Ivey Business School
WESTERN UNIVERSITY · CANADA

2025 MBA







EMPLOYMENT REPORT

IVEY BUSINESS SCHOOL

MBA CLASS OF 2025

Message from the Executive Director



I am pleased to share the **MBA Class of 2025 Employment Report** on behalf of Career Management at Ivey. This year's recruiting environment remained competitive, with many employers adjusting hiring plans, strategies, and timelines. In conditions like these, career progress is rarely linear, and our focus remained on helping students stay strategic and confident in their post-graduate job search. At the same time, we helped them strengthen the capabilities that matter over the long term: clarity of direction, confident communication, and the resilience to adjust to changing circumstances.

Through one-on-one coaching, skills development, and targeted preparation, we supported students in clarifying their goals, strengthening their candidacy, and building the relationships that led to opportunities. The outcomes in this report reflect not only the talent and determination of the Class of 2025 but also Ivey's commitment to providing world-class career support through the MBA and beyond.

We are also deeply appreciative of our corporate partners and global alumni network. Their engagement through recruiting, networking, mentoring, and advice remains essential for connecting students with meaningful roles across industries. Thank you for your ongoing support and for the confidence you place in Ivey MBA talent.

We are proud of what the Class of 2025 accomplished and grateful for the partnerships that made it possible.

All the best,

Kim Miller

Kim Miller
Executive Director, Career Management

#1 MBA Program in Canada

FT GLOBAL MBA 2026 RANKING

Key highlights for the 2025 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, healthcare and many other industries for their active engagement with our students.

Success in a challenging market
Our students were recruited in a more cautious labor market, where demand in some areas softened and hiring timelines lengthened across sectors. In this environment, opportunities were sometimes fewer, and in some cases, it simply took longer than anticipated for students to convert interviews into offers.

Despite these conditions, Ivey MBA graduates achieved good outcomes. Our recruiting partners continue to tell us they value the Ivey MBA and have confidence in our students' job readiness, ethical leadership, and positive contributions to organizational teams.

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 11, 2025.

Overview

82%	of those seeking, received at least one job offer three months post-graduation.
89%	of those seeking, received at least one job offer six months post-graduation.
$114,984	Average Base Salary.
$18,654	Average Signing Bonus.
$123,932	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.

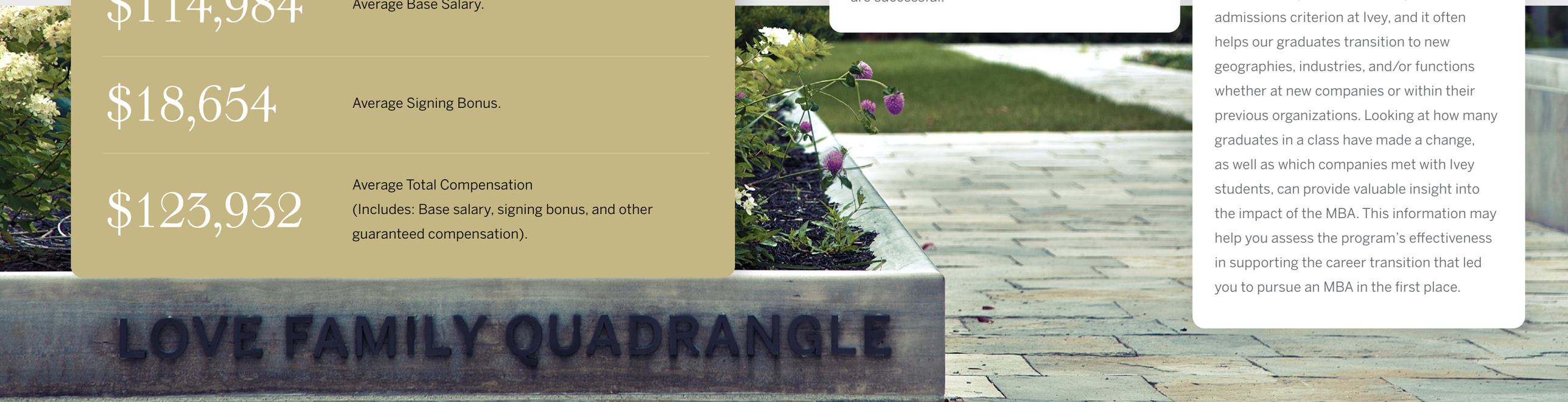
In addition to sharing the three-month offer rate (September 11), we also track offer rates six months post-graduation. This excludes students returning to school, pursuing entrepreneurial opportunities, rejoining former employers, or not actively seeking employment. This approach provides a clearer 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 2025 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.

169 Total Students in Class	38% Self-Identify as Women	57% International Citizenship
29 Average Age at Entry	5.5 Average Years of Work Experience	24-35 Age Range

