

C100 

IMPACT

REPORT

2020

—

2021

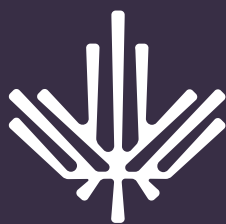


OUR MISSION

We work to galvanize the global Canadian tech diaspora to support, inspire, and advance Canadian entrepreneurship.



CONTENTS



FOREWORD

Foreword	01
Letter from the CEO	02
Message from Co-Chairs	04

PROGRAMS

C100 Fellowship	22
48Hrs 2020 & 2021	27
Summit 2021	36
Virtual Roundtables	38

A YEAR IN REVIEW

Our Impact	06
2020-2021 Timeline	07

PEOPLE

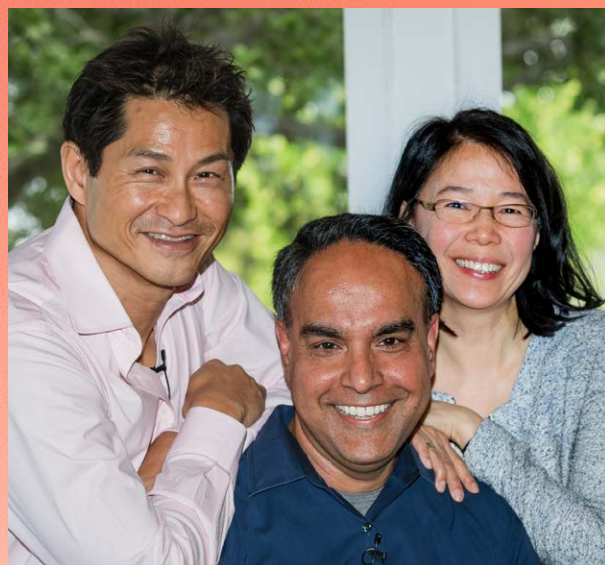
Board of Directors	43
Staff	43
Co-Chair Emeritus	43

MEMBERSHIP

A Membership Snapshot	12
Charter Members	13
New Charter Members	15
Members	18
Corporate Members	20

FOREWORD

C100 is the preeminent global community of Canadians in tech, a mission-driven network committed to supporting, inspiring, and connecting the most promising Canadian entrepreneurial leaders. C100 and its members – individuals and organizations – support Canadian-led technology businesses and their leaders through mentorship, investment, partnership, and talent.



We fulfill our mission through:



COMMUNITY

High-calibre, mission-driven community that connects talented builders to high-impact opportunities.

THOUGHT LEADERSHIP

Stories and best practices to build expertise, inspire fellow Canadians, and grow together.



IMPACT

Hands-on support for Canadian entrepreneurs as they require mentorship, investment, partnership, and talent.

LETTER FROM THE CEO

As I take stock of the past year, I recall what I wrote in this letter last year: “the year ahead will be challenging, forcing everyone – our own organization included – to be innovative, inventive, compassionate, and connected.”

At the time I wrote it, few could have predicted the length and impact this pandemic would have. But as I write this, I am proud to reflect on how well our community and C100’s team & board transformed crisis into opportunity: growing our community; expanding on key programs; and finding new (sometimes more impactful!) ways to connect.

In the midst of these tumultuous times, a few truths have become clear to me:

TOGETHER, WE HAVE PROVEN THAT C100’S ENGAGEMENT MODEL DOES NOT DEPEND ON LIVE EVENTS AND BUSINESS TRAVEL TO CREATE IMPACT.

It is people and their connected purpose that makes the C100 achieve its mandate. Our community continued to grow, members engaged like (it seems) never before, and we held a truly exceptional “48Hrs” event virtually for the first time, engaging 200+ of our most senior and influential Members, Charter Members, and Partners in the lives of 26 Canadian founders. We activated new mentors from across the C100 community from Victoria to Kitchener to London, UK, and the vibrancy of the community was put on full display. That said, I still can’t wait to host you all again in person, eh?!

THE DEMAND FOR A STRONG GLOBAL NETWORK OF DEPENDABLE AND INFLUENTIAL CANADIANS IS ONLY INCREASING.

In the beginning of the pandemic, we had to have big strategic conversations about how we could continue to serve our members. We immediately leveraged the virtual world to keep delivering programs and thought leadership. I am proud to share that our C100’s membership grew 65% from last year – including 13 new Charter Members and 121 new Members located in technology hubs as diverse as New York, Los Angeles, Tel Aviv, Dallas, Boston,



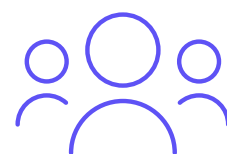
and of course, across every major technology ecosystem in Canada.

C100’S DEVOTED PARTNER BASE NEVER CEASED TO SHOW THEIR SUPPORT AND DEDICATION TO THE COMMUNITY.

In fact, the size of our Partner community grew: we welcomed eight new Corporate Partners – Centech, Golden Ventures, Radical Ventures, Toronto Global, University of Toronto, University of Waterloo, Western University, and Wittington Ventures. To our new Partners: thank you for your support of C100 and our mission. And to our loyal, long-standing Partners: thank you, thank you, thank you. Thank you for remaining steadfast in your commitment to the C100 community. You’ve engaged this year like never before, and your support has meant the world to me, our team & Board, and to our broader community.



IT IS PEOPLE AND THEIR
CONNECTED PURPOSE
THAT MAKES THE C100
ACHIEVE ITS MANDATE.



CANADIAN ENTREPRENEURS ARE BUILDING WITHOUT LIMITS.

And it is so inspiring! This year, we have gotten to celebrate member-led companies and our program alumni such as Clearco, Ada, Clio, ApplyBoard among others shatter any remaining doubt (not from us) that unicorns aren't built in Canada. Venture capital investment is also off to a promising start in 2021, with \$2.7B invested over 178 deals in the first quarter of this year, making it the strongest quarter on record in Canadian history.¹

PROGRAMMING COULDN'T BE FLUFFY - IT REQUIRED US TO TACKLE THE BIGGEST ISSUES HEAD-ON.

We discovered new ways to empower our members to interact with each other and with experts. We held 24 programs throughout the year and welcomed 1,300+ unique participants. Our most engaging programming addressed the toughest things about leadership: leading with compassion through layoffs; leading with values and responding to employee activism; raising capital virtually; mental and physical wellbeing; responding to uncertainty with changing immigration policies in the United States; and many more.

THE FUTURE OF OUR MEMBER COMMUNITY IS SILICON VALLEY EVERYWHERE.

The traditional 'C100 model' most of you are familiar with feels retired from where I sit. Our membership that emerges from this year is a multi-city network of Canadian leaders in major global technology

hubs. To respond to this, we are developing a chapter strategy to build C100 communities in the world's most important regions, starting by galvanizing the Canadians in New York.

We are also determined to build a community that reflects the diversity that we Canadians hold dear as a core value and have, for the first time, begun gathering robust diversity data on our existing and incoming members. Not just an exercise in measurement, we are also building initiatives to bring in more underrepresented founders and leaders to our membership. We hope each of you will join us to make C100 ever more accessible to the deserving leaders in tech who are women, people of colour, LGBTQIA+, and historically underrepresented and underestimated.

Our aim is simple, but lofty: give Canadian technology leaders everywhere a community to help them be successful. Our hope is that the C100 network will be that "unfair advantage" for Canadians who start companies, build companies, or invest in companies by convening, by telling their stories, and by making space for mentorship and connection to flourish.

Sincerely,

LAURA BUHLER
CEO, C100

¹Q1 2021 Canadian Venture Capital Market Overview:
Canadian Venture Capital & Private Equity Association.

MESSAGE FROM THE CO-CHAIRS

The last year at the C100 may have been our best year yet! Our membership grew 65% YoY and we have started to make a concerted effort to expand the community into new geos.

I am particularly excited to apply my experience with launching new markets at Uber and Hired to this new opportunity to grow our community. Due to our virtual programming over the last year, we were able to activate influential Canadians across Europe and Asia and pull in executives that previously may have not been possible. Our first 48Hrs virtual event was a massive success! Canadian founders from everywhere were able to connect with CEOs, SVPs, VCs, other founders and more from some of the most successful companies in the world that were all willing to lend a helping hand and provide invaluable advice to their startups. This is what we aim to do -- to be a secret weapon for Canadian founders everywhere to tap into our community to propel them to success. And, last year was probably the best year yet in achieving that goal!



ANDRE CHAROO

Co-Chair, C100

Founder & General Partner,
Maple VC

As I write this, we are beginning to turn the corner on the pandemic and the world is beginning to open up.

This past year marked my final year as C100 Board Co-Chair and I could not be prouder of the way our community came together to support one another. When COVID hit last March, we moved to meet our members where they were and pivoted to online programming to help support founders and enable our members to connect and grow together virtually. We tackled pressing issues like crisis management, diversity & inclusion, and how to weather a prolonged downturn. Community mentors leaned in and offered their time and counsel to our Fellows and we launched C100 Circles to provide a forum for connection and peer support for our members. One positive insight we gained from the pandemic is that physical location is less important: we are reaching Canadians around the world and noticing that the desire for connection is stronger than ever. As I leave the Board this year, I am energized by our momentum and the opportunity that lies in front of us to make the C100 a truly global community of Canadians helping Canadians.



SHARI JONES

Co-Chair, C100

Founder & Managing Partner,
Sightline Coaching

A YEAR IN REVIEW



Our Impact
2020-2021 Timeline

OUR IMPACT

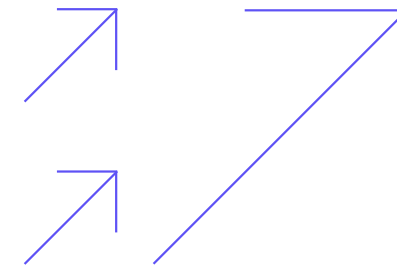
C100's aim is to scale our impact through a rich and growing membership of technology leaders that enjoy full access to our programming and network. Measuring our performance around metrics of importance gives us an understanding of how we are serving our valued membership and the entrepreneurship community more broadly.

We hosted 5,000+ attendees amongst 1,300+ unique individuals at 24 virtual events, engaging 267% more individuals than last year with physical events.

56% of our Members are leading outside of Canada's borders, eager and ready to give back to Canadian homegrown entrepreneurship. We received 355 nominations and 203 applicants to our early-stage Fellowship, an increase of 75% and 55% from last year respectively.

Even with the absence of in-person opportunities, our programming remained resoundingly well received by our community. Our blended NPS (Net Promoter Score) - which measures the likelihood of a participant recommending us to a peer - was 78, down just 7 points from last year, matching the NPS of the likes of Starbucks and Airbnb.

65%



growth in our core Member community year over year.



49%

of Members are founders of technology companies, ranging from early-stage to publicly traded.

19%

of Members are non-founder operators of technology companies, some scaling tech companies and others at the most iconic global brands.

32%

of our Members are **investors**, looking to support top-tier entrepreneurial talent.

1300+

people were hosted at **24 virtual events**, a 267% increase from the prior year's in-person event program.

56%

of Members are based outside of Canada.

Demand from founders grew: nominations and applications to C100's Fellowship program increased 75% and 55%, respectively, over last year, resulting in our **most competitive cohort ever**.

2020-2021 TIMELINE

Last year, we authored our annual Impact Report right after our Growth Summit in February of 2020, our final in-person event before the COVID-19 pandemic raged through North America.

We pivoted quickly to virtual platforms to still bring connection, thought leadership and mentorship to the C100 community. Several plans were unfortunately foiled by the pandemic including our Annual Charter Member Dinner and Ten-Year Anniversary Celebration. And while we were uncertain in the beginning of the pandemic about how our community would respond to virtual programming, we quickly learned that it was in great demand and an opportunity to deepen our community's impact and expand C100's reach.

