

# 2024 MBA



# EMPLOYMENT REPORT



# Message from the Executive Director



I am pleased to present the MBA 2024 Employment Report on behalf of Career Management at Ivey. Each recruiting cycle brings unique challenges, and this year was no exception. Uncertainty in the economy made the process particularly challenging for students at Ivey and business schools more broadly. Despite these challenges, we remained dedicated to offering personalized career support that provided the foundational knowledge, skills, and connections for navigating career transitions throughout their lives.

## Key highlights for the 2024 MBA class

### World-class career support

In economic downturns it is important to remember that careers are marathons, not sprints. An Ivey MBA will change the trajectory of students' careers in both the short and long term. Through one-on-one coaching and an innovative career curriculum, we prepared Ivey students to take immediate, actionable steps in their job searches while equipping them with the skills needed to navigate career challenges throughout their professional lives.

### 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 build essential connections for success in today's competitive job market. We are grateful to our recruiting partners in top organizations in consulting, finance, technology, health-care and many other industries for their active engagement with our students. Their participation in career exploration panels, coffee chats, preparatory workshops, office visits, networking events, and hiring initiatives has been invaluable.

### Success in a challenging market

Students at Ivey and beyond experienced an economic climate that resulted in fewer opportunities than expected, and this is reflected in the post-graduation employment outcomes for grads at many schools. Despite these challenges, many Ivey students had good employment outcomes. Our recruiting partners tell us that they value the Ivey MBA, and have confidence in our students' job readiness, ethical leadership, and the positive contributions they make to organizational teams. As hiring rebounds, we anticipate a corresponding increase in opportunities.

We take pride in the achievements of the 2024 MBA class and their resilience in the face of challenges. 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**  
Executive Director, Career Management



# Understanding the data

The Employment Report provides prospective MBA students with a snapshot of 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 recent graduates have gone in their post-MBA careers.

All data, except where otherwise noted, is captured as of September 19, 2024.

## Overview

78%

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

92%

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

\$111,694

Average Base Salary.

\$11,830

Average Signing Bonus.

\$119,443

Average Total Compensation (Includes: Base salary, signing bonus, and other guaranteed compensation).



### Offers and Reporting Rate

The best schools adhere to a globally recognized standard for reporting employment outcomes, governed by the Career Services and Employer Alliance. While most schools report the percentage of students who have received job offers, at Ivey, we believe transparency and detail are the basis of a trusting and lasting relationship with our students.

In addition to sharing the three-month offer rate (September 19), we also track offer rates six months post-graduation. This excludes students returning to school, pursuing entrepreneurial opportunities, rejoining former employers, or not actively seeking employment. This approach provides a clearer picture of the post-MBA 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 graduates have self-reported as their compensation and, in some cases, make more informed decisions about which industries to pursue.



### Career Transitions

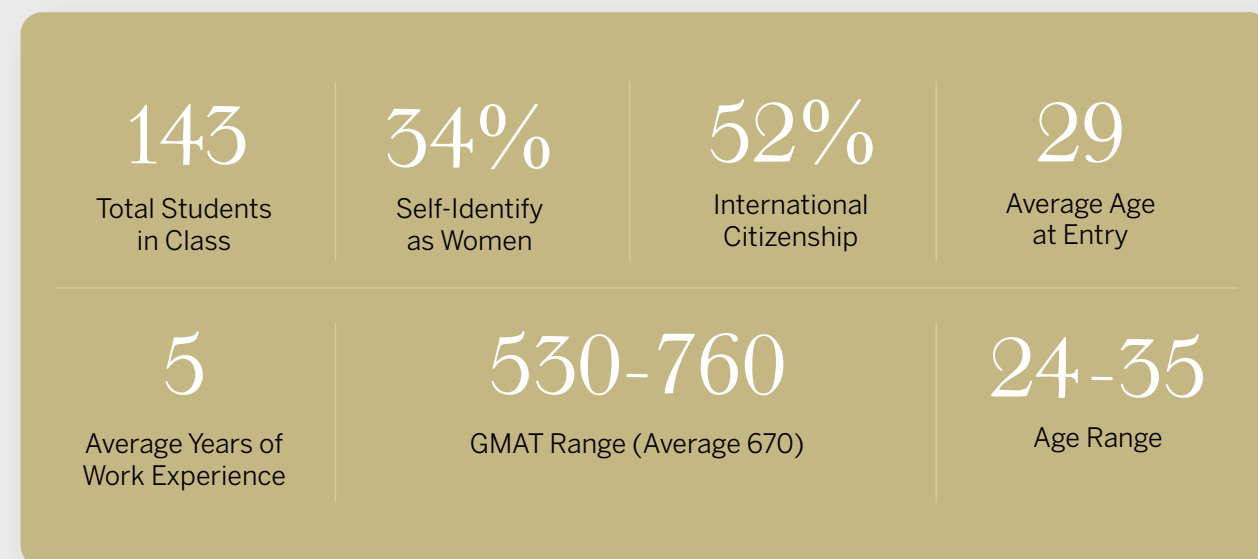
Prior work experience is an important admissions criterion at Ivey, and it often helps our graduates transition to new geographies, industries, and/or functions whether at new companies or within their previous organizations. Looking at how many graduates in a class have made a change, as well as which companies met with Ivey students, can provide valuable insight into the impact of the MBA. This information may help you assess the program's effectiveness in supporting the career transition that led you to pursue an MBA in the first place.