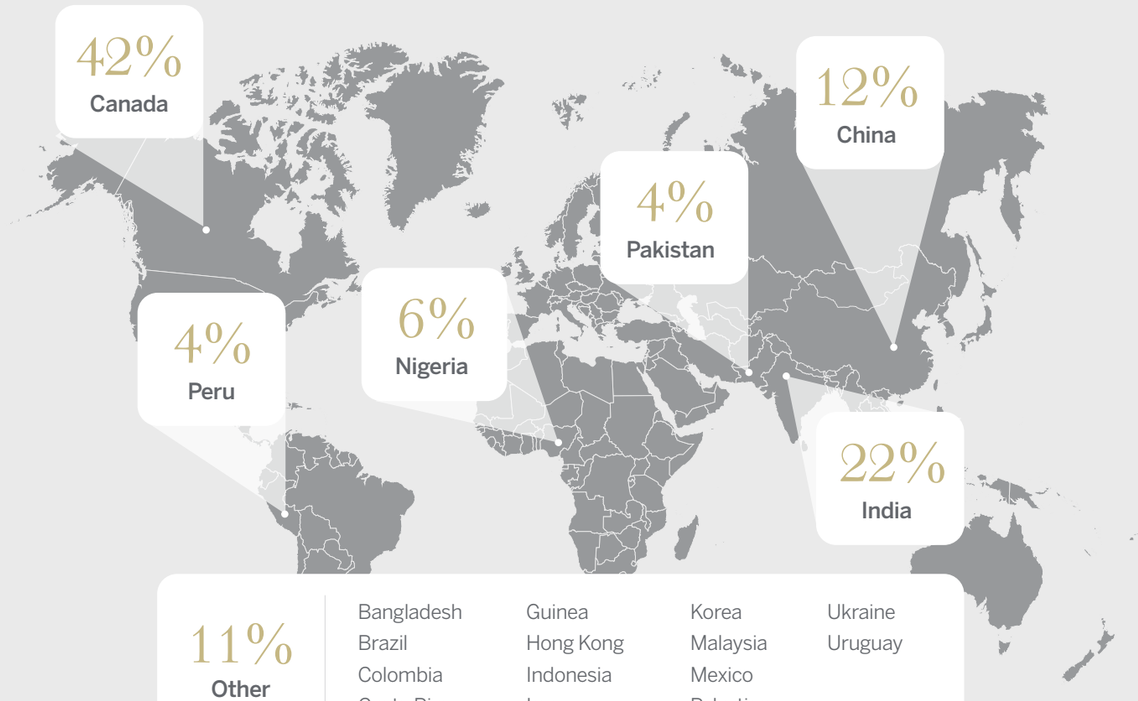
Due to rounding, numbers presented throughout this report may not add up precisely to the totals indicated, as they are rounded to the nearest per cent.

Pre-MBA Industry of Employment

Financial Services	26%
Consulting	12%
Technology	11%
Energy/Resources	9%
Healthcare	5%
Advertising (Marketing Services, Ad Agencies, Communications, Public Relations)	4%
Consumer Products	4%
Construction	3%
Retail	3%
Transportation/ Distribution/Logistics	3%
Accounting/Audit/Tax	2%
Charities/Non-Profit	2%
Engineering	2%
Entertainment	2%
Government	2%
Manufacturing	2%
Real Estate	2%
Other*	7%

*** Other:** Aerospace, Agriculture/Agribusiness, Architecture & Planning, Automotive, Education, Law and Legal Services, Public Administration/Regulatory Groups

MBA 2025 Passports Represented



11% Other

Bangladesh, Brazil, Colombia, Costa Rica, Guinea, Hong Kong, Indonesia, Iran, Korea, Malaysia, Mexico, Palestine, Ukraine, Uruguay

Geography of Accepted Employment

Canada

68% Toronto/GTA

4% Calgary

3% Vancouver

7% Other*

* **Other:** Cambridge, Hamilton, London, Montreal, Ottawa, Saint John

International*

5%

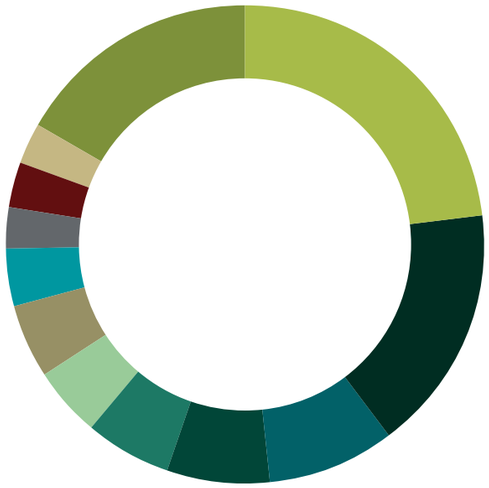
* **International:** Germany, India, Luxembourg, Singapore, USA

15% Unknown



Industry of Accepted Employment

- Consulting (24%)
- Financial Services (17%) General
- Technology (9%)
- Financial Services (7%) Investment Banking, Private Equity/Venture Capital
- Financial Services (6%) Asset Management, Commercial/Business Banking, Corporate Banking
- Financial Services (5%) Equity Research, Insurance, Risk
- Education (5%)
- Consumer Products (4%)
- Government (3%)
- Charities/Non-Profit (3%)
- Construction (3%)
- Other* (17%)



* **Other:** Advertising, Aerospace, Architecture & Planning, Automotive, Energy/Resources, Engineering, Entertainment, Healthcare, Manufacturing, Market Research, Real Estate, Retail, Transportation/Distribution/Logistics