STARTUP PLAYBOOK IN A SUDDEN DOWNTURN:
TEAM CRISIS MANAGEMENT

March 25, 2020

A roundtable in the earliest days of the pandemic with **Michael Scissons** (Founder & CEO, Careerlist), **Jennifer Holsmtrom** (Head of Talent, GGV Capital), and **Madan Nagaldinne** (Chief People Officer, Blink Health) to discuss strategies for managing teams and leading strategically and compassionately in an economic downturn.

WATCH EVENT



STARTUP PLAYBOOK IN A SUDDEN DOWNTURN:
ACCESS AND APPROACH TO CAPITAL

April 1, 2020

Part of a three-part series dedicated to founders managing the onset of the COVID-19 pandemic, a candid roundtable about managing cash flow and raising capital in the most uncertain moments of the last 10 years. Led by three C100 Charter Members: **Michael Scissons** (CEO & Founder, Careerlist), **Geoff Lewis** (Managing Partner, Bedrock), and **Janet Bannister** (Managing Partner, Real Ventures).

WATCH EVENT



MARCH

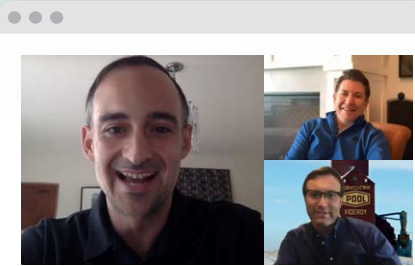
APRIL

STARTUP PLAYBOOK IN A SUDDEN DOWNTURN:
UPDATES TO BUSINESS PLAN

April 8, 2020

A roundtable featuring three exceptional Canadian CEOs including **Gary Kovacs** (CEO, Accela), **Michael Scissons** (Founder & CEO, Careerlist), **Tihomir Bajic** (CEO, LTSE Software) discussing strategies for redesigning business plans to accommodate recession times.

WATCH EVENT



WHAT GENERAL PARTNERS NEED TO KNOW ABOUT BDC'S COVID-19 CAPITAL BRIDGE FINANCING PROGRAM

April 15, 2020

C100 members received exclusive access to a session led by **Jérôme Nycz** and **Thomas Park** of BDC Capital detailing how GPs could leverage BDC's newly-announced matching program to extend runway to Canadian startups.

A PLAYBOOK FOR BUILDING, MANAGING, AND LEVERAGING A STRATEGIC PARTNER AND CHANNEL ECOSYSTEM

April 22, 2020

A discussion moderated by **Mark Sochan** (Managing Director, CEO Quest) featuring **Sunir Shah** (Founder & CEO, AppBind), and **Bill Lipsin** (VP, Worldwide Channels, Cohesity) on the importance of partnerships in this era of economic uncertainty and how to create, build, and manage a strategic partnership strategy to leverage the opportunities when the market eventually rebounds.

WATCH EVENT

IS DEFLATION THE KEY TO A MORE ABUNDANT AND EQUITABLE FUTURE?

A virtual fireside chat with **Jeff Booth**

April 29, 2020

Jeff Booth (Author of *The Price of Tomorrow*) and **Paul Cubbon** (Head Moderator, CDL-West & Assistant Dean of Innovation, University of British Columbia) discussed why deflation is the

key to a more abundant and equitable future, how COVID-19 exacerbated economic conditions, and how entrepreneurs can respond.



WATCH EVENT

CANADIAN ENTREPRENEURS “FROM FAR AND WIDE”: LESSONS ON BUILDING A GLOBAL BUSINESS

May 6, 2020

A session to share stories from Canadian entrepreneurs who have built businesses outside of Silicon Valley, including: **Alex Lazarow** (Partner, Cathay Innovation), **David Brown** (CEO, Techstars), and **David Wong** (CEO, BOOQED), who discussed their focus on building resilient businesses.



[WATCH EVENT](#)

FUNDRAISING IN A ZOOM WORLD

May 20, 2020

48Hrs cohort members were invited to an exclusive masterclass on virtual fundraising featuring seasoned investors and C100 Members: **Andre Charoo** (C100 Board Co-Chair, Founder & GP, Maple VC), **George**

Babu (Founding Partner, Sweat Equity Ventures) and **Eva Lau** (Founding Partner, Two Small Fish Ventures), moderated by **Aliya Ramji** (Co-Founder & Head of MT>Ventures).

CANADIAN EXPATS STUCK IN IMMIGRATION “LIMBO” ASK: “WHAT ARE MY OPTIONS?”

May 12, 2020

In response to the Trump Administration's assault on talent-based immigration, immigration attorney **Ron Matten** discussed the current state U.S. immigration, what Canadian expats need to know about their options, and how they could be prepared for any scenario.

FOUNDER CITY PROJECT SESSION

June 2, 2020

C100 members were invited to participate in a peer mentorship session led by 48Hrs alumnus **Ben Baldwin** on how to help startup founders and teams “upteam” to set and achieve goals and become better leaders.

ALUMNI TO COHORT: HOW TO MAKE THE MOST OF YOUR C100 EXPERIENCE

June 11, 2020

A founder-to-founder discussion leading into C100's flagship 48Hrs event, the cohort convened for an exclusive session moderated by **Mark Longo** (Managing Partner, Osler, Hoskin & Harcourt) to hear from multi-time founders and 48Hrs alumni **Ali Asaria** of Tulip and **Aydin Mirzaee** of Fellow, who provided valuable advice on how to make the most of the C100 experience to fundraise, scale, and attract talent.

MAY

JUNE

A CONVERSATION WITH CANADIAN HEALTH INNOVATORS PLAYING A ROLE IN THE FIGHT AGAINST COVID-19

May 13, 2020

A conversation on building innovative products in the testing and therapeutics space moderated by **Shuman Ghosemajumder** (Global Head AI, F5 & Chairman, TeachAids), featuring panelist **Paul Lem** (Founder & CEO, Spartan Bioscience) and **Doug Hamilton** (President & CEO, Vasomune Therapeutics).

[WATCH EVENT](#)

LAI D OFF, FURLOUGHED, OR CAUGHT “TRANSITIONING” DURING COVID: BUILDING A PERSONAL PLAN DURING THE PANDEMIC TO HELP YOU IN CAREER TRANSITION

May 19, 2020

A private, introductory coaching session led by **Shari Hatch Jones** (Founder & Managing Partner, Sightline Coaching) and **Marjorie Kalomeris** (Senior Recruiter & Diversity Program Manager for the EMEA region, Optimizely) to discuss strategies for navigating and mastering a career transition. The group discussed building pragmatic skills, such as optimizing your LinkedIn profile for the algorithm, embarking on a job search, creating a networking strategy, and crafting your “personal brand.”

[WATCH EVENT](#)



THE FUTURE OF HIGHER EDUCATION

June 4, 2020

A roundtable discussing the future of higher education as a result of COVID-19 disruptions featuring edtech and education experts: **Kristen Hamilton** (a multi-time founder with an IPO exit), **Mike Silagadze** (Co-Founder and then CEO of Top Hat), **Dr. Brian Frank** (Professor and Associate Dean of Teaching and Learning at Queen's University) and **Martin Basiri** (Co-Founder and CEO of ApplyBoard).

[WATCH EVENT](#)



THE INFLECTION POINT FOR ECOMMERCE: MANAGING FOR HOCKEY STICK GROWTH

June 18, 2020

The C100 community joins for a conversation on how retail has been impacted by COVID-19, moderated by **Boris Wertz** (Founder & GP, Version One Ventures) featuring leaders in ecommerce including: **Adrienne Down Coulson** (COO, Rakuten Americas), **Ethan Song** (Co-Founder & former CEO, Frank And Oak), and **Noura Sakkijha** (Co-Founder and CEO, Mejuri).

[WATCH EVENT](#)

C100 ANNUAL MEMBER VIRTUAL TOWN HALL: 2020

June 22, 2020

C100 Members and Partner Organizations come together to celebrate ten years of supporting Canadian entrepreneurs, recap a year of milestones and outline the vision for the future of C100. Guest speaker **Thomas Park** (VP, Strategy & Operations at BDC) shared groundbreaking data and insights on the state of talent and investment in the Canadian technology sector.



HEALTHCARE ROUNDTABLE

August 25, 2020

An expert discussion on the current state of the health-tech industry with **Travis Murdoch** (Physician & Investment Director, Softbank Investment Advisors), **Elizabeth “EC” Caley** (Co-Founder & Co-CEO, Poppy), and **Rich Osborn** (Managing Partner, Telus Ventures) with a subset of C100 health-tech members. The group discussed disruption in healthcare, the changing ways companies have to speak to their customers and partners, the increasing role of value-based care, and non-traditional entrants into the space.

48HRS IN THE VALLEY 2020

October 6 - 7, 2020

48Hrs (formerly 48Hrs in the Valley) introduces Canada's most promising startups to top global mentors, investors, and industry executives. Over the past ten years, the event has been a signature program in the Canadian tech ecosystem and has graduated over 300 alumni.



Postponed from spring 2020, 48Hrs welcomed the founders of 26 standout Canadian-led startups to C100, where they enjoyed (almost!) all the facets of the 48Hrs experience: mentorship, virtual networking, investor connections, and unparalleled access to C100's extensive network.



Lexi Kaplin, Co-Founder & CPO, conversationHEALTH, speaking at Meet the Founders during 48Hrs 2020

JUNE

JULY

AUGUST

OCTOBER

DECEMBER

THE COVID PANDEMIC: A CYBER-CRIMINAL'S “NIRVANA”

July 8, 2020

Cybersecurity entrepreneurs **Sanjay Beri** (Founder & CEO, Netskope) and **Galina Antova** (Co-Founder & Chief Business Development Officer, Claroty) discussed the new threats of cybercrime and why the cybersecurity industry matters more than ever in a pandemic.

[WATCH EVENT](#)

AN INSIDER'S GUIDE TO M&A

July 16, 2020

An in-depth discussion on all things M&A featuring C100 Charter Members in Corporate Development: **Bram Sugarman** (Director of Corporate Development & Strategic Partnerships, Shopify), **Lara Cumberland** (VP M&A Integration, Facebook), and **Jamie Shulman** (Co-Founder and CEO, Hubdoc, acq. by Xero in 2018), moderated by **Terry Doyle** (GM International, Checkr).

FOUNDER AMA

Oleg Rogynskyy

CEO & Founder, People.ai



July 28, 2020

C100 Charter Member **Oleg Rogynskyy** led an 'Ask Me Anything' session exclusively for the 2020 48Hrs cohort and shared candid stories of his journey as a CEO, how he formed his executive team and board, and his wins and mistakes along the way.

PLANET CANADA: HOW OUR EXPATS ARE SHAPING THE FUTURE

December 9, 2020

The C100 community was joined by **John Stackhouse** (SVP, Office of the CEO, RBC) to discuss Canada's greatest untapped resource: the two-to-three million Canadians living abroad. In John's book, he documents C100's origin story and the early catalysts who helped start the movement. In the live discussion, John shared incredible stories and fresh data about the impact of Canadians around the world from the birth of modern China, to the nuclear race, and more. The book is a call to action for Canada to think differently about its expats.



[WATCH EVENT](#)

C100 SUMMIT: CANADIAN CHANGEMAKERS

May 19 - 20, 2021

The C100 Summit brought together our community for intimate, thought-provoking and off-the-record conversations to answer top-of-mind questions for Canadian technology leaders globally. The community convened to hear from both prominent and under-amplified Canadians leading world-changing companies at the scaling and growth stage.

Building for Scale Legacy

Dr. James Gosling (Founder and Lead Designer of the computing language Java) and Ruth Hennigar (C100 Board Director and Former Technology Executive (Apple, eBay, Motorola/Google, Sun/Java))



Cosmic Shift in Media

Kirstine Stewart (Former Executive Committee, World Economic Forum), Chris Overholt (President & CEO, Overactive Media), Maryann Turcke (COO, NFL Networks) and David Skok (CEO & Editor-in-Chief, The Logic)

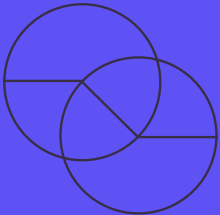
MAY 2021

48HRS 2021: THE NEW C100 FELLOWS PROGRAM

May 19 - 20, 2021

Our second virtual 48Hrs event kicked off C100's newly-announced founder fellowship dedicated to the founders of the 48Hrs cohort. The inaugural C100 Fellows program welcomed a talented cohort of founders from 21 fast-growing early-stage startups. For the first time ever, we held a public #MeetTheFellows broadcast attended by 650+ of C100's followers and subscribers.