## Class of 2024 at a glance

The diversity of industries, functions, geographies, and perspectives is one of the many strengths of the Ivey MBA. With a focus on case method and experiential learning, students from diverse backgrounds are able to challenge each other and learn from one another as they develop strategies for solving real-world business problems.



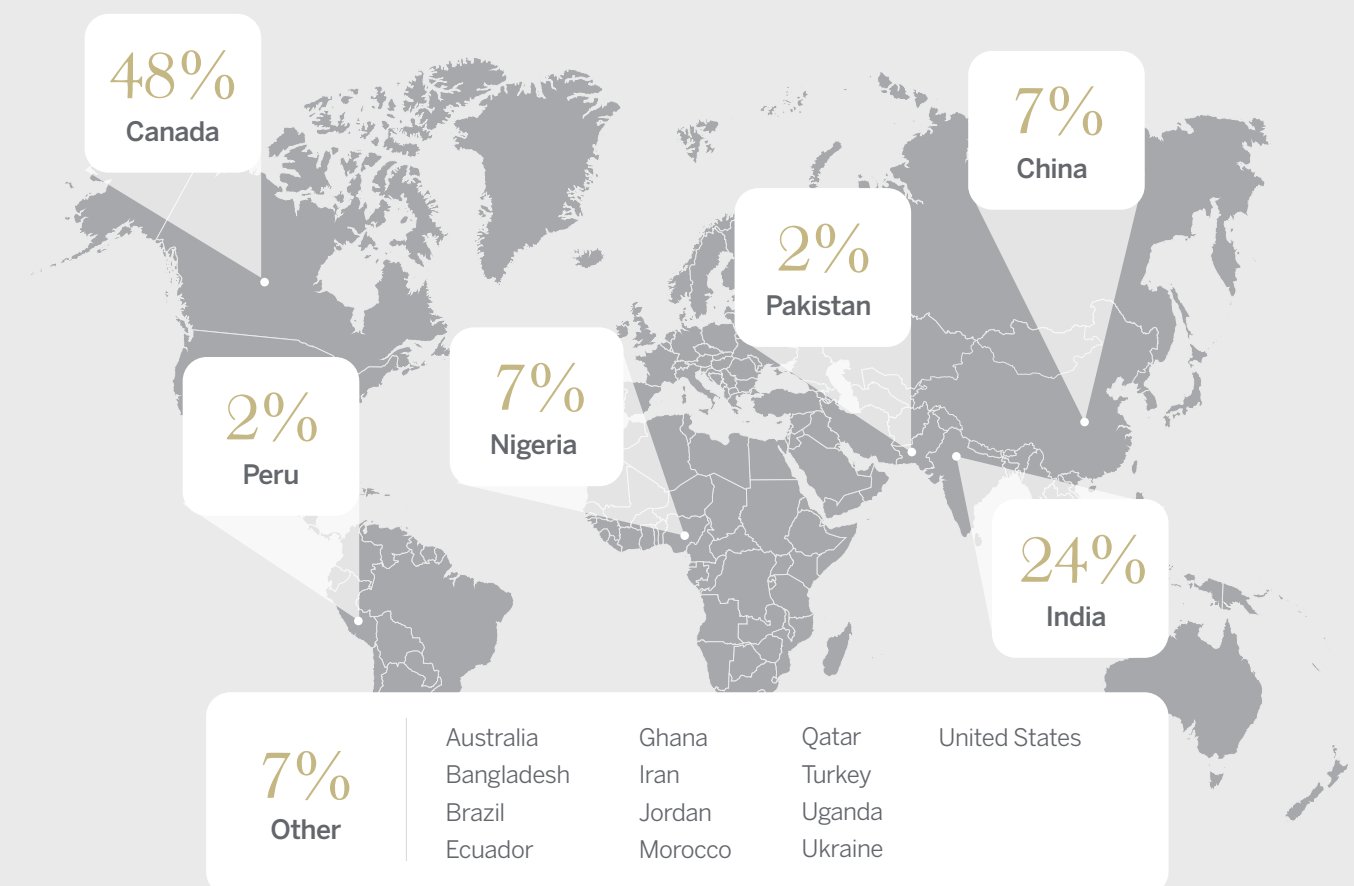
Due to rounding, numbers presented throughout this report may not add up precisely to the totals indicated, as they are rounded to the nearest per cent.