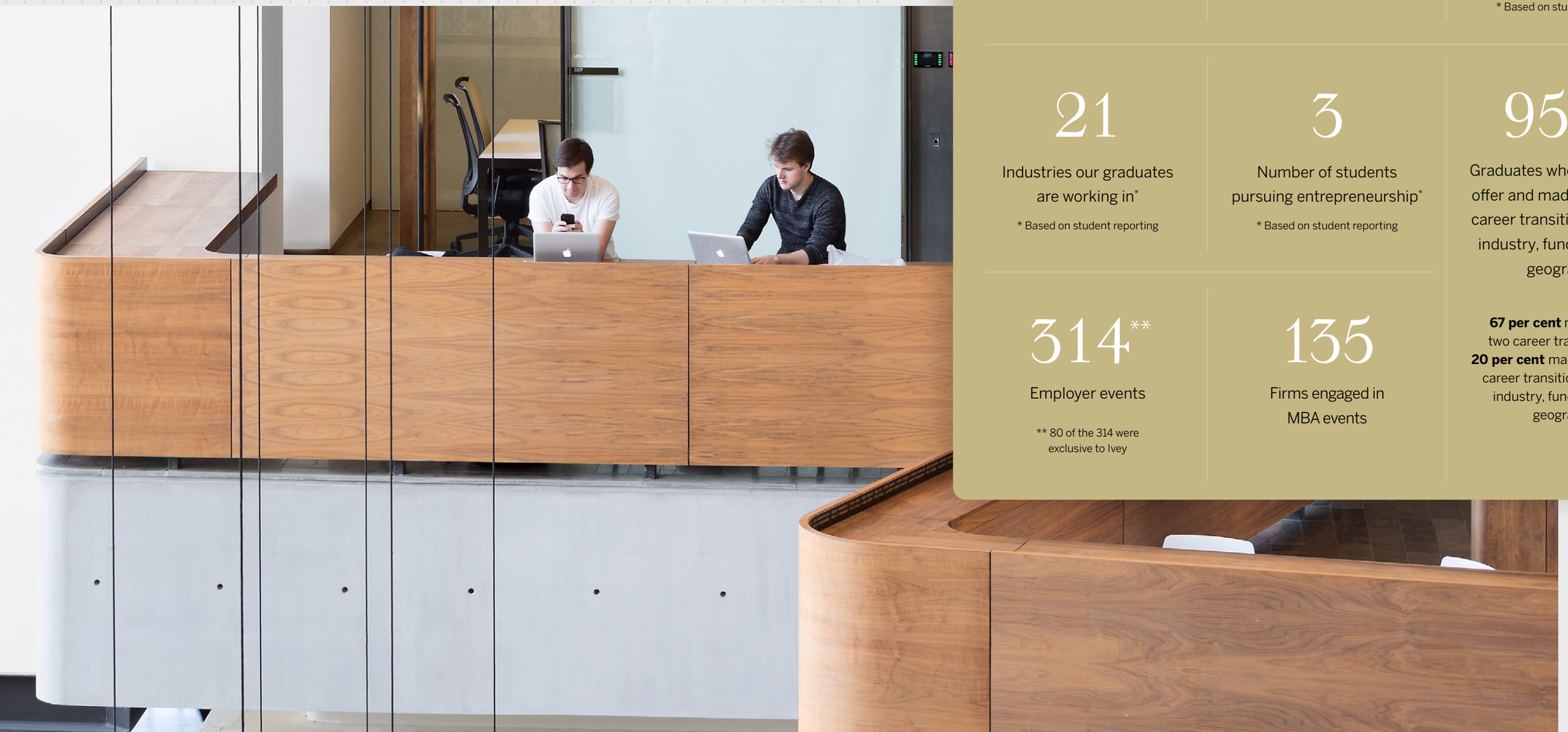
Alumni Industry of Employment

- Financial Services (30%)
- Consulting (14%)
- Technology (11%)
- Education (5%)
- Healthcare (5%)
- Real Estate (4%)
- Consumer Products (4%)
- Energy/Resources (4%)
- Retail (3%)
- Manufacturing (2%)
- Law and Legal Services (2%)
- Marketing/PR/Advertising/ Printing/Media (2%)
- Government (2%)
- Entertainment (2%)
- Other* (10%)

* **Other:** Accounting, Automotive, Aerospace, Agribusiness, Charities/Non-Profit, Construction, Distribution/Transport, Engineering, Environmental, Holding Company, Public Administration/Regulatory Groups

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.



15
MBAs returning to their former employer

150
Companies that posted jobs to the class

75
Companies with which our students accepted employment*

* Based on student reporting

21
Industries our graduates are working in*

* Based on student reporting

3
Number of students pursuing entrepreneurship*

* Based on student reporting

95%
Graduates who accepted an offer and made at least **one** career transition (change in industry, function, and/or geography)

67 per cent made at least two career transitions, and **20 per cent** made at least three career transitions (change in industry, function, and/or geography)

314**
Employer events

** 80 of the 314 were exclusive to Ivey

135
Firms engaged in MBA events

Function of Accepted Employment

- Consulting/Corporate Strategy (34%)
- Finance (21%)
- Sales/Business Development (14%)
- Research and Development (5%)
- Marketing (5%)
- Operations/Logistics (5%)
- Product Management (4%)
- Data Analytics (4%)
- Project Management (4%)
- Leadership Development/Rotational Program (3%)
- Other* (3%)



*** Other:** General Management, IT

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

Full-Time Compensation

	% OF OFFER ACCEPTS REPORTED	MIN $	MAX $	AVERAGE $	MEDIAN $
Base Salary	78%	$45,000	$210,000	$114,984	$100,000
Signing Bonus	23%	$2,000	$30,000	$18,654	$20,000
Other Guaranteed Compensation	29%	$4,500	$175,000	$24,235	$13,000
Total Compensation	78%	$50,000	$350,000	$123,932	$109,000

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, almost a quarter reported receiving a signing bonus.

MBA ALUMNI SPOTLIGHT



BANI SEHGAL

Consultant, Digital Innovation and Strategy

BDO

MBA ’25

What inspired you to pursue your MBA degree at Ivey?

My background was in psychology and economics, but I pivoted to digital transformation and technology while doing a semester abroad at Berkeley in California. When I came back to New Zealand, I started my own digital transformation agency. I was very much self-taught, even as I moved into agency roles, but I wanted to formalize my business knowledge. I love learning by doing, so the Case Method was appealing to me, as was the year-long program. I now work in consulting with BDO’s advisory team, specifically within their business applications practice, which has allowed me to do more consulting and strategy work, while staying true to my technology roots.

What were your goals coming into the program?

I wanted to develop my network, and Ivey really helps you develop those muscles. I’m a shy person, and so raising my hand in class, going to these networking events and being encouraged to reach out to people for coffee chats was extremely helpful. Now that I’m in consulting, I have to talk about a wide variety of topics, and I can do that because of the soft skills I practiced at Ivey, and because I learned to deal with ambiguity and present my ideas with confidence. Those skills have helped me level up at work and with clients.

How did the Career Management team and your Ivey network help you in achieving your career goals?

Career Management is a great place to practice your interview skills, take initiative, work on your cover letter and just get feedback and learn what you need to succeed in a low stake setting. I was an international student – I did my undergrad degree in New Zealand and was raised in India. Networking isn’t as big in either of those countries. It’s not something I felt initially comfortable with – which meant it was even more important to make sure that I was leveraging resources like Career Management to practice those skills. I got my current job through a recruiter I met at an Ivey job fair. That shows what networking and putting yourself out there can do, even in the toughest of job markets.