WATCH EVENT



Meet the Fellows: Optimizing Agriculture

Robert Forsythe (Co-Founder & CEO, Milk Moovement), Louis Brun, (Co-Founder & CEO, Sollum Technologies), and moderated by Mark Blackwell (General Partner, Builders VC)

Product-Led Growth

Led by Natalie Gray (Co-Founder, Cover), with Kris Hartvigsen (Founder & CEO, Dooly), and Rohan Mahimker (Co-Founder & Co-CEO, Prodigy Education)



Top Left to Bottom Right:
Yoseph West (Co-Founder & CEO, Relay Financial), Laura Buhler (CEO, C100), Harley Finkelstein (President, Shopify), Olivier Berger (Co-Founder & Co-CEO, Wondeur), Erin Bury (Co-Founder & CEO, Willful), and Sean Green (Founder & CEO, ARTERNAL)



MEMBERSHIP

A Membership Snapshot
Charter Members
New Charter Members
Members
Corporate Members

A MEMBERSHIP SNAPSHOT

C100’s Members are the cornerstone of the organization’s mission. We celebrate the individuals and institutions that make up our community who inspire, support, and connect the most promising Canadian entrepreneurial leaders.

We are proud to share that our membership is growing at an average year over year rate of 77%. The C100 is reaching new Canadian builders and thinkers in and outside of Canada.



As it stands, just under 20% of our Members identify as women or non-binary. In building the “preeminent global community of Canadians in technology”, we aspire to build a community that reflects the diversity of Canada that we all hold dear as a core Canadian value. With the support of our Membership Committee, C100 is becoming more intentional about diversifying the community as our membership grows.

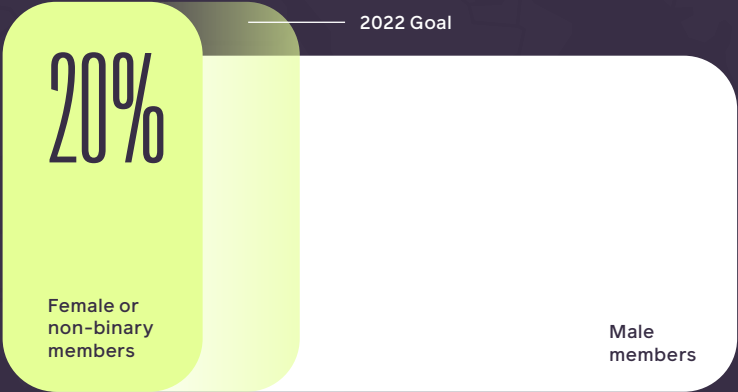
As we seek to be data-driven in our efforts to attract Canadian leaders from under-represented groups in the technology sector, we kicked-off a

data collection effort for existing members, in conjunction with a new questionnaire inserted at the membership application stage to ensure good data gathering going forward.

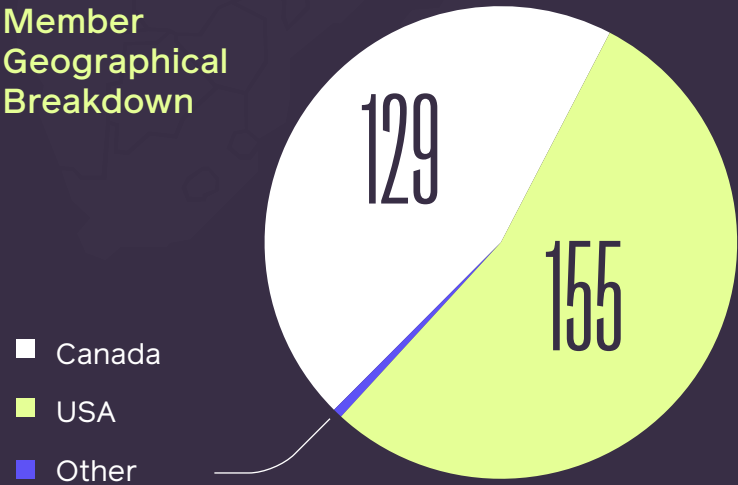
Historically, C100 has tracked diversity on the dimensions of gender, location, and province of origin. Beginning in April 2021, we launched an effort to better understand the diversity of our membership across other dimensions: Canadian status, ethnicity, language, and sexual orientation. The C100 has set a goal to achieve 35% women in the membership by next year.

Pursuing A Balanced Membership

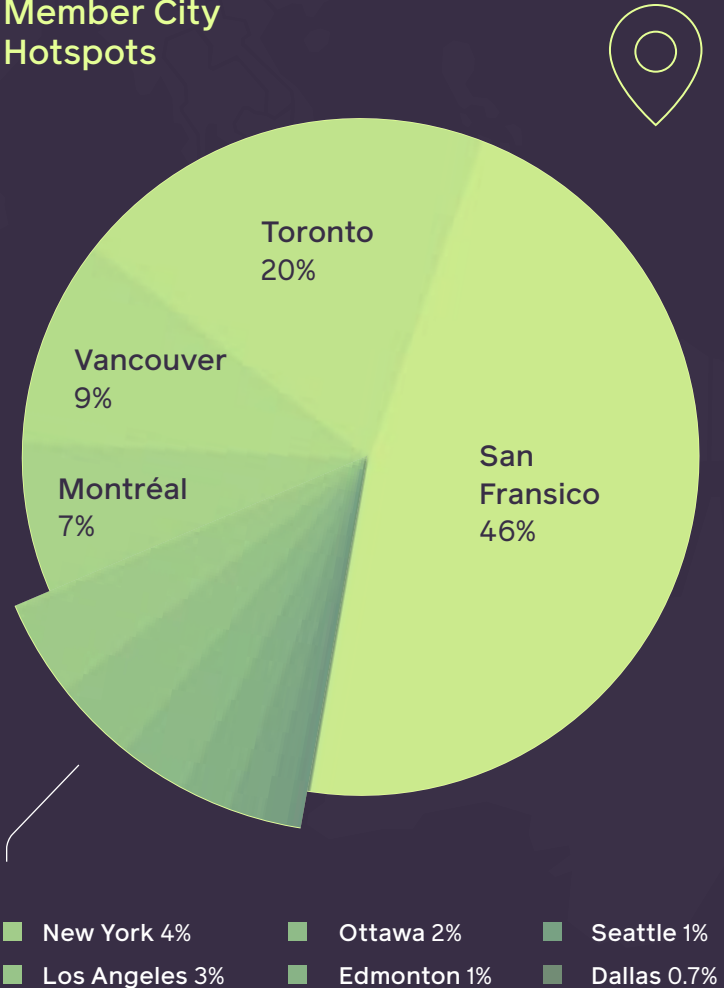
The C100 has set a goal to achieve 35% women in the membership by next year.



Member Geographical Breakdown



Member City Hotspots



CHARTER MEMBERS

C100 Charter Membership is a by-invitation community of influential global Canadians united in their motivation to positively impact Canada and to champion the next-generation of brilliant Canadian technology leaders. This distinguished, mission-driven group helps uphold the C100 mission through their contributions as activators and mentors.



Adrienne Down Coulson
COO, Rakuten Americas

Ajay Royan
Founder & Managing GP, Mithril Capital Management

Alex Kolicich
Founding Partner, 8VC

Ali Nazer
Global Director of Product Marketing, Gaming, eComm and Travel, Facebook

Allen Lau
Co-Founder & CEO, Wattpad

Aly Orady
Founder & CEO, Tonal

Anar Simpson
Ambassador, Technovation

Andre Charoo
Founder & GP, Maple VC

Andrew D'Souza
Co-Founder & CEO, Clearco

Angela Strange
Partner, Andreessen Horowitz

Angela Tran
GP, Version One Ventures

Anthony Lee
Managing Director, Altos Ventures

Arif Janmohamed
Partner, Lightspeed VP

Art Wong
Operating Partner, Sustainable Opportunities Acquisition Corp.

Benji Shomair
VP, Commerce Business & Go-To-Market, Facebook

Boris Wertz
Founder & GP, Version One Ventures

Bram Sugarman
Director of Corporate Development & Strategic Partnerships, Shopify

Brett Willms
Co-Founder & CEO, Laetro

Brian Hale
VP Growth, DoorDash

Catherine Courage
VP, Ads & Commerce User Experience, Google

Charles Prober
CEO, Tile

Chris Albinson
CEO, Communitech

Chris Arsenault
Partner, Inovia Capital

Chris O'Neill
GP, Saagard & Portage Ventures

Clarence So
EVP, Salesforce

Curt Sigfstead
CFO, Clearco

Danny Robinson
Chief Product Officer, iQmetrix

David Quail
VP of Technology, Medo.AI



New Charter Members
are listed in red

Dax Dasilva
Founder & CEO, Lightspeed POS

Deepak Kamra
GP, Canaan Partners

Denis Lacasse
Principal Consultant & Coach, Slalom

Dennis Pilarinos
Former Director, Developer Technologies, Apple

Domenic Perri
Partner, Vertex Ventures

Dorrian Porter
Founder & CEO, Vestaboard

Douglas Hamilton
President & CEO, Vasomune Therapeutics

Erik Blachford
Partner, Narrative.Fund




New Charter Members are listed in red

Gary Kovacs
CEO, Accela

Geoff Lewis
Founder & Managing Partner, Bedrock

Harry Singh
Strategic Partnerships & Transactions, Facebook

Howard Field
CEO & President, Greenfield Global

Irv Remedios
Founder & CEO, Voxer

Jack Newton
Co-Founder & CEO, Clio

Jamie Shulman
Co-Founder & Co-CEO, Hubdoc

Jamie Sutherland
Co-Founder & CEO, Sonix

Janet Bannister
Manager Partner, Real Ventures

Jean-Sebastien Cournoyer
Co-Founder & Board Partner, Real Ventures

Jeff Ryan
Chief People Officer, Zynga

Jen Holmstrom
Head of Platform, GGV Capital

Joel Scott
Co-Founder & COO, SV Academy

Jonathan Ehrlich
Partner, Foundation Capital

Karan Mehandru
Managing Director, STEADFAST Capital

Karim Gillani
Co-Founder & GP, Luge Capital

Kevin Rooney
Partner, Cooley LLP

Kevin Swan
Co-Head, Global Private Markets, Morgan Stanley

Kevin Talbot
Managing Partner, Relay Ventures

Kim Fennell
Managing Director, Fleet Hill Ventures

Kirstine Stewart
Former Executive Committee, World Economic Forum

Kristen Hamilton
SVP, Strategic Partnerships, Guild Education

Lara Cumberland
VP M&A Integration, Facebook

Lars Leckie
Managing Director, Hummer Winblad Venture Partners (HWVP)

Leonard Brody
President, Clarity Digital

Luc Levesque
Head of Growth, Shopify

Manoj Verma
CRO, TabaPay.com

Marianne Wu
Managing Director, 40 North Ventures

Mark Relph
Director, GTM & Specialist Sales – IoT, Robotics, and Kinesis Video, Amazon