## Pre-MBA Industry of Employment

	Technology	19%
	Financial Services	16%
	Consulting	15%
	Energy/Resources	8%
	Healthcare	6%
	Retail	5%
	Manufacturing	4%
	Consumer Products	3%
	Engineering	3%
	Construction	3%
	Entertainment	2%
	Charities/Non-Profit	2%
	Government	2%
	Other*	12%

\* **Other:** Accounting/Audit/Tax, Advertising (Marketing Services, Ad Agencies, Communications, Public Relations), Agriculture/Agribusiness, Automotive, Consumer Services, Education, Environmental Services, Food Service/Restaurant, Law and Legal Services, Real Estate

## MBA 2024 Passports Represented





## Geography of Accepted Employment



Canada

71%

Toronto/GTA

6%

London

6%

Vancouver

4%

Calgary

10%

Other\*

\* Other: Burnaby, Edmonton, Ottawa, Truro, Victoria



USA

3%

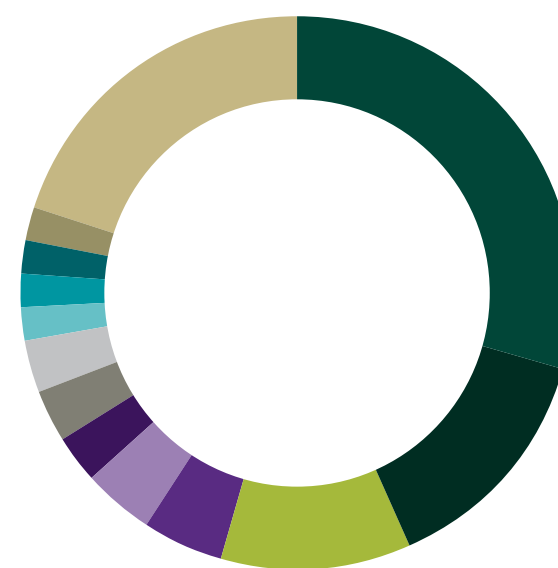
## Industry of Accepted Employment

- Consulting (18%)
- Financial Services (12%)  
General
- Technology (12%)  
Computer Software and Services
- Financial Services (6%)  
Capital Markets, Investment Banking,  
Private Equity/Venture Capital
- Financial Services (6%)  
Asset Management, Business/Commercial  
Banking, Equity Research
- Consulting (5%)  
IT/Technology/Digital
- Healthcare (5%)
- Energy/Resources (4%)  
Alternative Energy/Renewable Energy
- Energy/Resources (4%)  
Petroleum, Oil, Gas
- Consulting (4%)  
Financial Advisory, Human Capital, Risk
- Other\* (23%)



\* Other: Charities/Non-Profit, Construction, Consumer Products - Beverages/Food and Household/Personal/Cosmetics, Education, Engineering - Engineering Services, Entertainment - Gambling & Casinos and Sports & Sports Management, Food Service/Restaurant, Government, Law and Legal Services, Manufacturing, Market Research, Retail, Transportation/Distribution/Logistics

## Alumni Industry of Employment



- Financial Services (30%)
- Consulting (14%)
- Technology (11%)
- Education (5%)
- Real Estate (4%)
- 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, Cosmetic/Personal Care/Household, Metals/Mining, Pharmaceuticals/Medical, Printing/Publishing/Media, Tourism/Leisure





# 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.

“

Together with fellow executives at the Finance Club at Ivey, I created and hosted the inaugural Ivey MBA Capital Markets super day, where MBA students pitched stock and M&A deal ideas to senior bankers from top investment banks and private equity firms on Bay Street. It was a huge success not only for the skills we gained, but also because a lot of my classmates were able to leverage those connections and the network from these bankers who were potential hiring managers. We received a lot of support from the Ivey community – from the students who helped put the event together to alumni who looked over our pitches – and especially from Career Management, which provided funding for the event, along with other corporate partners.



**JUDE ORJI**  
Equity Research Associate,  
Metals & Mining at Cormark Securities  
MBA '24



25

MBAs returning  
to their former employer

124

Companies that posted  
jobs to the class

64

Companies with which our  
2024 students accepted  
employment

19

Industries our graduates  
are working in

3

Number of students  
pursuing entrepreneurship

88%

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

240\*

Employer events

\* 103 of the 240 were  
exclusive to Ivey

150

Firms engaged in  
MBA events

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



# Function of Accepted Employment



\* Other: Human Resources, Law/Legal Service, Marketing, Operations/Logistics, Research and Development

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

## Full-Time Base Salary

	% SHARE OF TOTAL REPORTED SALARIES	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Base Salary	78%	\$55,000	\$210,000	\$111,694	\$100,000
Signing Bonus	26%	\$2,000	\$30,000	\$11,830	\$10,000
Other Guaranteed Compensation	23%	\$4,000	\$70,000	\$21,664	\$14,725
Total Compensation	78%	\$55,000	\$225,000	\$119,443	\$106,500

Salary data in this report is based on a 78-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, more than a quarter reported receiving a signing bonus.



## MBA ALUMNI SPOTLIGHT



**AYMAN ASHEBIR**  
Associate  
Kearney  
MBA '24

### What inspired you to pursue your MBA degree at Ivey?

I was always interested in supplementing my social sciences undergrad with academic business training, and as I progressed through my career, I discovered a passion for working with clients to solve complex challenges. An MBA felt like the ideal way to blend my practical experience with academic frameworks, broaden my perspective, make new connections and transition into a strategic role after graduation. Ivey's one-year program, case-based learning, emphasis on collaboration and strong employment track record for alumni made it a great fit for what I was looking for.

### What were your goals coming into the program?

I had three main goals: to build on my work experience with new skills and knowledge, to make lasting connections and to transition into my target industry. Through my interactions with classmates, faculty, and alumni, I feel I've gained tools and experiences that will serve me well throughout my career.