Was there a standout moment you’d like to share?

For me, the highlight was the friends that I made; they are friends for life. Within this program, you get to meet the most unique set of people and learn so much from them. They’re all coming from different backgrounds and different walks of life, and everyone is very supportive.

MBA ALUMNI SPOTLIGHT



FELIPE NUNES

Senior Associate, Infrastructure Advisory

Colliers Project Leaders

MBA ’25

What inspired you to pursue your MBA degree at Ivey?

I worked in the infrastructure sector for eight years in Brazil before I began my MBA, and while I’ve held several roles, they were all within that sector. As I progressed in my career, I thought getting an MBA would help me advance to higher-level roles, provide some international experience and allow me to meet people from other parts of the world.

What were your goals coming into the program?

As an engineer, I was looking for formal education areas that I had only had professional exposure to like accounting and finance, so that even if I didn’t become an expert in one particular business area, I could have informed conversations with the people who were. I was also looking to deepen my leadership skills, so I could continue working well with my team. But I also learned how to tell my career story, make connections and explain the value of my experience, which is crucial in the later stages of your career.

How did the Career Management team and your Ivey network help you in achieving your career goals?

They provided coaching and helped us make connections, through events and coffee chats. They gave me important tips, not only for the process of coffee chatting, but also around how to position myself and explain what drives me. I came from Brazil, where we don’t have a culture of coffee chats. Through the coaching, I understood a little more about what I’m looking for in the job. This allowed me to position myself more clearly when meeting new people – in fact, the Ivey alumni I met through a chat opened the door to an interview at Colliers, which led to my current role. It’s a great fit, because it’s within my sector, but provides a mix of flexibility and new areas. It feels like a natural progression for my career.

Was there a standout moment you’d like to share?

The best part of the MBA are the people that you meet. But I also enjoyed the first two 24-Hour Reports I did with my first learning team, and the discussions those led to. I think it was a perfect combination of intelligent minds that think somewhat alike but somewhat differently being exposed to engaging, layered content. Overall, I learned a lot – including some things I wasn’t expecting, and it was great to be surprised in that way.

MBA ALUMNI SPOTLIGHT



JOSIAH DUECK

Director of Operations

International Needs Canada

MBA ’25

What inspired you to pursue your MBA degree at Ivey?

I did my undergrad in Business, but my goal was to marry business with impact. I’m a very faith-driven person, so I wanted to get some corporate experience and then use a more advanced degree to pivot into a role with social purpose. Ivey had been at the top of my list for an MBA, for a number of reasons – from the ranking to alumni who were working in organizations I was interested in, to the one-year structure.

What were your goals coming into the program?

My goal was a bit different from classmates looking for roles within consulting or finance, so I focused on my studies and on building relationships with my peers and with alumni who worked within the space I was interested in. I was blessed to stumble across a posting for a role that suited my background, in an organization that was aligned with my values. I was recently promoted Director of Operations, so I oversee all of our Canadian operations from donor management and marketing and administration, finance, and day-to-day operations. Ivey played a huge part in helping me get this role. In fact, I was able to do my group’s Ivey Field Project on the Daily Bread Food Bank, through an Ivey alumni connection. That meant I could speak to some of the work we did with that organization when applying and interviewing for the position, and have references, which was really helpful.

How did the Career Management team and your Ivey network help you in achieving your career goals?

I was going into the program knowing that I was a little bit outside of the regular paths someone would be looking for out of an MBA, so I wasn’t sure how I would fit in with what they offered. But so much of what they focused on was helping us figure out who you are as a person, what you want to achieve, what drives you, what you’re passionate about. It provided a safe space for people to think outside the standard paths, which made me feel really supported. I knew the CM team were always there for anything I needed, checking in, and helping connect me with a couple alumni that were working at companies I was interested in, which helped expand my network.

Was there a standout moment you’d like to share?

A highlight for me was the relationships among our classmates and working groups – both because of the way the program encouraged us to work together, and the social side as well. We had some great opportunities, like playing in a Harvard hockey tournament. There were some great trips as well, and I just can’t say enough about the group itself, how supportive it was, and what genuine friendships came out of the program. It was beyond my expectations.

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 $
Financial Services	36%	$70,000	$175,000	$103,758	$98,000
Consulting	26%	$45,000	$199,500	$140,738	$160,000
Technology	10%	$65,000	$210,000	$119,000	$117,000
Consumer Products	5%	$90,000	$120,000	$101,250	$97,500
Government	3%	$87,500	$95,000	$91,500	$92,000
Charities/Non-Profit	3%	$56,000	$82,500	$71,167	$75,000
Other*	16%	$80,000	$150,000	$113,293	$113,500

*** Other:** Aerospace (Space Exploration, Satellite Communications, Commercial Space, Drones, Airlines/Aviation), Architecture & Planning, Automotive, Construction, Engineering, Energy/Resources, Healthcare, Manufacturing, Market Research, Real Estate

