canada

Therapia*
 Three Hive Consulting
 Throughline Strategy*
 Tidbit Technologies*
 Tindall Associates Inc.*
 TJX Canada
 TMX Group*
 Torch Technologies*
 Toronto Blue Jays
 Toronto Fringe Festival
 Toronto Garlic Festival Corp
 Torrey*
 Torys LLP *
 Total Credit Recovery*
 TOTO Unbranded*
 Totum Women
 Township of Wellesley
 TransAlta
 Transit Capital Corporation*
 Travelers*
 Treasury Board Secretariat*
 Trillium Therapeutics
 Trindent Consulting
 Triple M Metal
 Triquesta Pte Ltd.*
 Trudell Medical International*
 TrustD*
 Tudor Pickering Holt & Co.*
 Turtle Creek Asset Management

TWI Foods Inc*
 Tylite Digital*
 TyltGo*
 Uber*
 Ubisoft
 UBS Securities
 Unilever*
 University of British Columbia*
 Upside Foundation
 Urban Roots*
 US BeerSAVER Systems
 Validere Technologies
 Vantage Marketing Canada
 Venbridge*
 Venture for Canada
 Veritas Investment Research*
 Verizon*
 Versett*
 VHA Home Healthcare*
 Viaduct Productions*
 Victory Creative Group
 Vidyard
 Visa Canada*
 Vision Capital Corporation
 Vision Critical
 Vita Health Products
 Voices.com
 Wa Happa
 Walmart

Walton International Group*
 Wasserman Media Group
 Waterstone Human Capital Ltd.*
 Watserv*
 Weiler & Company*
 Welbec Properties
 Well.ca
 Wellington-Altus Private Wealth
 Wells Fargo & Company
 Welltower
 Western University*
 White Pebble Ventures*
 Whitehorse Liquidity Partners*
 Williams & Partners
 Willis Towers Watson*
 Wing Kei Care Centre*
 Wish Group
 Workplace Safety & Insurance Board*
 World Vision – Impact Investing
 Xerox*
 XPV Water Partners
 Zafin
 Zenabis Global*
 ZS Associates*
 ZTR Control Systems



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