### How did the Career Management team and your Ivey network help you achieve your career goals?

There were a few things I found very helpful, starting with lessons on how to write a great resume and behavioural preparations for interviews. I had a lot to say in the resumé, so being able to do it succinctly was a good learning challenge for me. Career Management also set up different opportunities to learn from alumni, like mock sessions where we worked on cases with alumni in several fields. It was also nice just to have Career Management always there as a resource; sometimes it's helpful to have somebody on your side to reach out to with good news or bad.

### Was there a standout moment you'd like to share?

In addition to everything I've learned and my career transition, something that stands out are the lasting connections I made within the cohort that will continue long after graduation. I know if I ever need help personally or professionally, I can count on the people at Ivey that I've developed relationships with. I believe the network you build – with both alumni and classmates – is incredibly valuable.





## MBA ALUMNI SPOTLIGHT



### ARTHUR BRONZINI

Strategy and Market  
Insights Associate,  
KindWorks.AI

**MBA '24**

#### What inspired you to pursue your MBA degree at Ivey?

I was looking to gain international experience, and wanted to work in Canada specifically, without losing career momentum. The Ivey MBA seemed like the best way to do this – it was a one-year program and provided me with so many connections through the Ivey alumni network. In fact, I got my current job through Ivey connections, so I experienced the power of the network first-hand.

#### What were your goals coming into the program?

I wanted to find a way to bridge my experience in the private and public sectors and grow my network outside of Brazil. I also wanted to understand the Canadian market. And I found all the soft skills I developed – around managing people, dealing with difficult situations, understanding what motivates them – to be very helpful. I'm currently managing a small team and using all these things that I practiced in a safe environment in real life.

#### How did the Career Management team and your Ivey network help you achieve your career goals?

As an international student, Career Management really helped me understand how to fit into this job market. In Brazil, something like a coffee chat and asking people about their careers is not well-seen – yet reaching out to a guest speaker is how I got my current job. The coaching was also amazing – my coach and I sat down together, discussed what I wanted to do and what I was good at. We then worked to design a plan for the best path forward considering my strengths.

#### Was there a standout moment you'd like to share?

I went from being a student to a guest speaker in my marketing class in just one year, which to me was very emotional. I had listened to my now-boss at KindWorks.AI speak during a live case session about a problem the company was facing, and I fell in love with the company and its mission. I got in touch with her and put everything I'd learned about networking from my classes and Career Management into practice. This year, when she went back to that Ivey class, she invited me to join her. I could see my professor was proud of everything I learned and how it all worked out, since it had all started with him. It was amazing to get in touch with the current students and let them know that everything is possible.



## MBA ALUMNI SPOTLIGHT



### SONIA DU

Product Owner,  
MealSuite

**MBA '24**

#### What inspired you to pursue your MBA degree at Ivey?

I was working full time as a Registered Dietician, and while I loved the work, I felt there were more areas to explore career-wise, and paths that could have better growth trajectories. I figured an Ivey MBA was a great place to meet people with different backgrounds, make new connections, and learn about new subjects.

#### What were your goals coming into the program?

I wanted to be exposed to new career areas, and to learn through a hands-on approach like the case method. I felt the experiential approach would push me to offer stronger points in discussions, and better prepare me for the workplace. I also wanted to become part of the broader Ivey network and study with a tighter cohort, so I could get to know my classmates. In the end, I was able to learn new concepts, gain new friends, build new connections with alumni, and switch both my field and function.

#### How did the Career Management team and your Ivey network help you achieve your career goals?

I really liked the one-on-one support with the various career coaches. They had specific knowledge and strengths, and I was able to reach out to different people depending on what I needed. They also helped talk me through different career paths, think about what I was best suited for, and how I could best present myself in interviews or at networking opportunities. And they were there for support as I worked through any anxieties or concerns, providing encouragement and actionable next steps.

#### Was there a standout moment you'd like to share?

A lot of the standout moments were around the Ivey community and alumni, and the amount of support that I received from my classmates. Whether it was helping one of us understand a concept we were struggling with or offering support for interviews or mock cases, someone was always there to help. And even once classmates had received job offers, they continued helping the ones who were still searching. In my case, even prior to Ivey, an alum was very supportive when I had questions about the program, and later connected me with someone else who was very open to help. There's a strong sense of paying it forward, and I know our cohort will be happy to help the next one.



# Compensation by industry, function, and geography

## 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 \$
Consulting	28%	\$60,000	\$200,000	\$124,834	\$110,000
Financial Services	20%	\$80,000	\$120,000	\$100,917	\$102,500
Technology	12%	\$75,000	\$170,000	\$113,857	\$105,000
Energy/Resources	8%	\$55,000	\$160,000	\$118,000	\$135,000
Healthcare	7%	\$85,000	\$135,000	\$103,000	\$96,000
Other*	33%	\$75,000	\$210,000	\$104,632	\$98,000