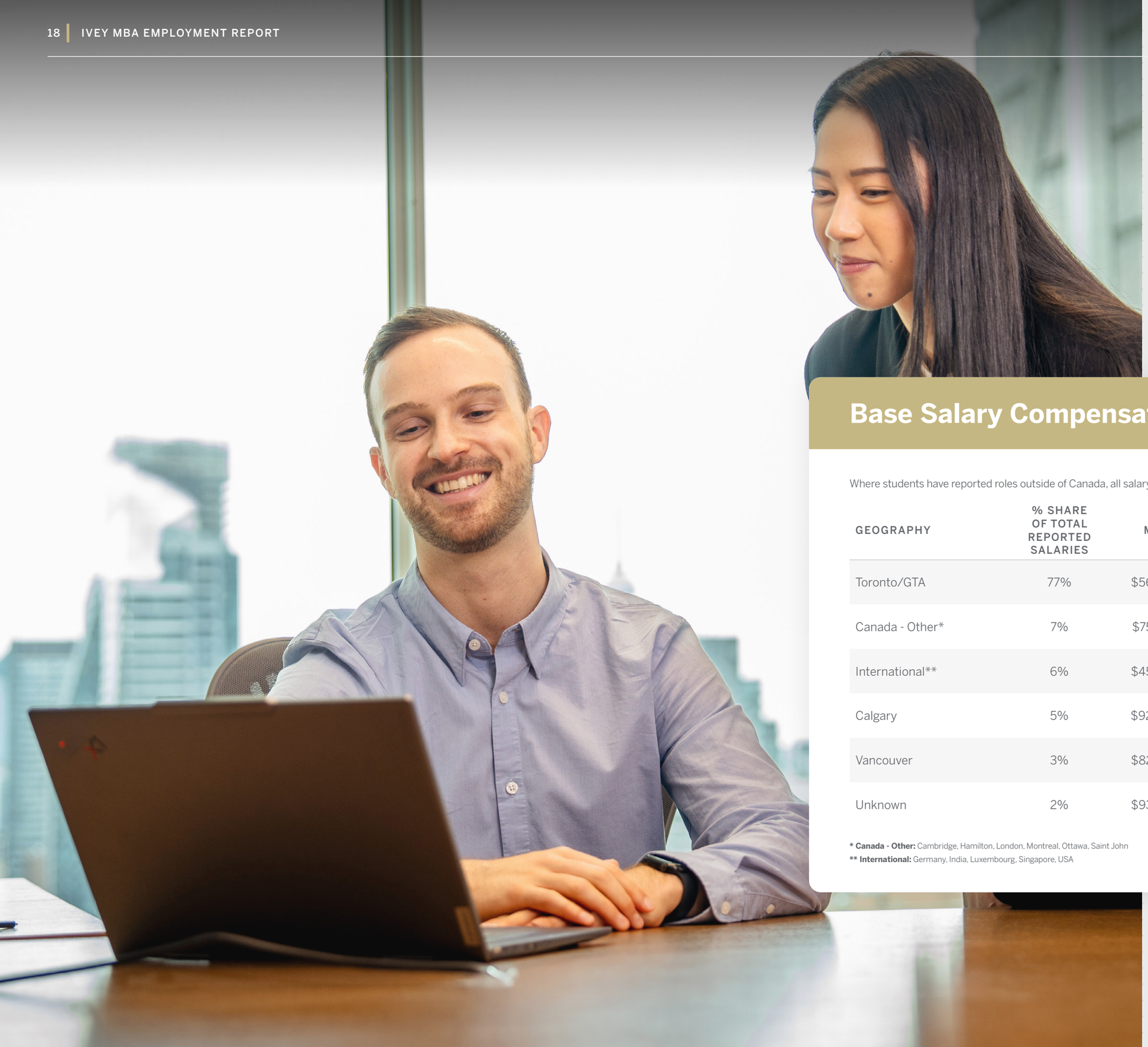
Base Salary Compensation by Function

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	38%	$45,000	$199,500	$130,409	$110,000
Finance	20%	$82,000	$175,000	$103,735	$90,000
Sales/Business Development	14%	$65,000	$210,000	$104,258	$87,500
Operations/Logistics	5%	$75,000	$120,000	$100,625	$103,750
Project Management	5%	$90,000	$150,000	$111,750	$103,500
Data Analytics	5%	$90,000	$125,000	$108,750	$110,000
Marketing	5%	$56,000	$120,000	$92,250	$96,500
Leadership Development/ Rotational Program	3%	$98,000	$105,000	$100,333	$98,000
Product Management	3%	$90,000	$156,000	$122,000	$120,000
Other*	3%	$94,981	$140,000	$121,660	$130,000

*** Other:** IT, Engineering





Base Salary Compensation by Geography

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

GEOGRAPHY	% SHARE OF TOTAL REPORTED SALARIES	MIN $	MAX $	AVERAGE $	MEDIAN $
Toronto/GTA	77%	$56,000	$210,000	$116,082	$105,000
Canada - Other*	7%	$75,000	$141,500	$98,913	$92,490
International**	6%	$45,000	$150,000	$119,520	$140,000
Calgary	5%	$92,000	$199,500	$140,375	$135,000
Vancouver	3%	$82,500	$95,000	$86,833	$83,000
Unknown	2%	$93,000	$120,000	$106,500	$106,500

*** Canada - Other:** Cambridge, Hamilton, London, Montreal, Ottawa, Saint John
**** International:** Germany, India, Luxembourg, Singapore, USA

MBA ALUMNI SPOTLIGHT



CARLY HYSENAJ

Manager,
Consultant Recruiting

Bain & Company

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

As a management consulting firm, collaboration is key to solve our client's biggest problems. Ivey students are great at building relationships and working together. It's a natural transition from the hands-on learning and Case Method approach in the MBA to working and travelling together at Bain. Ivey graduates are professional, thoughtful and keen. They come with a breadth of experience that serves our clients and our business needs well. When it comes to career growth, there's a high yield to senior manager with Ivey's candidates, and they're eager to help recruits. There's a lot of passion, and just smart, kind people who love to pay it forward.

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

You're going to get a sharp, analytical group of people who are natural problem solvers, who love to collaborate, and who are down-to-earth. If you're looking to create a positive employee experience at your firm, that starts with who you bring in – and bringing in people who are going to make the business better and folks you enjoy spending time with is a win-win. There's incredible talent there.

What stands out in terms of this partnership with Ivey for the recruitment process?

We have many Ivey alumni at Bain, so this has been a long-standing partnership. I've been in the recruiting role for almost seven years, and the Ivey Career Center has stood out since day one. They understand that there's a high bar to entry for management consulting, and they want to bring us the best candidates. They prepare students to put their best foot forward for networking, events, and interview preparedness. They're helpful and fun to collaborate with. The programs they use, the responsiveness, the surveys, the follow-ups – it's all seamless.