Mark Sochan
Managing Director, CEO Quest

Matt Trevithick
COO, Google Quantum AI

Michael Hershfield
Former SVP of Sales, WeWork

Michael Scissons
Founder & CEO, Careerlist

Michael Serbinis
Founder & CEO, League

Michael Worry
CEO, Nuvation Energy

Michelle Gonzalez
Senior Director & Managing Partner, Area 120, Google

Michelle Zatlyn
Co-Founder & President, Cloudflare

Mike Dinsdale
Managing Director, Akkadian Ventures

Mike McCauley
Co-Founder & GP, Garage Capital

Mike Wessinger
CEO, PointClickCare

Nanci Caldwell
Corporate Director

Neil Sadaranganey
Managing Director, Ntt Docomo Ventures

Nilam Ganenthiran
President, Instacart

Oleg Rogynskyy
CEO & Founder, People.ai

Oliver Friedrichs
VP of Security Products, Splunk

Oliver Roup
VP Product, Instacart

Ossama Hassanein
Chairman, Rising Tide Fund

Patrick Lor
Managing Partner, Panache Ventures

Patrick Pichette
Partner, Inovia Capital

Patrick Spence
CEO, Sonos

Philippe Marinier
CEO and Founder, Cabrico

Rahim Fazal
CEO, SV Academy

Robert Simon
Sr. Managing Partner, IT Venture Fund, BDC Capital

Robin Purohit
CEO, Peritus.ai

Russ Mcmeekin
CEO, mCloud

Ruth Hennigar
Technology Executive

Sanjay Beri
CEO & Founder, Netskope

Sean Harrington
CEO, Optimus Ride

Sean Lynch
Co-Founder, Census

Shaan Pruden
Senior Director, Partnership Management, Apple

Shari Jones
Founder & Managing Partner, Sightline Coaching

Shuman Ghosemajumder
Head of AI, F5 Networks Global

Steven Abrams
Partner, BDC Venture Capital

Sukhinder Singh Cassidy
Former President, StubHub



Sutha Kamal
CTO, Pivotal

Terry Doyle
GM International, Checkr

Todd Simpson
Partner, Inovia

Trevor Adey
Partner, McCaig Family Office

Valerie Buckingham
CMO of New Initiatives, Palo Alto Networks

Wael Mohamed
CEO, Forescout Technologies

William Yu
Managing Partner, Cansbridge Capital

Yen Lee
Chief Strategy Officer, JLL

NEW CHARTER MEMBERS

Each year, C100 welcomes a new cohort of Charter Members to its ranks. They represent a select group of admired senior leaders who have led impactful,

distinguished careers. This year was no exception as we welcomed 13 Canadians to the Charter Membership.



ALLEN LAU

Co-Founder & CEO,
Wattpad

Allen Lau is the CEO and Co-founder of Wattpad, a global multi-platform company shaking up the entertainment industry, with over 40 million monthly users and over 150 million original story uploads. Stories born on Wattpad have become blockbuster movies, hit television series and bestselling books. Prior to Wattpad, Allen Co-Founded FeedM8, a mobile advertising company that was later acquired, and Co-Founded Tira Wireless, helping leading brands optimize content for mobile delivery. He is an admired leader in Canada's technology ecosystem and is an advocate for Canadian entrepreneurs. He is also a Co-Founder of early-stage venture fund, Two Small Fish Ventures.



ANAR SIMPSON

Ambassador,
Technovation

Anar Simpson is the Global Ambassador for Technovation — which equips young girls with technology and entrepreneurship skills which readies them for tech careers — and has grown the program to over 100 countries. In addition, she has been instrumental in initiatives at Mozilla, the United Nations High Level Panel on Women's Economic Empowerment, and the US State Department's TechWomen initiative. She serves on multiple boards including: Directors at CARE Canada, Technovation and an Women in Public Service at the Wilson Centre as well as the Banff Forum.



ANDREW D'SOUZA

Co-Founder & CEO,
Clearco

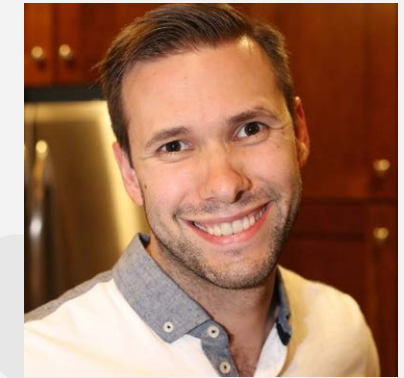
Andrew D'Souza is the CEO and Co-Founder of Clearco, a Toronto-based fintech platform that is now the biggest e-commerce investor in the world. Clearco has already invested \$2 Billion into 4,500+ e-commerce and software companies, using data science to identify high-growth funding opportunities in less than 24 hours. He is currently an advisor and investor at Wealthsimple, Properly and Tulip Retail. Prior to Clearco, Andrew was the President of Nymi, a wearable platform focused on identity and security and the COO of education startup, TopHat.



BENJI SHOMAIR

VP, Commerce Business &
Go-To-Market, Facebook

Benji Shomair is the VP of Commerce Business and Go-To-Market at Facebook and leads the company's Commerce products across Facebook's family of apps. Previously, he built and led Business Operations for Facebook's global sales organization and partner channels, and subsequently led Facebook's partnership development with the world's largest marketers. Benji began his career advising start-ups, large corporations and private equity firms on a host of strategic and operational issues at Bain & Company.



BRIAN HALE

VP Growth,
DoorDash

Brian Hale is the Vice President of Product Growth at DoorDash which he recently joined in April of 2021, after a long and successful ten year role at Facebook. He joined Facebook in 2010 and became the Vice President of the Product Growth team where he spread the discipline of "Product-Led Growth" across the company and family of apps from Advertiser Growth, to Instagram, Messenger, Whatsapp, Oculus and more. He began his internet career in 1999 working at ACDSee in Canada and since then has led demand generation, ecommerce, search and growth departments for start ups like DivX and uptake which was acquired by Groupon.



ERIK BLACHFORD

Partner,
Narrative.Fund

Erik Blachford is a Board member at Peloton, Zillow Group, Siteminder, TourRadar, Liftopia, Varsity Tutors, and Busbud. Previously, he has served as CEO of Expedia, Inc. and IAC Travel (including Expedia, Hotels.com, and Hotwire), Butterfield & Robinson, and Terrapass, and as Executive Chairman at Couchsurfing. As President and SVP of Marketing at Expedia, he led the team that built the Expedia brand. Non-profit boards include Cutting Ball Theater and World Wildlife Fund (U.S. National Council). As an independent film and theater producer and executive producer, he has mounted shows at the San Francisco Fringe Festival and helped finance several independent feature films.



JACK NEWTON

Co-Founder & CEO,
Clio

Jack Newton is the CEO and Co-Founder of Clio, a cloud-based legal technology company which enables law firms to deliver better client experiences through cloud-based practice management, CRM and client intake software. Clio is now valued at US\$1.6 billion and has 150,000 users in more than 130 countries. Jack is also the Co-Founder and President of the Legal Cloud Computing Association, a consortium of leading cloud computing providers with a mandate to help accelerate the adoption of cloud computing in the legal industry. Additionally, he is the author of *The Client-Centered Law Firm*, a bestseller that's helping law firms thrive in today's experience-driven era and the host of *Daily Matters*, a podcast dedicated to exploring the future of law.



JANET BANNISTER

Manager Partner,
Real Ventures

Janet Bannister is the Managing Partner at Real Ventures which she joined in 2014. Janet's career has many highlights, including founding and launching Kijiji.ca and growing it to become one of Canada's most visited websites. She has held roles at eBay in Silicon Valley, Procter & Gamble, and McKinsey & Co. After joining the Real Ventures team in 2014, she has become the fund's Managing Partner, where she is leading investments in a dozen companies, and working actively to help them accelerate growth and create meaningful impact.



KIRSTINE STEWART

Former Executive Committee,
World Economic Forum

Kirstine Stewart was most recently the Head of Shaping the Future of Media and a Member of the Executive Committee at the World Economic Forum. With a board of governors including CEOs and Chairs from major global media companies including Google, Facebook, Alibaba and more, Kirstine worked with the media and tech industry to keep its leading edge in a disrupted marketplace. Previously, she was VP Media for Twitter North America after successfully launching and building the first Canadian Twitter office in Toronto. Prior to joining Twitter, Kirstine was the Head of the CBC. She is credited with reviving the public broadcaster by introducing hit shows including *Dragons' Den*, *Little Mosque on the Prairie*, *Murdoch Mysteries* and expanding CBC's reach across TV and Radio. Kirstine is an outspoken advocate for and focuses on showcasing diverse talent and is the author of the bestselling leadership book published by Random House, *Our Turn*.



MICHAEL HERSHFIELD
Former SVP of Sales,
WeWork

Michael Hershfield is a cross-functional executive and entrepreneur, whose expertise spans across marketing, sales and operations, and has a keen eye for knowing what it takes to grow an organization. He is the former SVP of Sales at WeWork, which he initially joined as the Global Head of Growth for the Medium and Large Business Segment, before skyrocketing through the company in less than three years. Previously, Michael served as COO at Kitchensurfing and Nucleus Intercom. He is currently a Venture Advisor for Silas Capital and angel investor for Clay.run, Brighthouse.ai and Tealhq.com. Michael is a valued Board Member of Israel Policy Forum and C100.



MICHAEL SCISSONS
Founder & CEO,
Careerlist

Michael Scissons is the Founder and CEO of Careerlist, a company he founded in 2018 that is based in New York. Careerlist is building the first modern talent platform, pairing the industry's top recruiters with technology that transforms the job search experience for candidates. Michael's previous company, Flashstock, where he was co-founder and chairman, grew into the global leader in Content as a Service and was acquired by Shutterstock in 2017. Previously, Michael was the Head of eCommerce at AB InBev where he led the global eCommerce businesses, launching and acquiring operations in 10+ countries. Michael also sits on the Growth Board of Directors for ZX Ventures, the venture capital group of Anheuser-Busch InBev.



MIKE WESSINGER
CEO,
PointClickCare

Mike Wessinger is the Founder and Chief Executive Officer of PointClickCare Technologies. PointClickCare is the leader in cloud-based software technology for the long-term post-acute care market. Mike introduced the first cloud-based electronic health record platform in the LTPAC industry in 2000 by leveraging a SaaS model, the industry's standard software delivery model today. His focus on building a strong corporate culture has resulted in PointClickCare being recognized as one of Canada's Best Places to Work and Mike himself has been recognized as one of Canada's #2 CEO in Canada (Glassdoor), Entrepreneur of The Year (EY) and Most Admired CEO (Waterstone Human Capital).



PATRICK SPENCE
CEO,
Sonos

Patrick Spence is the Chief Executive Officer and serves on the Board of Directors for Sonos. Patrick joined Sonos as Chief Commercial Officer in 2012. He has played a central role in the development and launch of some of the company's most successful products and expansions into new countries. Prior to joining Sonos, Patrick spent over 14 years at RIM/BlackBerry in a variety of roles, including overseeing sales channels and country marketing operations in various regions, ultimately becoming the Executive Vice President of Sales & Marketing.

MEMBERS



Adolfo Klassen
CEO, Paladin AI Inc.

Adrian Moise
Founder & CEO, Aequilibrium Software Inc.

Agnes Lan
CEO, Kinderdrop Inc.

Aidan Madigan-Curtis
VP GM Connected Sites, Samsara

Alan Feld
Founder & Managing Partner, Vintage Investment Partners

Alex Jacobs-Hajian
Deals Advisory Manager, PwC

Alex McIsaac
Partner, GFC

Alexander Rafael
Managing Director, Spring Tide capital

Alexandre Lazarow
Director, Cathay Innovation

Ali Asaria
CEO, Tulip

Alice Yang
Co-Founder & CSO, VivaVax Inc

Amanda Baker
Product Design EPM, Apple

Amber Ward
COO, TRU LUV

Amir Hayeri
CEO, Bio Conscious Tech (DiaBits)

André Bertram
CEO, HelpWear

Andre Garber
EVP, Corporate Development & Legal Affairs, Now Vertical Group

Andrea Drager
Partner, Azure Capital Partners

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VP of Sales, ChargeLab

Andrew Graham
Co-Founder & CEO, Borrowell

Andrew Harrison
Managing Partner, Leadership Section 32

Andrew Lindsay
SVP, Corporate & Business Development HubSpot

Andrew Lockhead
CEO, Stay22

Andrew Lugsdin
Partner, Framework Venture Partners

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Head of BD, Parallel Domain

Angella Goran
CEO & Founder, TAPanGO Technologies Inc.