\* **Other:** Consumer Products, Construction, Education, Engineering, Entertainment, Food Service/Restaurant/Food Production, Government, Law and Legal Services, 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 \$
Consulting/Corporate Strategy	27%	\$82,000	\$200,000	\$131,980	\$117,500
Finance	22%	\$55,000	\$210,000	\$110,538	\$105,000
Product Management	8%	\$75,000	\$135,000	\$102,400	\$105,000
Sales/Business Development	7%	\$60,000	\$102,000	\$86,750	\$92,500
Project Management	5%	\$90,000	\$160,000	\$116,000	\$98,000
IT	5%	\$85,000	\$170,000	\$117,500	\$97,500
Leadership Development/Rotational Program	5%	\$85,000	\$110,000	\$97,000	\$96,000
Marketing	5%	\$85,000	\$100,000	\$93,333	\$95,000
Other	16%	\$75,000	\$140,000	\$102,248	\$96,900

\* **Other:** General Management, Law/Legal Service, Operations/Logistics, 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 \$
Toronto/GTA	70%	\$55,000	\$210,000	\$111,686	\$100,000
London	7%	\$75,000	\$125,000	\$95,420	\$90,840
Vancouver	7%	\$80,000	\$170,000	\$112,543	\$100,086
Calgary	5%	\$135,000	\$170,000	\$155,000	\$160,000
Other*	12%	\$75,000	\$140,000	\$102,000	\$100,000

\* Other: Burnaby, Edmonton, Ottawa, Truro, Victoria



## “MBA EMPLOYER SPOTLIGHT



### VIKAS MEHRA

Senior Recruiter, Senior Recruiter – Early Talent (Graduate Students)

RBC Royal Bank of Canada

#### How has hiring MBA students helped your organization achieve its goals?

RBC invests a lot in developing talent over the course of two years of its signature rotational programs – The Leadership Development Program (LDP) and the Wealth Management Program (WMGP). A Program Manager works with Associates/Generalists during this time to help develop their skills and get necessary exposure with the objective of building a pipeline of future leaders for the bank. Given the nature of these programs, we look for candidates who have a long-term vision, from both their own career development standpoint and how they can give back to RBC. We find that Ivey MBA students can clearly articulate what they want and what they can offer.

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

Ivey MBA students are very clear on their goals / aspirations. They do their homework, take initiative, and understand the landscape well. Ivey is one of the top three campuses we recruit from. Employers looking for top decile talent who can voice their ideas and be diligent in their work at the same time should be looking at Ivey students.

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

RBC runs almost a campaign style recruitment process for its rotational programs, with student engagement sessions beginning in February/ March and going all the way up to June every year (just before the application process closes for both the programs). The career centre team at Ivey walks with us through every step of the process and there is constant communication between me and the Ivey team throughout this time. We plan and execute multiple interventions for students along the way – from weekly connect sessions with the Early Talent Team, campus visits, the Ivey Toronto Trek and information sessions for the programs. It has been a strong partnership that continues to grow.

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

My advice would be to think of what they want to achieve in the long term and then choose roles / organizations wisely. They should do their own research as ‘one size certainly does not fits all’ here. They can only then make a logical choice and use their MBA as an inflection point to make that happen.

## “MBA EMPLOYER SPOTLIGHT



### PHILL GIBSON

Senior Manager, Bain & Company

#### How has hiring MBA students helped your organization achieve its goals?

We are looking for people who have a passion for taking action, making difficult decisions, and driving results. That aligns well with the mentality of Ivey MBA students because of the Case Study Methodology, where the paramount question is always: “What would you do?” Ivey also does a great job of fostering strong EQ and creating candidates that bring a comprehensive skillset required to be successful in a challenging field. Consulting is as much about people as it is about the actual problems, the businesses, and the data, and we’ve found that Ivey excels at recruiting and training their candidates to see beyond the business problem and think about the people involved as well.

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

Ivey MBA students are consistently smart, curious, and energetic. They’re ambitious and they’re sharp, but they’re also humble. They will still go out of their way to help a classmate, even if it’s for a position that they’re both applying to, or they’re at the same networking event. Year-after-year, we are continuously impressed by not just how capable these students are, but how they’re also good people as well.

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

Ivey is one of our top talent pipelines. We really appreciate how much thought and effort the School puts into maintaining strong relationships with its industry partners. For instance, Ivey involves us in its decision-making when considering changes to the MBA program. We rely on Ivey for great talent, and Ivey relies on us to be a continual source of hiring and a desirable place for its students to work. Having been through the program myself, I know firsthand how the career preparation extends far beyond the classroom. The way Ivey sets its candidates up for success and works with its industry partners, in a very collaborative way, creates a supportive system that benefits everyone.

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

My first piece of advice is figure out what you want as the next step in your career, independent of what industry or company you might be interested in. A lot of candidates get caught up in following the herd, but it’s important to take a step back and think about what you want from your career. I’d also recommend prioritizing career moves that help you grow and develop versus chasing titles and compensation. Finally, look for opportunities that don’t just help you grow professionally, but also as an individual. If you look for a career where you’re surrounding yourself with the type of people that will inspire you to be a better person, then you’ll have a much more rewarding career experience overall.