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

If you're not sure what field you're most interested in, attend our events, because consulting allows you to try different industries. And if you think consulting is for you, make the connection with employers and be genuine. It's important to be thoughtful about the interactions you have, and the relationships you build. Those are going to serve you well, regardless of whether you come to Bain. Be curious, ask good questions – including anything that matters to you: culture, the type of work you might do, sustainability, work-life balance. The answers will help as you think about which firm is the best fit for you. Every firm has a different value proposition, so look for the one that resonates most with you and your values and goals.

MBA ALUMNI SPOTLIGHT



SAMANTHA RONCA

Early Talent Partner,
Strategic Initiatives

TD Bank Group

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

We value graduates with a career-ready mindset and look for candidates who can analyze complex issues, identify priorities, and develop effective strategies to address them. Ivey MBA students stand out for their professionalism, strategic thinking, adaptability, and strong foundation in core business disciplines, which helps prepare them to tackle a wide range of business challenges. They also bring self-awareness and leadership skills, which are crucial in our fast-paced environment.

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

Our four-month intern program offers graduates hands-on experience, leadership support, and opportunities to grow professionally and personally. During the program, we provide graduates with leadership support and opportunities to develop new skills, gain new perspectives, and make an impact at work and in their community. The development and retention of top talent is a priority at TD, and part of the goal of our internship and rotational programs.

What stands out in terms of your partnership with Ivey for the recruitment process?

Partnering with Ivey Business School gives organizations access to MBA students who are ready to make an impact, and who bring hands-on experience from the program's experiential approach. Throughout the school year, we hold information sessions on university campuses to not only promote our opportunities, but also to connect with students and foster lasting relationships. Ivey students consistently stand out during recruitment, and as an employer, working with Ivey provides access to great talent.

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

For students entering the workforce, I'd suggest they focus on execution and not just ideas. Take the time to learn the business, communicate clearly and concisely, and turn insight into action. Focus on building strong relationships, stay curious and coachable, and manage projects with intention. Most importantly, define success in a way that supports both long-term growth and well-being.

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, based on student reporting.

ACCOUNTING/AUDIT/TAX

Canada Startup Company

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

Azure Media*

B4brand

BetaKit

Bond Brand Loyalty

Canadian Marketing League

Klick

Mash

Maven

Navsocial

Nexus Communications North America

Northern Commerce

Perkopolis

Publicis Sapient

Squadrons Digital Marketing

Tech Talent

The Canadian Marketing Association

Wasserman

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

ispace, Inc.*

PAL Aerospace*

AGRICULTURE/ AGRIBUSINESS

Syngenta

ARCHITECTURE & PLANNING

Herdman Architecture + Design, Inc.*

AUTOMOTIVE

Ford Motor Company*

Charities/Non-Profit

Advancing Black Talent in Pharma - ABTiP

Cassie and Friends*

Charity Intelligence Canada

Elevate

ERDO*

Fora: Network for Change

Fort Erie Public Library

Get REAL

Grand Challenges Canada

Habitat for Humanity Heartland Ontario*

Home County Music & Art Festival

International Needs Canada*

John Molson Sports Marketing Committee

LEAP | Pecaut Centre for Social Impact

LGT Venture Philanthropy

Lime Connect

Onyx Initiative

Plan International Canada

QueerTech

RMA Toronto

Start Proud

The Atmospheric Fund (TAF)

The Canadian SADS Foundation

The Starfish Canada

Trilemma Foundation

Vector Institute*

ventureLAB

Youth Challenge International

CHEMICALS/PLASTICS

Nova Chemicals

CONSTRUCTION

Archimedes Holdings Inc.

Colliers Project Leaders*

Compass Datacenters*

Hilti*

J-AAR*

Ledcor

Matheson Constructors

The Canadian Council for Public-Private Partnerships

CONSULTING

Accenture*

Accuracy

Acsel Health

Adaptovate

AlixPartners*

Alpha FMC

Analysis Group

Asteri Partners

Bain & Company*

BDO Canada*

Boston Consulting Group - BCG*

BrainRidge Consulting*

BrandActive*

BTTC*

Burnie Group*

Business Transition Consulting - BTC

Carly Rian Group*

Carpedia*

Cascadia Strategy Consulting Partners*

CGI

Cognizant*

Compensation Governance Partners

Data SEA Consulting

Delfos Consultancy*

Deloitte.*

Essex Lake Group*

EY*

EY-Parthenon*

Fusion Analytics

Galleon Advisors

Gartner

GCM Consultants*

GGA Partners

Gravitas

Guidehouse*

H2Safety Services Inc.

Hatch

HINICIO

IAMConcepts Security Solutions Inc.

iDriveCareer (iDC)

IQVIA (formerly IMS Health)

Isaac Operations

Jarvis Consulting Group

JTE Claims Consultants Ltd.

Kearney*

KPMG*

Level5 Strategy

Management Consulted

Marsh & McLennan Companies

Mastercard Advisors

McKinsey & Company*

Mensana Change Management Ltd.

MNP*

Monitor Deloitte*

Nous Group*

Oliver Wyman*

Optimus SBR*

P1 Consulting

Partners in Performance, Part of Accenture*

PMP Strategy (Formerly PMP Consulting)

PwC*

Quadbridge Inc.*

Quinn+Partners

RBC Strategy & Transformation Services

Revenue Management Labs

Roland Berger

RSM Canada*

Sapling Financial Consultants Inc.

Shift Health

Stack'd Consulting

Strategy&*

StrategyCorp Inc.

Stratum Advisory Group

Summit Strategic Advisors*

Synpulse*

TechAlliance of Southwestern Ontario

The Arnold Group

TOMORROW

Trindent Consulting

University Consulting Group - UCG

Wavestone*

Whiteshield

WTW (Formerly Willis Towers Watson)

ZS

CONSUMER PRODUCTS

Athena Cultivation Inc.