Ankur Bansal
President, Homelight

Aydin Mirzaee
CEO, Fellow

Barb Bidan
Chief People Officer, Boom Supersonic

Bill Barrable
CEO, Praxis Spinal Cord Institute

Bill Di Nardo
CEO & Director, Pivotree

Braden Parker
Co-Founder & CEO, Casca Designs

Brandon Li
General Manager, Setter, a Thumbtack Company

Brie Code
CEO & Founder, TRU LUV

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Principal, Solasta Ventures

Casey Kachur
Co-Founder & CEO, Virtuo

Casper Wong
COO & GM, Financeit

Chris Hobbs
President, TTT Studios

Christopher Krywulak
Founder & CEO, iQmetrix

Cindy Chen
Investor, Brookfield Technology Partners

Clark Van Oyen
CEO, Cortico Health Technologies

Claudio Rojas
CEO, NACO

Clinton Robinson
CEO & Founder, Lane

Cory Janssen
CEO & Founder, AltaML

Cris Jucan
Co-Founder & CEO, Tacit

Curtis Duggan
CEO, Streamline Genomics

Daniel Cohen
CEO, Valence Discovery

Daniel Eberhard
CEO & Founder, KOHO

Daryl Hatton
CEO, Connection Point Systems Inc.

Dave Daetz
SVP Corporate Development, Netskope

Dave McJannet
CEO, HashiCorp

David Steckel
President, Thumbtack

David Stewart
Advisor & Investor

Derek Luke
CEO, Interaxon Inc.

Derek Yan
CTO & Co-Founder, Polarr, Inc.

Don MacLennan
SVP Engineering & Product, Barracuda Networks

Donna Litt
COO & Co-Founder, Kiite

Eamonn O'Rourke
CEO, RenoRun

Ed Doe
VP & GM Barefoot Networks, an Intel Company

Erika Cowen Johnson
VP Customer Success, F5 Networks

Ethan Song
CEO & Co-Founder, Frank And Oak

Eva Lau
Founding & General Partner, Two Small Fish Ventures

Eva Wong
Co-Founder & COO, Borrowell

Evan Macmillan
CEO, Gridspace

Fangjin Yang
CEO, ImPLY

Fion Lee-Madan
Co-Founder & COO, Fairly AI

Francois Simard
Co-Founder & CEO, Omnirobotic inc.

Galina Antova
Co-Founder & Chief BD Officer, Claroty

George Babu
Partner, Sweat Equity Ventures

Greg Smyth
Founder, Smyth Ventures

Guillaume Racine
Co-Founder & CEO, Return Magic (Shopify)

Hanif Joshaghani
Co-Founder & CEO, Symend

Hannah Cho
VP Communications, BMC

Harpaul Sambhi
Founder (Stealth)

Henry Ng
Software Engineer, Articulate

Ian Jeffrey
CEO, Breathe Life

Ian Klassen
Senior Director Product – Subscriptions & Monetization, GoPro

Ian Logan
VP Engineering, Rose Rocket

Ilya Brotzky
CEO & Founder, VanHack

Ira Goldstein
Founder & Managing Director, Kernel Advisory

Irina Scarlete
CEO & Founder, AMNle.org

Izzy Rosenzweig
CEO, Browze

Jack Fraser
Partner, BDC Capital

Jamie Knowlton
Partner, Steelhead Peak

Jason Lor
Hardware Tech Lead, Apple

Jason Smith
CEO, Klue

Jason van Gaal
Principal, Soul Labs

Jason Xu
CEO & Founder, Battlefy

Jean-Nicolas Guillemette
COO, Dialogue

Jeff Houlé
Chief Business Officer, TILE Inc.

Jeffrey Cobourn
Finance, Strategy & Operations, Gusto

Jeffrey Smith
Senior Managing Director, Digital Investment Strategy, CDPQ

Jeffrey Truong
Partner, VMG Catalyst

Jennifer Walsh
Senior Director, Apple

Jeremy Belej
Enterprise Customer Success Manager, Aurora Solar

Joe Canavan
Former CEO, NEXT Canada

Jonathan Naymark
General Manager, Codecademy for Business

Joseph An
Investor, Telstra Ventures

Joseph Fung
CEO, Uvaro

Joshua Bixby
CEO, Fastly

Kyle Campbell
Founder & CEO, CTO.ai

Lloyed Lobo
Co-Founder & President, Boast.AI

Lucas McCarthy
CEO & Founder, Showpass

Lydia Varmazis
Product Consultant & Startup Advisor

Marcus New
CEO, InvestX Capital

Maria Cuasay
Growth Marketing Lead, Sprout

Mark Wai
Co-Founder & CTO, Orbiter

Marlene Grenon
Director of Digital Health, Innovation Ventures, University of California San Francisco

Martin Basiri
Co-Founder & CEO, ApplyBoard

Maximilian Schmeiser
Head of Data Science, Twitter

Mehdi Merai
CEO, Dataperformers

Meltem Kuran
Head of Growth, Deel

Michael Borgh
CFO, Sutco

Michael MacLennan
PM Team Lead - Hardware Products, Square

Michael Nicolls
Principal Engineer, SpaceX

Michelle Moon
Principal, LG Technology Ventures

Miguel Linera
CEO & Founder, Arextech

Mike Silagadze
Founder & Board Member, Top Hat

Morgan Hayduk
Co-CEO, Beatdapp

Morley Ivers
President, OS33

Nadia Tatlow
CEO, Shift

Neil Britto
Head of Financial Sector Engagement, (Trade Commissioner) Consulate General of Canada in New York

Neil Constable
Head of Quantitative Research & Investments, Fidelity

Nicolas Beique
Founder & CEO, Helcim Inc.

Paul Lambert
Partner, Area 120 at Google

Paul Lee
Investor, Quaestor

Pavan Dhillon
Founder & Principal Attorney, Lawyer Dhillon Immigration Law

Peter Calverley
Board Director

Peter Goldie
Advisor

Peter Strom
President & CEO, March Networks Inc

Philippe Beaudoin
CEO, Waverly

Praveen Arichandran
Former Head of Growth, Tesla

Raed Masri
Partner, Transform VC

Rahul Raj
Founder & CMO, 5&Vine

Ramtin Attar
CEO & Co-Founder, Promise Robotics Inc

Rohan Mahimker
CEO, Prodigy Education

Ron Pragides
VP of Engineering, Trustly

Ryan Morris
CEO, Turntide

Ryan Randall
Consultant, Section Partners

Saba Mohebpour
CEO & Founder, Spocket

Said Mia
Managing Partner, Stormbreaker Ventures

Salim Kassam
Head of SMB Cross-Sell, Google

Sam Pillar
CEO & Co-Founder, Jobber

Sanjeev Dutta
VP & Business Leader, Molecular-Guided Surgery Intuitive Surgical

Sean Bondar
EVP, SafeWorkCM

Sean Languedoc
CEO, Global Talent Accelerator

Sheldon Fernandez
CEO, DarwinAI

Shuo Chen
General Partner, IOVC

Solon Angel
Founder & Chief Impact Officer, MindBridge AI

Steve Carlin
CEO, Kebek Ventures

Steve Irvine
Founder & CEO, integrate.ai

Steve Kirkham
Co-Founder, Berbix



Sue Abu-Hakima
Co-Founder & CEO, Amika Mobile Corp.

Sumanyu Sharma
Data Scientist & Growth, Citizen

Tate Hackert
Co-Founder, ZayZoon

Tim Attia
CEO & Co-Founder, Slice

Tim Regnier
CEO & Founder, Smart Access

Tracie Wagman
Strategic Business Consultant, ØPUS United

Travis Murdoch
Director, SoftBank Vision Fund

Vadim Kryz
Principal, FHC Group

Vanessa Black
Head of People Programs & Engagement, Tanium

Victor Zhang
Co-Founder, Orbiter

Vincent Ircandia
CEO & Founder, Stellaralgo

Wally Haas
President, Avalon Holographics

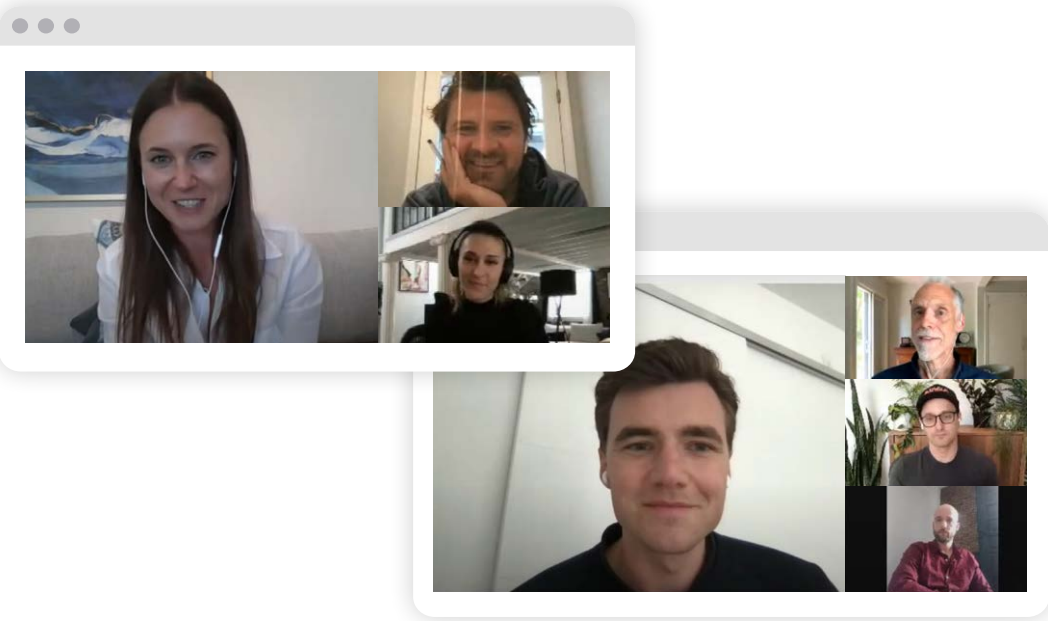
Wayne McIntyre
CEO, PurCube Inc.

Winston Zhang
Co-Founder, Orbiter

Yuri Sagalov
Managing Partner, Wayfinder Ventures

Yves-Gabriel Leboeuf
CEO, Flinks

Zara Dana
Senior Data Scientist, Supportiv



Adrian Camara
CEO & Founder, Athenian

Josh Malate
COO & Co-Founder, Athenian

Alyssa Atkins
CEO & Founder, Lillia

Andrew Chau
CEO & Founder, Neo Financial

Brennan Spellacy
CEO & Co-Founder, Patch

Aaron Grunfeld
Co-Founder, Patch

Catherine Metrycki
CEO & Founder, Callia

David Abbey
CEO & Co-Founder, Penny AI

Chris Noble
CTO & Co-Founder, Penny AI Erin Bury

Kimberly Kaplan
CEO & Founder, Snack

Kuljeev Singh
Founder & CEO, ResQ

Laura McGee
CEO & Founder, Diversio

Louis Brun
CEO & Co-Founder, Sollum

Nadia Masri
CEO & Founder, Persky

Norm Cappell
Co-CEO & Co-Founder, SAVVYY

Olivier Berger
Co-CEO & Co-Founder, Wondeur

Sophie Perceval
Co-CEO & Co-Founder, Wondeur

Rob Forsythe
CEO & Co-Founder, Milk Moovement

Jon King
COO, Milk Moovement

Sean Green
CEO & Founder, ARTERNAL

Steve Miller
Co-Founder, ARTERNAL

Sebastian Jacob
CEO & Co-Founder, Faber Technologies

John Reid
CRO & Co-Founder, Faber Technologies

Siavash Mahmoudian
CEO & Co-Founder, Tribe

Tomas van Stee
CEO & Founder, EnPowered

Mike Kirkup
CTO, EnPowered

Yoseph West
CEO & Co-Founder, Relay Financial

Paul Klicnik
Co-Founder & Head of Engineering, Relay Financial

Zak Lefevre
CEO, ChargeLab

Ehsan Mokhtari
CTO & Co-Founder, ChargeLab

CORPORATE MEMBERSHIP

Our Corporate Members support C100 strategically and financially and are integral to C100’s network, program, and thought leadership.