# Ivey Corporate Partners

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

<div><b>ADVERTISING (MARKETING SERVICES, AD AGENCIES, COMMUNICATIONS, PUBLIC RELATIONS)</b></div> <div>Al Murad*</div> <div>Canadian Marketing League</div> <div>Klick</div> <div>Mash</div> <div>Maven</div> <div>Nexus Communications North America</div> <div>Northern Commerce</div> <div>Perkopolis</div> <div>Publicis Sapient*</div> <div>Squadrons Digital Marketing</div> <div>Tech Talent</div> <div>The Canadian Marketing Association</div> <div>Wasserman</div>	<div>Global Spark</div> <div>Grand Challenges Canada</div> <div>Habitat for Humanity Heartland Ontario*</div> <div>Home County Music &amp; Art Festival</div> <div>ICON Talent Partners</div> <div>LEAP   Pecaut Centre for Social Impact</div> <div>LGT Venture Philanthropy</div> <div>Onyx Initiative</div> <div>Plan International Canada</div> <div>RMA Toronto</div> <div>Start Proud</div> <div>The Atmospheric Fund - TAF</div> <div>The Starfish Canada</div> <div>Vector Institute*</div> <div>ventureLAB</div> <div>Youth Challenge International</div>	<div>Accuracy</div> <div>Acsel Health</div> <div>Adaptovate*</div> <div><b>AlixPartners*</b></div> <div>Alpha FMC</div> <div>Amaris Consulting</div> <div>Analysis Group</div> <div>Appficiency Inc.</div> <div><b>Bain &amp; Company*</b></div> <div><b>BDO Canada*</b></div> <div><b>Boston Consulting Group - BCG*</b></div> <div>BrainRidge Consulting*</div> <div>BTTC*</div> <div><b>Burnie Group*</b></div> <div>Business Transition Consulting</div> <div>Carly Rian Group*</div> <div>Carpedia*</div> <div><b>Cascadia Strategy Consulting Partners*</b></div> <div>CGI</div> <div>Coactuate*</div> <div>Cognizant*</div> <div>Compensation Governance Partners</div> <div>Delfos Consultancy*</div> <div><b>Deloitte.*</b></div> <div>Dunsky Energy + Climate Advisors*</div> <div><b>EY-Parthenon*</b></div> <div><b>EY*</b></div> <div>Fusion Analytics</div> <div>G42*</div> <div>Galleon Advisors</div> <div>Gartner</div> <div>GGA Partners*</div>	<div>Guidehouse</div> <div>Hatch</div> <div>HINICIO</div> <div>IAMConcepts Security Solutions Inc.</div> <div>IBM</div> <div>iDriveCareer - iDC</div> <div>IQVIA (formerly IMS Health)</div> <div>Isaac Operations</div> <div>Jarvis Consulting Group</div> <div>JTE Claims Consultants Ltd.</div> <div>Juno Growth*</div> <div><b>Kearney*</b></div> <div><b>KPMG*</b></div> <div>Level5 Strategy</div> <div>Mastercard Advisors</div> <div><b>McKinsey &amp; Company*</b></div> <div>Mensana Change Management Ltd.</div> <div>MNP*</div> <div>Monitor Deloitte*</div> <div>NMG Consulting*</div> <div>Nous Group*</div> <div><b>Oliver Wyman*</b></div> <div>Optimus SBR*</div> <div>P1 Consulting</div> <div><b>Partners in Performance*</b></div> <div>PMP Strategy</div> <div><b>PwC*</b></div> <div>Quadbridge Inc.*</div> <div>Revenue Management Labs*</div> <div>Roland Berger</div> <div>RSM Canada*</div> <div>Sapling Financial Consultants Inc.</div> <div>Shift Health</div>	<div>Stack'd Consulting</div> <div><b>Strategy&amp;*</b></div> <div>StrategyCorp Inc.</div> <div>Stratum Advisory Group</div> <div>Summit Search Group</div> <div>Summit Strategic Advisors*</div> <div>Synpulse*</div> <div>TechAlliance of Southwestern Ontario</div> <div>The Arnold Group*</div> <div>Trindent Consulting</div> <div>Triton Advisory Services*</div> <div>University Consulting Group - UCG</div> <div>Visa</div> <div><b>Wavestone*</b></div> <div>Whiteshield</div> <div>WTW (Formerly Willis Towers Watson)</div> <div>X/Celerant Consulting</div> <div>ZS</div>	<div><b>ECONOMIC DEVELOPMENT</b></div> <div>MaRS Discovery District</div> <div><b>EDUCATION</b></div> <div>Desa Global Leadership Inc.</div> <div>Durham College</div> <div>Frame of Mind Coaching</div> <div>GoStudent*</div> <div>InsideLL</div> <div>Ivey Business Foundations</div> <div><b>Ivey Business School*</b></div> <div>Laurentian University</div> <div>London Economic Development Corporation - LEDC</div> <div>Schulich School of Business - York University</div> <div>TECHNATION</div> <div>The Princeton Review Canada</div> <div>Toronto Metropolitan University</div> <div>University of Waterloo</div> <div>Wavemakers</div> <div>Western University</div> <div><b>ENERGY/RESOURCES</b></div> <div>BerQ RNG Inc.