Branch Furniture Inc.

Colgate-Palmolive*

Everist

FoodGrads

General Mills

Johnson & Johnson*

Kenvue (Part of Johnson & Johnson Family of Companies)*

Keurig Dr. Pepper

Labatt Breweries of Canada

LCG Foods Distribution

L'Oreal

Maison Battat

Mars*

Mondelez International*

Nature Fresh Farms

Nestle

Niagara Bottling

PepsiCo Canada*

Procter & Gamble

Sleeman Breweries

Sysco Canada Inc.

T&T Supermarket Inc.

TEALEAVES

ECONOMIC DEVELOPMENT

London Economic Development Corporation - LEDC

MaRS Discovery District

EDUCATION

Ambitious Labs

Desa Global Leadership Inc.

Durham College

Frame of Mind Coaching

Global Spark

Innovation North, Powered by Ivey

InsideIL

Ivey Business Foundations

Ivey Business School*

Laurentian University

McGill University

Schulich School of Business - York University

TECHNATION

The Princeton Review Canada

Toronto Metropolitan University

University of Colorado Boulder

University of Waterloo

Wavemakers

Western University

ENERGY/RESOURCES

NOV*

Avenir Energy Ltd.

BerQ RNG Inc.

Bruce Power

Canadian Energy Executive Association

Cenovus Energy

ClimateCAP

Combined Metal Industries

Ekona Power*

Enbridge Inc.

Enerflex Ltd.*

ExxonMobil Canada

Hydro Ottawa Limited*

Imperial*

Invenergy*

Liberty Utilities*

McDaniel

Nordgold*

Northland Power

Ontario Power Generation

Parkland Corporation

Peak Power Inc.

Powerex Corp.

Purifics

Rangeland Engineering*

Shell Canada

Solar Provider Group

SolarBank Corporation

Subterra Renewables

Teck Resources Ltd.

Trafigura

ENGINEERING

GHD*

H.H. Angus & Associates Ltd.*

RWDI

Spectra Engineering

ENTERTAINMENT

Blend Design Conference

Entertainment One

Fairgrounds*

FIFA World Cup 2026

Four Seasons Hotels and Resorts

Lug Sports Group

MLSE (Maple Leaf Sports & Entertainment Partnership)

NHLPA*

Ontario Lottery and Gaming - OLG

Othership

PrimeTime Sports and Entertainment

Sports Interaction*

The M.A.S. Project

The Peak

theScore

Travel Collection Limited

Victoria Royals Hockey Club

Volley Club Maconnais*

ENVIRONMENTAL SERVICES

Carolinian Canada Coalition

ClearBlue Markets

ECO Canada

Global Institute for Food Security

GLOBE Series

Ontario Sustainable Energy Association

Trojan Technologies

FINANCIAL SERVICES

Acquatio*

Aethalon | iA Private Wealth

Agentis Capital*

American Express*

Antler

ATB Financial*

Avondale Private Capital

Bank of Canada

Battery Ventures

BCI*

BDC Capital

BlackRock

Bloomberg

BMO Financial Group*

Bonnefield

Broadpeak

Business Development Bank of Canada - BDC*

Caldwell Securities

Canada Life*

Canadian Association of Alternative Strategies & Assets - CAASA

Canadian Association of Urban Financial Professionals (CAUFP)

Capital One*

CBRE Investment Management

CFA Society Toronto

CIBC*

Citi

ComCap LLC*

Connor, Clark & Lunn Financial Group

Cormark Securities Inc.*

CPP Investments - CPPIB

Crypto Babes Club

Crypto.com*

Definity Financial

Desjardins Group

Diagram Ventures

Disruption Ventures

Diversity in Finance

Embark Student Corp.

Empire Life Investments Inc.

EQ Bank - Equitable Bank*

EukaPay

Fairstone *

Fengate Asset Management

Fidelity Investments*

Fintech Cadence

Foxbridge Capital*

Foyston Gordon and Payne Investment Counsel

FrontFundr

GreenSky Capital Inc.

Hamilton Lane

Haywood Securities Inc.*

Hiive

Hillsdale Investment Management

HSBC Bank

iA Clarington Investments*

ICON Talent Partners

IFC - International Finance Corporation

IGM Financial

Impression Ventures

INFOR Financial Group Inc.*

Intercap

Intrepid Growth Partners

Investment Management Corporation of Ontario - IMCO

Invico Capital Corporation

Ironbridge Equity Partners*

KingSett Capital*

Kinperium Industries

Kli Capital*

Leo Berwick*

Mackenzie Investments*

Manulife Financial

MKB

MNP Corporate Finance*

Morgan Stanley

National Bank of Canada

Newport Private Wealth

NIBC Global

Ninepoint Partners LP

Northleaf Capital Partners

OMERS

Ontario Teachers' Pension Plan Board - OTPP

Oxford Properties Group & OMERS

PaceZero Capital Partners

Paradigm Capital

Peakhill Capital

President's Choice Financial

Raymond James

RBC*

Regenerative Capital Group

R-LABS Canada Inc.

Ruck Lane*

Sagard Holdings

Scotiabank*

Secure Digital Markets

Setter Capital

Societe Generale

Southeastern Asset Management

Squires Muttillo*

Stifel Financial

Stillwater Capital

Stormont Partners

Sun Life Financial

TD Bank Financial Group*

The Marquee Group

University Pension Plan Ontario

Untraceable

Valsoft Corporation

Ventum Financial - (Formerly Echelon Wealth Partners)

VersaFi - (Formerly WCM)

Visa*

WAVE - Women's Association of Venture & Equity

Wonderkey Partners*

World Bank Group - WBG

Worldsource Wealth Management*

Young Canadians in Finance - YCIF

FOOD SERVICE/ RESTAURANT/FOOD PRODUCTION

Chick-fil-A

Compass Group Canada

McDonald's

MealSuite*

Restaurant Brands International - RBI*

GOVERNMENT

Canada Revenue Agency

City of Orillia*

City of Toronto

Competition Bureau

Export Development Canada*

Government of Alberta*

Government of Canada

Infrastructure Ontario*

Invest Ontario*

Ontario Government (Ontario Public Service)

Ontario Ministry of Health*

Ontario Securities Commission

Toronto Public Library

HEALTHCARE

Abbott*

Alcon

Alexion Pharmaceuticals (AstraZeneca Rare Diseases)

Aurium Pharma Inc.