Foundational Partners



Corporate Partners

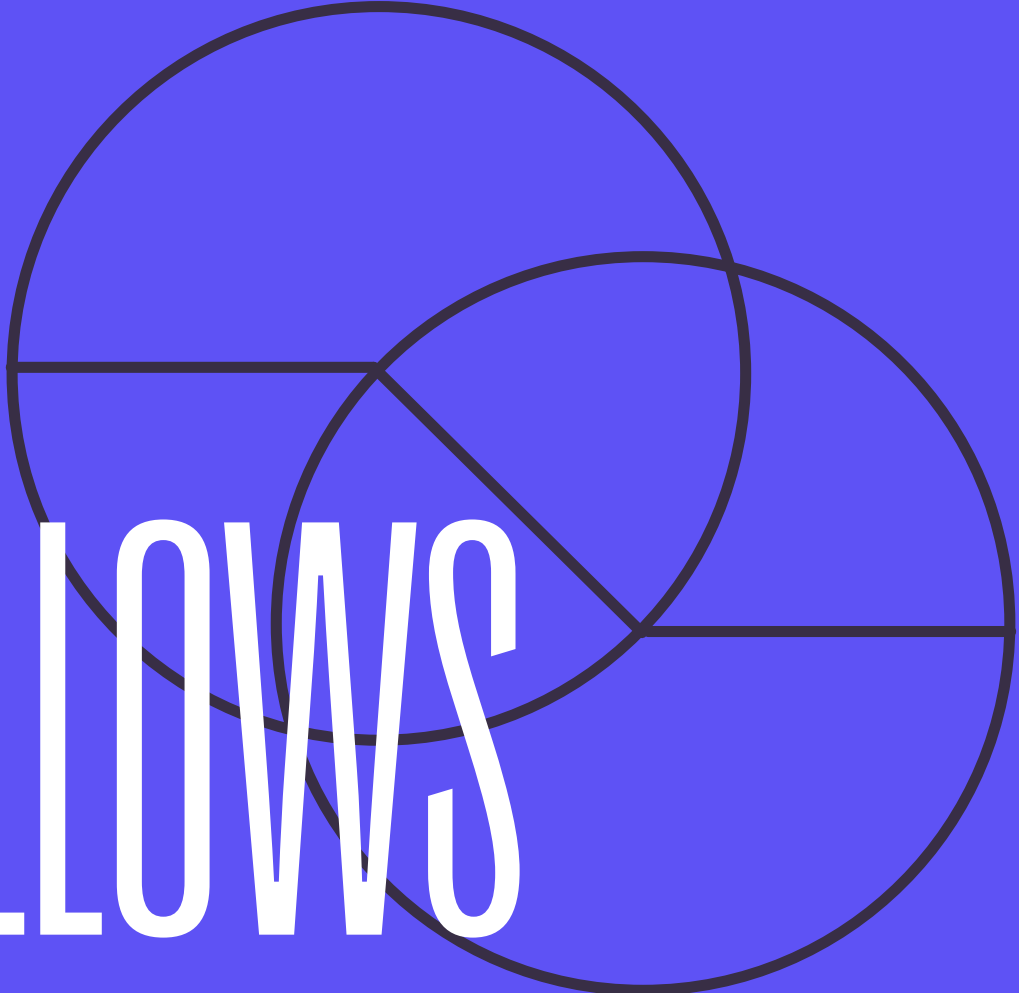


C100



PROGRAMS

C100 Fellowship
48Hrs 2020 & 2021
Summit 2021
Virtual Roundtables



FELLOWS

C100 Fellows: a Founder Fellowship to expand the 48Hrs experience

This year, C100 introduced the Fellows Program, an eight-month fellowship dedicated to a select cohort of Canadian founders of early-stage technology companies. These exceptional founders kicked off their Fellowship at C100's tentpole 48Hrs event which is followed by dedicated programming throughout their time with us.

8 month program

31 founders leading 21 startups



FELLOWS 2021

Within the fellowship, the founders and their companies gain:



C100 MEMBERSHIP: Fellows gain access to the larger community of C100 Charter Members, Members and Partners with a complimentary C100 Membership for 2021.



CURATED MENTORSHIP IN A C100 CIRCLE: Each founder is paired with a group of hand-selected peer mentors made up of other founders and experienced operators.



PEER-TO-PEER NETWORKING: Founders meet regularly with the other Fellows in their cohort through Fellows Happy Hours, dedicated small group sessions, access to a private Fellows Slack workspace.



FOUNDERS FORUMS: Fellows have the opportunity to hear from Canadian founders a “few steps ahead” to discuss leadership, culture, fundraising, scaling and more.

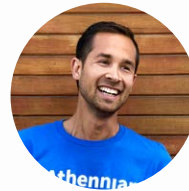


OFFICE HOURS with special guests and with the C100 Team to support with quick asks and introductions.



Adrian Camara
Co-Founder & CEO

CALGARY



Josh Malate
Co-Founder & COO

Athennian is a legal software company that provides cloud-based legal and tax entity management software to law firms, legal departments, and professional services firms. Its systems help clients automate data management and streamline compliance and governance workflows.

Athennian



Alyssa Atkins
Founder & CEO

TORONTO

Lilia is an egg-freezing concierge providing research and guidance all in one place, making it easy for women to decide whether they should freeze their eggs and then supporting those who move forward. Lilia's vision is that egg freezing will become as common as birth control.

LILIA



Andrew Chau
Co-Founder & CEO

CALGARY

Neo Financial is a technology company working to build a better financial experience for all Canadians. Founded in 2019 by co-founders of SkipTheDishes, Neo is re-imagining spending, savings, and rewards by using technology to simplify finances and create rewarding experiences for all Canadians.

neo



Brennan Spellacy
Co-Founder & CEO

SAN FRANCISCO



Aaron Grunfeld
Co-Founder

Patch is building a set of APIs that fight climate change, allowing businesses to build products in a climate-positive way. Companies and developers can use Patch to calculate the carbon footprint of a transaction and then offset it with a range of carbon removal technologies such as reforestation and mineralization.

Patch

FELLOWS 2021



Catherine Metrycki
Founder & CEO

WINNIPEG

Callia is disrupting the floral industry with the best new experience sending flowers, backed by a disintermediated supply chain and logistics technology that enables seamless last-mile delivery and brand experience. In three years, Callia has expanded into 55 cities across Canada.



Kim Kaplan
Founder & CEO

VANCOUVER

Snack is a video-driven dating app -think Tinder meets TikTok- where users share videos of themselves on Snack and match with other users. Snack believes video promotes authenticity, transparency, and trust. Their target audience is Gen Z (18-24 years old) who are interested in building meaningful connections.



David Abbey
Co-Founder & CEO

SQUAMISH



Chris Noble
Co-Founder & CTO

Penny is the AI-powered virtual assistant that helps direct sales consultants streamline sales processes, all while providing an excellent customer experience. Penny strengthens customer relationships using data, machine learning, and automation algorithms to create sales processes that inspire action, build momentum, and generate a professional reputation for consultants.



Erin Bury
Co-Founder & CEO

TORONTO

Willful's vision is to build a suite of digital tools that help simplify end-of-life planning and help people create the legal documents they need to protect and provide for their loved ones. Their flagship product is an easy Turbo Tax-style platform that helps users create a will and power of attorney documents online in under 20 minutes for a fraction of the price of a lawyer.



Laura McGee
Co-Founder & CEO

NEW YORK

Diversio uses machine learning to help companies and investors measure, track and improve on diversity and inclusion goals. Through two main SaaS products, Diversio Workforce & Diversio Analytics, its proprietary software is able to analyze and recommend actionable items that leadership can implement in order to drive change.



Kuljeev Singh
Founder & CEO

TORONTO

ResQ is a SaaS-enabled marketplace that connects restaurants to service providers for mission-critical repairs and maintenance. ResQ now works with over 1100 restaurants across brands like KFC, Tim Hortons, Pizza Hut, McDonald's, and many more.



FELLOWS 2021



Louis Brun
Co-Founder & CEO

MONTREAL

Sollum Technologies offers greenhouse producers the only smart LED lighting solution that dynamically recreates and modulates the full spectrum of the sun's natural light. Sollum's cloud-based "SUN as a Service" platform enables clients to create light recipes adapted to any plant growth cycle, regardless of native climate, resulting in energy savings and superior product quality.



Nadia Masri
Founder & CEO

NEW YORK

Persky is a next-gen consumer insights platform that powers real-time research with real consumers through an interactive and gamified mobile app that rewards users for answering questions. Persky's vision is to transform the consumer insights landscape by building the "Adobe Suite" of consumer research tools.



Norm Cappell
Co-Founder & Co-CEO

TORONTO



Sal Naran
Co-Founder & Co-CEO

SAVVYY is an enterprise fintech company building next-gen infrastructure for the mortgage lending industry. SAVVYY's digital lending platform powers banks and other lenders as they originate, underwrite and service mortgages and other consumer loans by using data and design to reduce loan processing costs, focus employees and improve the customer journey.



Olivier Berger
Co-Founder

TORONTO



Sophie Perceval
Co-Founder

Wondeur AI provides research and live-intelligence on the dynamics of value creation and biases in the art world to help manage risk for clients. By sourcing global data from over 50,000 public and proprietary sources, Wondeur's AI collects, verifies and tracks the value of art and collectibles, covering 95% of all Post-War and contemporary artists.



Robert Forsythe
Co-Founder & CEO

HALIFAX



Jon King
Co-Founder & COO

Milk Moovement is a powerful tool that connects all players in the dairy supply chain. With features for transportation and quality assurance monitoring, production tracking, and producer payment processing, Milk Moovement is the only tool needed to manage a dairy supply chain.



FELLOWS 2021



Sean Green
Co-Founder & CEO

NEW YORK



Steve Miller
Co-Founder

ARTERNAL is a business automation software company focused on empowering art professionals and streamlining the sales process. They are transforming into a fintech business and creating the first B2B art marketplace.



Sebastian Jacob
Co-Founder & CEO



John Reid
Co-Founder & CRO

VANCOUVER

Faber Technologies plays a disruptive role in the construction-labour industry by seamlessly connecting construction firms to the specific and varied skilled labour resources they demand. The online marketplace that Faber provides allows contractors or construction companies to sign up and connect to a large database of skilled labour resources in their local city while providing a platform for contractors to easily add or remove workers based on project demands.



Siavash Mahmoudian
Co-Founder & CEO

TORONTO

Tribe helps companies build customizable social networks to connect their audience together - think Shopify for building online communities. Tribe's vision is to become the OS for connecting people, with Tribe handling the hard problems of building an online community (feed, notifications, moderation, etc.) via a suite of customizable widgets and comprehensive APIs.



Tomas Van Stee
Founder & CEO

WATERLOO



Mike Kirkup
CTO

EnPowered is building a platform of APIs that will accelerate the adoption of innovative energy technologies. By building the financial infrastructure for the cleantech revolution, EnPowered aims to provide thousands of innovative energy companies with the ability to integrate with complex energy markets through EnPowered's APIs, allowing them to focus on their companies instead of managing market and regulatory requirements.



Yoseph West
Co-Founder & CEO



Paul Klicnik
Co-Founder & Head Of Engineering

TORONTO

Relay Financial is digital banking designed for small businesses with employees. Think of Relay as a smart operating account that automates payments, manages employee spending, and streamlines book-keeping through best-in-class integrations. By combining banking with back-office tooling that Relay has become a critical solution for business owners and their finance team, whether in-house or outsourced.