</div> <div>Bruce Power</div> <div>Cenovus Energy</div> <div>Combined Metal Industries</div> <div>Ekona Power*</div> <div>Enbridge Inc.</div> <div>Enerflex Ltd.*</div> <div>Hydro One</div> <div>Imperial*</div> <div>Invenergy*</div> <div>Kinectrics</div> <div><b>Liberty Utilities*</b></div> <div>Northland Power</div> <div>NOV*</div> <div>Ontario Power Generation</div> <div>Parkland Corporation</div> <div>Purifics</div> <div>Rangeland Engineering*</div> <div>Solar Provider Group</div> <div>Subterra Renewables</div> <div>Teck Resources Ltd.</div> <div>Trafigura</div> <div><b>CONSUMER SERVICES</b></div> <div>London &amp; Middlesex Community Housing</div>	<div><b>ENGINEERING</b></div> <div>GHD*</div> <div>H.H. Angus &amp; Associates Ltd.*</div> <div>Rangeland Engineering*</div> <div>RWDI</div> <div>Spectra Engineering</div> <div><b>ENTERTAINMENT</b></div> <div>Blend Design Conference</div> <div>Entertainment One</div> <div>Four Seasons Hotels and Resorts</div> <div>Lug Sports Group</div> <div>MLSE (Maple Leaf Sports &amp; Entertainment Partnership)</div> <div>NHLPA*</div> <div>Ontario Lottery and Gaming - OLG</div> <div>Sports Interaction*</div> <div>The Peak</div> <div>theScore</div> <div>Volley Club Maconnais*</div> <div><b>ENVIRONMENTAL SERVICES - SUSTAINABILITY, CLEANTECH</b></div> <div>Carolinian Canada Coalition</div> <div>ECO Canada</div> <div>Global Institute for Food Security</div> <div>Ontario Sustainable Energy Association</div> <div>Peak Power Inc.</div> <div>Trojan Technologies</div> <div><b>FINANCIAL SERVICES</b></div> <div>Acquatio*</div> <div>Agentis Capital*</div> <div>AGF Investments</div> <div>American Express*</div> <div>Antler</div> <div>Archer Growth Partners</div> <div>ATB Financial*</div> <div>Bank of Canada</div> <div>Battery Ventures</div> <div><b>BCI*</b></div> <div>BDC Capital</div> <div><b>BMO Financial Group*</b></div>	<div>Bonnefield</div> <div>Broadpeak</div> <div>Business Development Bank of Canada - BDC</div> <div>Caldwell Securities</div> <div>Cameron Stephens Mortgage Capital Ltd.</div> <div>Canada Startup Company</div> <div>Canadian Association of Alternative Strategies &amp; Assets - CAASA</div> <div>Canadian Association of Urban Financial Professionals (CAUFP)</div> <div><b>Capital One*</b></div> <div>CBRE Investment Management</div> <div>CFA Society Toronto</div> <div><b>CIBC*</b></div> <div>Citi*</div> <div>Clariti Strategic Advisors*</div> <div>ClearScore</div> <div>ComCap LLC*</div> <div>Connor, Clark &amp; Lunn Financial Group</div> <div>Cormark Securities Inc.*</div> <div>CPP Investments - CPPIB</div> <div>Crypto Babes Club</div> <div>Definity Financial</div> <div>Desjardin Group</div> <div>Diagram Ventures</div> <div>Disruption Ventures</div> <div>Empire Life Investments Inc.</div> <div>Essex Lake Group*</div> <div>Fairstone*</div> <div>Fengate Asset Management</div> <div>Fidelity Investments</div> <div>Fintech Cadence</div> <div>Foxbridge Capital*</div> <div>Frankel &amp; Company*</div> <div>Georgian Partners*</div> <div>Hamilton Lane</div> <div>Haywood Securities Inc.*</div> <div>Hiive</div> <div>Hillsdale Investment Management</div>
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HOOPP (Healthcare of Ontario Pension Plan)	Societe Generale	Canada*	TikTalk	<b>REAL ESTATE</b>	<b>Amazon*</b>	InTouchCX	SAS
HSBC Bank	Squires Muttillio*	Government of Canada	Trudell Medical International	Colliers International*	Ambitious Labs	Intuit	Shopify
IFC - International Finance Corporation	Stifel Financial	<b>Infrastructure Ontario*</b>	UCB*	Cushman & Wakefield	AMD	Jana Corporation	Skillhat
IGM Financial	Stillwater Capital	Ontario Government (Ontario Public Service)	Unity Health Toronto	GreenSky Capital Inc.	Autzu	Jonas Software	Snowflake
Intrepid Growth Partners	Stormont Partners	Ontario Ministry of Health*	University Health Network*	KingSett Capital	Bell Canada Enterprises*	KeyOps	Spotify
Invesco	Sun Life Financial	Peel Regional Police	Vessl Prosthetics	TAS	Bell Canada Enterprises - Virgin Mobile	KindWorks.AI*	StarTech.com
Investment Management Corporation of Ontario - IMCO	<b>TD Bank Financial Group*</b>	<b>HEALTHCARE</b>	<b>HOLDING COMPANY</b>	The Real Estate Coaching Circle	BrainStation	Konrad Group	TechTO