Bristol Myers Squibb

CAMH

Genentech

GSK (GlaxoSmithKline)

Hospice Palliative Care Ontario - HPCO

Life Sciences Ontario-LSO

London Health Sciences Centre - LHSC

Medcan

Medline Canada, Corporation*

Mount Sinai Hospital*

NKS Health Canada by GreenShield Health

Novo Nordisk

One Heart Care

Ontario Health

Ontario Pharmaceutical Marketing Association - OPMA

Pocketpills

PSG Pharmaceutical

Sciences Group

Salient Medical Solutions*

Sanofi

Siemens Healthineers

St. Joseph's Health Care London*

Straight Up Health

Trudell Medical International

UCB*

Unity Health Toronto

University Health Network*

Vessl Prosthetics

HOLDING COMPANY

Chenmark

LAW AND LEGAL SERVICES

Blake, Cassels & Graydon LLP*

Davies Ward Phillips & Vineberg LLP*

Harrison Pensa LLP*

McCarthy Tétrault

Peel Regional Police

MANUFACTURING

3M

Alpha Auto Group

Cantrio

Cargill

DAVWIRE

Eaton

EMCO Corporation

Imbox Protection

IPEX Group of Companies

Life Sciences Talent Accelerator

MAN Energy Solution*

Meridian Lightweight Technologies

MSA - The Safety Company

MW Canada

Nfinite Nanotech

Patriot Forge*

Sklar Peppler

Techtronic Industries Canada Ltd. - TTI

Toyota Tsusho Canada Inc.

MARKET RESEARCH

Capital Economics*

McLean & Company*

Potentialpark

PACKAGING AND CONTAINERS

SupplyOne

REAL ESTATE

Altus Group*

Colliers International*

Cushman & Wakefield

JLL

QuadReal Property Group

RPS-Wahi

SingleKey

TAS

The Real Estate Coaching Circle

RECRUITMENT SERVICES/ EXECUTIVE SEARCH

Altis Recruitment

Athari

Bedford Group

Brunel

CareerEco

HighlightTA

Lock Search Group

Massey Henry

Musto

South End Partners

Summit Search Group

RETAIL

American Tall

Aritzia

Canadian Tire Corporation

George Weston Limited

Giant Tiger

Loblaw Companies Limited

Pharmasave Drugs*

Retail Council of Canada

Roots

Sephora*

Staples Canada*

TJX Canada - Winners, Marshalls, HomeSense

UNIQLO

Uther

Walmart*

TECHNOLOGY

51JOB

Aceocial

Acrylic Robotics

Ada

Alida (formerly Vision Critical)

Amazon*

AMD

Appficiency Inc.

AutoLeap

AutoVerify - Formerly Mobials Inc.

Autzu

Bell Canada Enterprises

Blair Health

Bluebelt

BrainStation

BuyProperly

Carbon6

Carfax Canada*

Caseware*

Celestica

Centric Software

Cisco

ClearScore

Clio

Compugen Inc.

Coursera*
Dayforce (Formerly Ceridian)
Dell Technologies
Desa Analytics
Dig Insights*
Disco
DotsLive
Eclipsys
ecobee
Ecopia AI
Electronic Arts (EA)*
Elsevier
Esiance (formerly CardSwap Inc.)
Etrainers Inc.
FactSet
FDM Group
Founder OS
Fulfil
G42*
GAN Formation Corporation*
Geotab
Gold Media Tech*
Google
Hackworks
HealthHub - Patient Engagement Solutions
HelloFresh
IBM*
Info-Tech Research Group Inc.*
Instacart*
InTouchCX
Intuit
Jana Corporation
Jobber
Jonas Software
KindWorks.AI*
Konrad Group
LatentView Analytics
LBMX
LinkedIn
Loblaw Digital
Lynk
Lyra Technology Group
Meta
Meter
Microcad Computer Corp.
Microsoft
NationGraph
NetDynamic Consulting Inc.
ODAIA*
Okta*
OpenText
Oracle
Orennia
PartnerOne
Peggy
Perceptyx
Perpetua
Phoenix Health Canada
Pigment
Plooto
Pocketed, a Deloitte business
Pong Game Studios
Premier Construction Software
Quadshift
Quanta Technology
RAVL*
Relay
Rewind
RideCo On-Demand Transit
Riipen
Rogers Communications
RxFood Corporation
S&P Global
Sairyo
Salesforce.com
SAP Canada Inc.
SAS
Scrawlr
SecondaryLink
SeQent
Shopify
Skillhat
Snowflake
Spotify
StarTech.com
TechTO
TELUS*
TENDERD
Tenstorrent*
Teragonia
Texada Software*
Third Octet
Thomson Reuters*
TikTalk
TikTok
TLT Network Inc.*
Toronto Product Management Association
Trellix
Uber*
U-Rite
Vencora
Vertus Group
Vidyard
Volaris Group
Web Summit
Wipro
XP Gaming
Xtivity Inc.
Zynga

THINK TANKS/POLICY INSTITUTE/RESEARCH INSTITUTE

Canadian Nuclear Laboratories
Italia Innovation
Western Research Parks

TRANSPORTATION/ DISTRIBUTION/LOGISTICS

Amazon*
Buckland
Katoen Natie
Metrolinx*
Wabtec Corporation

Ivey Business School
WESTERN UNIVERSITY · CANADA

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Western University
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