Zak Lefevre
Co-Founder & CEO

TORONTO



Ehsan Mokhtari
Co-Founder & CTO

ChargeLab is the operating system for electric vehicle charging, providing building managers, installers and EV charger manufacturers with the tools they need to control their EV infrastructures from one central hub. ChargeLab open software platform now runs on 4 of the 5 most popular EV chargers.





48Hrs is a flagship program of C100, introducing the founders of Canada's most promising early-stage startups to Silicon Valley through networking opportunities, investor meetings, and unparalleled access to C100's extensive network.

After 21 cycles, the program has helped over 300 Canadian startups (which today employ over 12,000 people and have raised a cumulative \$2.5B+ in equity capital) build their networks in the San Francisco Bay Area and across Canada.

The program helps early-stage entrepreneurs build important relationships

within their cohort and C100's community of members, partners, and experts. Through mentorship, thought partnership, and venture guidance, founders learn valuable lessons from the community and build a dependable and influential cross-border network of supporters.

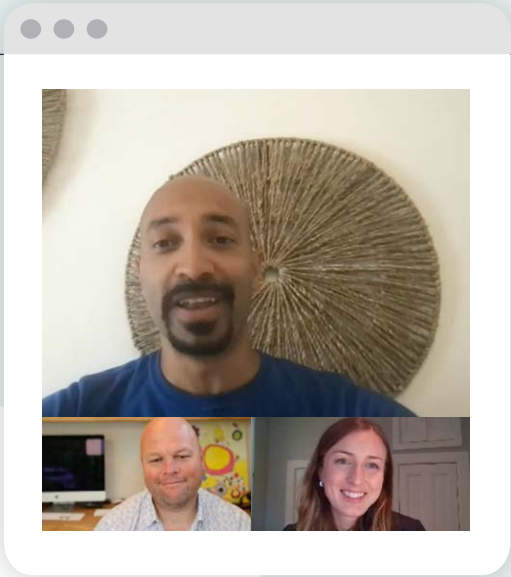


48 HRS 2021

This year’s program featured 21 top Canadian-led early stage startups and their founders.

On May 19 and 20th, the C100 community came together virtually to meet with and support the founders of this cohort, participating in fireside chats, timely conversations and panels with leading Canadian founders, operators and investors on a range of topics.

Event Highlights



FIRESIDE
FOUNDER JOURNEY
on leading Canada's latest Unicorns



Andrew D'Souza
CLEARCO
Co-Founder & CEO

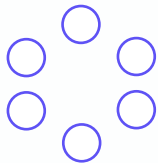


Jack Newton
CLIO
Co-Founder & CEO



CIRCLES
FOUNDER MENTORSHIP CIRCLES

to build camaraderie and deep connections between cohort founders and the C100 Members they most want to learn from.



ASK ME ANYTHING
FOUNDER AMA
Harley Finkelstein
President, Shopify



Six Fellows brought their questions to one of Canada's most visionary and influential entrepreneurs.

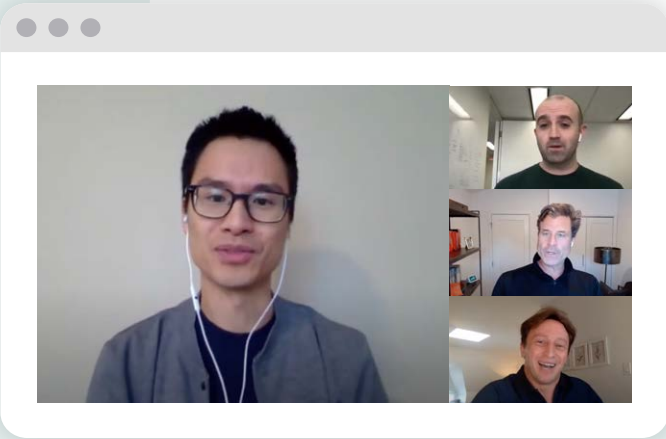


LIVESTREAM
#MEETTHEFELLOWS

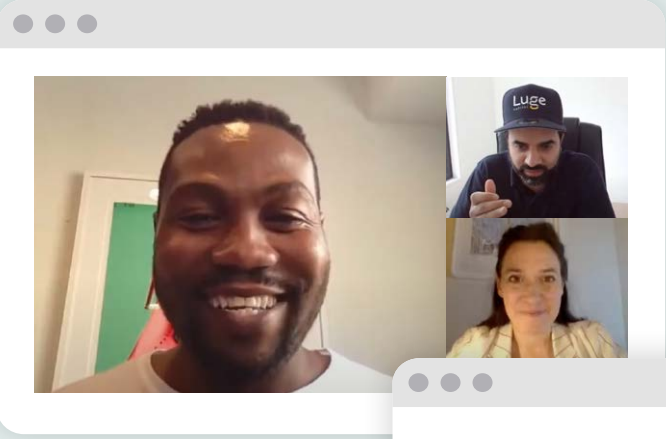
A public livestream #MeetTheFellows broadcast back-to-back panels featuring each CEO in the cohort. Founders pitched their businesses to C100's extended audience.



[WATCH EVENT](#)



Meet the Fellows: Fintech & Financial Services
with Andrew Chau (Neo Financial), Yoseph West (Relay Financial) and Norm Cappell (SAVVYY). Moderated by Chris O'Neill (General Partner, Portag3 Ventures)



Meet the Fellows: Alternative Assets
Speaker: Sean Green (Founder & CEO, ARTERNAL), and Sophie Perceval (Co-CEO, Wondeur AI). Moderated by Karim Gillani (General Partner, Luge Capital)

Meet the Fellows: From Cradle to Grave
with Alyssaa Atkins (Lilia), Catherine Metrycki (Callia), and Erin Bury (Willful). Moderated by Megh Gupta (Partner, Wittington Ventures)



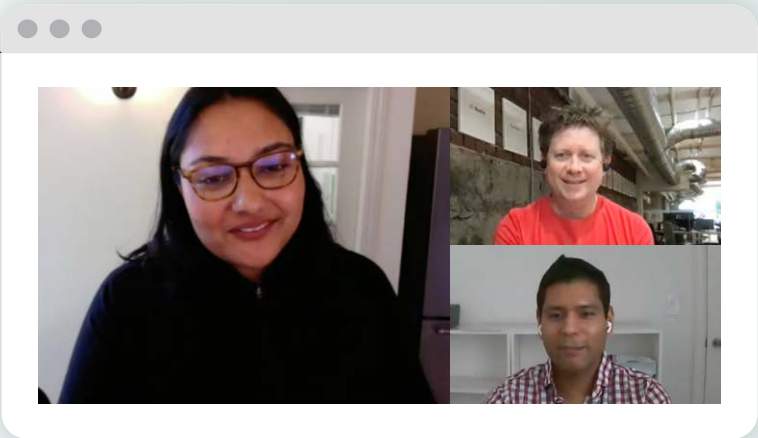
Top Left to Bottom Right: Yoseph West (Co-Founder & CEO, Relay Financial), Laura Buhler (CEO, C100), Harley Finkelstein (President, Shopify), Olivier Berger (Co-Founder & Co-CEO, Wondeur), Erin Bury (Co-Founder & CEO, Willful), and Sean Green (Founder & CEO, ARTERNAL)

WORKSHOP

FUNDRAISING
WORKSHOPS



with 48Hrs alumni who successfully raised recent Series A and B rounds and offered to open their playbook to the cohort.



←
Top Left to Bottom Right:
Natalie Gray, Kris Hartvigsen,
and Rohan Mahimker

DISCUSSION

THE PEOPLE FUNCTION

A discussion on building a great organization with top people & talent leaders

- 

Jen Holmstrom
GGV CAPITAL
Head of Talent & Platform
- 

Jeff Ryan
ZYNGA
Chief People Officer
- 

Heather Kirkby
RECURSION
Chief People Officer

FIRESIDE

PRODUCT-LED GROWTH

Led by 48Hrs alumna, Natalie Gray, a conversation with scaling-stage CEOs on product-led virality and growth



- 

Natalie Gray
COVER
Co-Founder
- 

Rohan Mahimker
PRODIGY EDUCATION
Co-Founder & Co-CEO
- 

Kris Hartvigsen
DOOLY
Founder & CEO

PANEL

ENTERPRISE-LED GROWTH

A panel on building a world-class enterprise growth engine with Canadian growth leaders



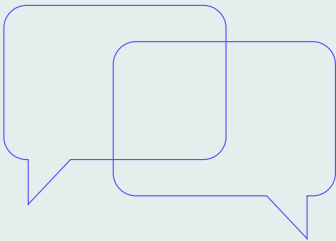
- 

Jonathan Naymark
CODEACADEMY
General Manager
Codecademy for Business
- 

Nilam Ganenthiran
INSTACART
President
- 

Benji Shomair
FACEBOOK
VP, Commerce & Go-To-Market
- 

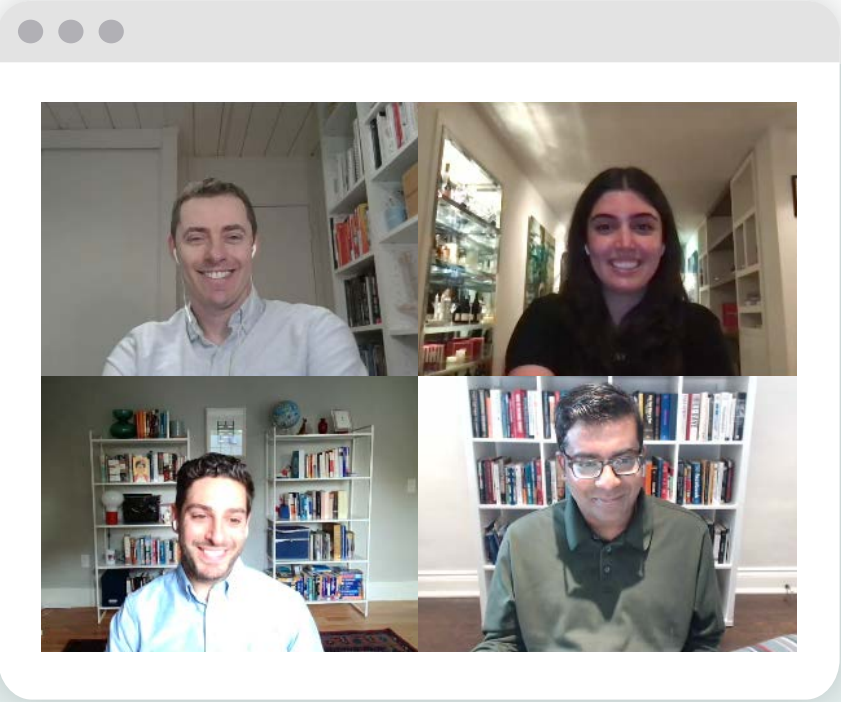
Meltem Kuran
DEEL
Head of Growth



→
Top Left to Bottom Right:
Heather Kirkby, Jen
Holmstrom, and Jeff Ryan



→
Top Left to Bottom Right:
Benji Shomair, Meltem
Kuran, Jonathan Naymark,
Nilam Ganenthiran



48HRS 2021 SELECTION COMMITTEE

The expansion of the 48Hrs program to a fellowship was met with a surge in founder interest, with 355 unique nominations (up 75% from 2020) and 203 applications (up 55%). Nominations come from our Members (both individuals and organizations) and 48Hrs alumni.

75%

increase in unique nominations

55%

increase in fellowship applications

C100's Fellows Selection Committee is composed of volunteers in the C100 community representing a wide range of skills and experience, including founders, investors, and experienced operators.