Invico Capital Corporation	The Marquee Group	Abbott*	Chenmark	U-Rite	BuyProperly	LBMX	<b>TELUS*</b>
Mackenzie Investments	theFinanceStack	Alexion Pharmaceuticals (AstraZeneca Rare Diseases)	<b>LAW AND LEGAL SERVICES</b>	<b>RECRUITMENT SERVICES/ EXECUTIVE SEARCH</b>	Carbon6	LinkedIn	Texada Software*
Manulife Financial	University Pension Plan Ontario	Aurium Pharma Inc.	Blake, Cassels & Graydon LLP*	Altis Recruitment	<b>Carfax Canada*</b>	Loblaw Digital	TheAppLabb*
MKB	Untraceable	Bristol Myers Squibb	Davies Ward Phillips & Vineberg LLP*	Corporate Consultants	Celestica	Lynk	Third Octet
Morgan Stanley	Upskills	CAMH	Harrison Pensa LLP*	FDM Group	Centric Software	Lyra Technology Group	TikTok
Morrison Park Advisors*	Ventum Financial - (Formerly Echelon Wealth Partners)	Cleveland Clinic Canada*	McCarthy Tétrault	Janet David + Associates Inc.	CIRA*	MeazureUp	TLT Network Inc.*
<b>National Bank of Canada*</b>	VersaFi - (Formerly WCM)	Critical Care Services Ontario	<b>MANUFACTURING</b>	Lock Search Group	Cisco	Meesho*	Toronto Product Management Association
NIBC Global	Visa Canada*	GSK (GlaxoSmithKline)*	Canada Tire	South End Partners	Clio	Meta	Trellix
Ninepoint Partners LP	WAVE - Women's Association of Venture & Equity	Hospice Palliative Care Ontario - HPCO	Cantrio	<b>RETAIL</b>	Dayforce (Formerly Ceridian)	Microcad Computer Corp	Vidyard
Northleaf Capital Partners*	Wells Fargo	Life Sciences Ontario	Cargill	Aritzia	Dell Technologies	Mobials Inc.	Volaris Group*
OMERS	Welltower Inc.	London Health Sciences Centre - LHSC	Eaton	Canadian Tire Corporation	Desa Analytics	NetDynamic Consulting Inc.	Web Summit
Ontario Teachers' Pension Plan Board - OTPP	Wonderkey Partners*	Medcan	EMCO Corporation	George Weston Limited	Dig Insights*	Oracle	<b>Wipro*</b>
Oxford Properties Group & OMERS	World Bank Group	Medline Canada, Corporation*	IPEX Group of Companies	Hudson's Bay Company*	Disco	Orennia	XP Gaming
PaceZero Capital Partners	Worldsource Wealth Management*	Merz Therapeutics	Irving Shipbuilding*	Loblaw Companies Limited	DoorDash*	PartnerOne	Xtivity Inc.
Paradigm Capital	<b>FOOD SERVICE/ RESTAURANT/FOOD PRODUCTION</b>	Novo Nordisk	Life Sciences Talent Accelerator	Pharmasave Drugs*	DotsLive	Peggy	Zynga
Peakhill Capital	Chick-fil-A	Ontario Bioscience Innovation Organization - OBIO	Meridian Lightweight Technologies	Retail Council of Canada	Eclipsys	Perpetua	<b>THINK TANKS/POLICY INSTITUTE/RESEARCH INSTITUTE</b>
President's Choice Financial	Compass Group Canada	Ontario Health	Miru Smart Technology*	Roots	ecobee	Phoenix Health Canada	Canadian Nuclear Laboratories
Raymond James	MealSuite*	Ontario Pharmaceutical Marketing Association - OPMA	MSA - The Safety Company	Staples Canada*	Ecopia AI	Pivotree*	<b>TRANSPORTATION/ DISTRIBUTION/LOGISTICS</b>
RBC Strategy & Transformation Services	<b>Restaurant Brands International*</b>	Pocketpills	MW Canada	T&T Supermarket Inc.	Electronic Arts (EA)*	Plooto	Buckland
<b>RBC*</b>	<b>GOVERNMENT</b>	PSG Pharmaceutical Sciences Group	Nfinite Nanotech	TJX Canada - Winners, Marshalls, HomeSense	Esiance (formerly CardSwap Inc.)	Pocketed Grant Platform	Metrolinx*
Regenerative Capital Group	Canada Revenue Agency	Quinte Health Care*	Patriot Forge*	Uther	GAN Formation Corporation*	Pong Game Studios	Wabtec Corporation
R-LABS Canada Inc.	City of Orillia*	Salient Medical Solutions*	Techtronic Industries Canada Ltd. - TTI	Walmart Canada*	Geotab	Quadshift	
Sagard Holdings	Competition Bureau	Siemens Healthineers	Toyota Tsusho Canada Inc.	<b>TECHNOLOGY</b>	Gold Media Tech*	Quanta Technology	
<b>Scotiabank*</b>	Export Development	Smith & Nephew*	<b>MARKET RESEARCH</b>	51JOB	Google	Red Canari	
Secure Digital Markets		SteriMax Inc.	McLean & Company*	7shifts*	Hackworks	Replit*	
Setter Capital		Szio+	NationGraph	Aceocial	HealthHub - Patient Engagement Solutions	Rewind	
			Potentialpark	Ada	HelloFresh*	RideCo On-Demand Transit	
				Alida (formerly Vision Critical)	Information Services Corporation - ISC	Riipen	
					Info-Tech Research Group Inc.	RxFood Corporation	
					Instacart*	S&P Global	
						Sairyo	
						Salesforce.com	
						SAP Canada Inc.	