Thank you to all who served on our 2021 Selection Committee and made this program possible:

Adam Shevell

Partner, Wilson Sonsini Goodrich & Rosati

Adrien Côté

Executive Director, Velocity

Alan Feld

Co-Founder & Managing Partner, Vintage Investment Partners

Aliya Ramji

Co-Founder & Head, MT>Ventures

Andre Charoo

Founder & General Partner, Maple VC

Andre Garber

EVP, Corporate Development & Legal Affairs, NowVertical Group

André Perey

Partner, Osler, Hoskin & Harcourt

Andrea Drager

Partner, Azure Capital Partners

Andrew Cole

Associate VP, KPMG Corporate Finance

Barrie Laver

Managing Director, Head Venture Capital & Private Equity, RBC

Christiana Manzocco

Director of Industry Development & Investment Associate, Alberta Enterprise Corporation

Cindy Chen

Investor, Brookfield Technology Partners

Dani Lipkin

Director, Global Business Development at TMX Group

Daniel Eberhard

CEO & Founder, Koho

Danny Robinson

CPO, iQmetrix

David Rozin

VP & Head, Technology and Innovation Banking (Growth Capital), Scotiabank/Roynat

Ethan Song

Founder & President, Considerate Ventures

Galina Antova

Co-Founder & Chief Business Development Officer, Claroty

George Babu

Founding Partner, Sweat Equity Ventures

Hamzah Nassif

Partner, Real Ventures

Irv Remedios

CEO, Voxer

Jeff Truong

Partner, VMG Catalyst

Karim Gilani

General Partner, Luge Capital

Kyle Boulay

Co-Founder & CEO, Bus.com

Lara Cumberland

VP, M&A Integration And Program Management, Facebook

Manoj Verma

CRO & Co-Founder, TabaPay

Marlene Grenon

Director of Digital Health/AI, Innovation Ventures, University of San Francisco

Michael MacLennan

Hardware Product Manager Team Lead, Square

Matt Golden

Founder & Managing Partner, Golden Ventures

Megh Gupta

Partner, Wittington Ventures

Michael Vogel

Portfolio Manager, CPP Investments

Michelle Moon

Investor, LG Technology Ventures

Omar Zahr

Director of Technology, Tandemlaunch

Parasvil Patel

Principal, Radical Ventures

Patrick Lor

Managing Partner, Panache Ventures

Paul Lambert

Partner, Area 120 at Google

Praveen Arichandran

Investor & Advisor

Raed A. Masri

Partner, TRANSFORM VC

Rich Osborn

Managing Partner, Telus Ventures

Richard Chénier

CEO, Centech

Robert Simon

Managing Partner, IT Venture Fund, BDC

Shahram Yousefi

Associate Dean, Corporate Relations, Queen's University

Sherif El Tawil

Senior Director, Programs & Partnerships, DMZ

Shez Samji

Head of Business Development, Silicon Valley Bank Canada

Sid Paquette

Head, RBCx

Sutha Kamal

Global CTO, Pivotal Software

Thomas Park

Lead Partner, BDC Deep Tech Fund

Will Hutchins

Managing Director, Espresso Capital

Yen Lee

Chief Strategy Officer, JLL

With a global pandemic unfolding, C100 was forced to do things differently.

Although the program looked very different, what we lost in “serendipitous” run-ins and parties that run late into the evening, we gained in intentional impact and access to a diverse group of mentors and speakers. Our cohort participated in virtual programming beginning in May, introducing them to a network of Canadian entrepreneurs, investors and operators poised to help them navigate these challenging times. This 48Hrs featured participation from more geographies than ever before at a C100 event, including St. John’s, Los Angeles, Whitehorse, Hong Kong, London, Victoria, New York, San Francisco, just to name a few! We all came together under one “roof” to engage, connect, and support Canadian entrepreneurship.

At 48Hrs 2020, speakers included Patrick Pichette (Chairman of Twitter, former CFO of Google), Oleg Rogynskyy (Founder & CEO, people.ai), Sukhinder Singh Cassidy (Founder & Chairman, theBoardlist & former President Stubhub), Patrick Spence (CEO, Sonos), Brian Hale (VP Growth, DoorDash), Luc Levesque (VP Growth, Shopify), and Harley Finkelstein (President, Shopify).

“We are from a practically unknown region in Canada, so 48Hrs in the Valley has really helped us raise our profile in other ecosystems.”

Wally Haas
AVALON HOLOGRAPHICS
Founder & President

Avalon Holographics is building next-gen holographic displays



Drew Taylor
Founder & CEO

TORONTO



Jacquie Chapman
COO

Acorn Biolabs is a healthcare technology company focused on giving every human being the best chance to experience more healthy years with its easy, affordable and non-invasive stem cell collection, analysis and cryopreservation service. Acorn helps you live a longer, healthier tomorrow by freezing the clock on your cells today.



Andrew Batey
Co-Founder & Co-CEO

TORONTO



Morgan Hayduk
Co-Founder & Co-CEO

Beatdapp is a tracking system that authenticates, verifies, and validates media streamed in real time. It reduces the tracking discrepancies between Digital Service Providers (DSPs) and rights holders, increasing royalty revenue for rights holders while limiting legal exposure, expensive audit costs, and lawsuits for DSPs.



Wally Haas
Founder & President

ST. JOHN'S



Russ Baker
VP of BD

Avalon Holographics is leading the next wave of display technology with professional holographic displays that revolutionize the way people produce, view and understand visual content. By replicating the experience of looking at real objects, Avalon’s displays produce realistic, comfortable, and accessory-free experiences.



David Wong
Co-Founder & CEO

HONG KONG



Charles Oh
Co-Founder & COO

BOOQED provides flexible workplace technology that enables individuals and companies to stay productive, anywhere, anytime.



“I’ve previously helped launch two Y-Combinator backed companies in the Valley with fellow Canadians and wanted to build this company in Canada so 48Hrs in the Valley seemed like a great way to reconnect with the Valley. Ultimately the network and community are invaluable.”

Ben Sanders
PROOF
Co-Founder & CEO



Dan DeMers
Co-Founder & CEO

TORONTO

Cinchy is a dataware platform that makes integration obsolete. Cinchy's data-as-a-network architecture makes your data instantly usable, with zero integration or duplication efforts.



Ian Jeffrey
Co-Founder & CEO

MONTREAL

Breathe Life is an enterprise SaaS business for the life insurance industry. Breathe Life provides insurers with a modern end-to-end platform that increases the speed of policy delivery and reduces operational costs for the distribution of financial security products.



Braden Parker
Co-Founder & CEO

VANCOUVER

Casca is building all day performance footwear, challenging fast-fashion and unsustainable consumption.



Lexi Kaplin
Co-Founder & CEO

TORONTO

Conversation Health uses best-in-class conversational AI technology and medical expertise, to help global Life Sciences companies deliver medical conversations at scale, through text, voice and digital humans, across markets and languages.



Dan Park
CEO

TORONTO



Maggie Mo
Senior Manager,
Strategy & Operations

Clutch is reinventing the way people buy cars. Trust and transparency come standard. With beautiful galleries and no pressure sales tactics, they are creating a new type of “dealership”.





Sheldon Fernandez
CEO

WATERLOO

DarwinAI's Generative Synthesis technology makes explainability real, allowing developers to understand, interpret and quantify the inner workings of a deep neural network.



Kostyantyn Khomutov
Co-Founder & CEO

OTTAWA



Tim Sherstyuk
Co-Founder & CCO

GBatteries is pioneering technology which enables ultra-fast charging of Li-ion batteries without compromising battery life, and without changing the battery's chemistry or manufacturing process.



Aly Dhalla
Co-Founder & CEO

TORONTO



Donald Chu
Co-Founder & COO

Finaeo is powering the future of life and health insurance. Finaeo's digital marketplace helps brokers increase efficiency and take clients from prospect-to-policy.



Robert Kirstiuk
Co-Founder & CEO

VANCOUVER



Joseph Lee
Co-Founder & CPO

Freshline is working to increase accessibility to quality food ingredients and in turn, pave new paths for local suppliers and consumers to connect.



Kostyantyn Khomutov
Co-Founder & CEO

OTTAWA



Tim Sherstyuk
Co-Founder & CCO

GBatteries is pioneering technology which enables ultra-fast charging of Li-ion batteries without compromising battery life, and without changing the battery's chemistry or manufacturing process.



Brad Rollo
Co-Founder & CEO

OTTAWA



Basavaraj Halli
Co-Founder & CTO



Chris Jarvis
Chief Logistics Officer

GoFor helps North American businesses of all sizes get their products into the hands of customers fast, delivering small to big and bulky, locally within three hours.



Alison Taylor
Co-Founder & Co-CEO

VANCOUVER



Trevor Johnston
Co-Founder & Co-CEO

Jane is an online platform for health and wellness practitioners that makes it simple for them to book, chart, schedule, bill and get paid.



“The diversity of talent, culture and experience makes Canada an incredible place to grow a company. We have a growing ecosystem of startups and support systems and there are good government programs available to help companies grow.”

Aly Dhalla
FINAEO
Co-Founder & CEO



Clinton Robinson
Co-Founder & Co-CEO

TORONTO

Lane is the world’s leading workplace experience platform. Founded in 2014 to transform and connect the workplace, Lane’s no-code enterprise software streamlines all aspects of day-to-day office life.



James Bateman
Co-Founder & CEO

TORONTO

Medchart is the easiest and fastest way to share health records, using explicit patient consent, through an online portal.



Marc Forget
Founder & CEO

MONTREAL

Dcbel (Formerly Ossiaco) sits at the nexus of residential solar power, electric vehicle charging, the smart home and customer-centric utilities. Dcbel’s AI-driven sustainable technologies enable people to leverage solar energy to power their cars, their homes and their lifestyles.



Ben Sanders
Co-Founder & CEO

WHITEHORSE

Proof empowers governments to go paperless by streamlining approvals, digitizing forms, signing with a single-click, and improving data-driven decisions - all in one central software platform designed specifically for government.



Monika Jaroszonek
Co-Founder & CEO

TORONTO

Ratio.City develops and delivers data-driven tools for urban transformation. From locating land parcels to modelling buildings, they put all the data and tools you need in one easy-to-use platform so you can focus on creating solutions and advancing your projects.





Michael Kadin
Co-Founder & CEO

SAN FRANCISCO



Jeremy Lermite
Co-Founder & COO

RedCircle is a platform for podcasts and brands to scale their messages. RedCircle's monetization features empower creators to start growing their audience and earning money through advertising, listener donations and subscriptions.



Femi Adebogun
Co-Founder & CEO

NEW YORK

Path (formerly ScholarMe) is reinventing how gen-z interacts with money by putting a money manager in every gen-z's pocket who gets them money for college, builds their credit, opens their first bank account and sets them on the right "path" financially.



Timothy Regnier
Founder & CEO

EDMONTON



John White
Co-Founder & Head of Product

Smart Access is equipping retailers to train and reskill frontline workers faster with microlearning and mobile training that's embedded on the store & warehouse floor.



Saba Mohebpour
Founder & CEO

VANCOUVER

Spocket is set to revolutionize the drop-shipping market and aid online retailers by removing the need to hold inventory and erasing upfront costs for retailers. Spocket enables over 60,000+ entrepreneurs across five continents to launch and scale their online stores.



Casey Kachur
Co-Founder & CEO

CALGARY

Virtuo is building an industry ecosystem that redesigns the new home journey into a seamless and stress-free experience.



ANNUAL SUMMIT 2021

On March 22-25, 2021, C100's community convened virtually at our private, invitation-only Summit for global Canadian talent and scaling-stage founders to discuss shared challenges and opportunities Canadian technology leaders are tackling.

This event explored what it means to be a Canadian leader in today's world as we uncovered common characteristics and values that have helped the leaders in our community navigate an extremely difficult crisis

through conversations that didn't shy away from the most essential topics. And together we asked a big question: 'What does it mean to be a Canadian leader in the world today?'

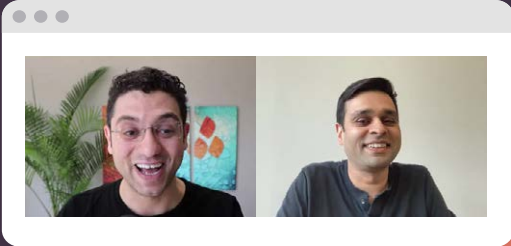
FLAGSHIP EVENT



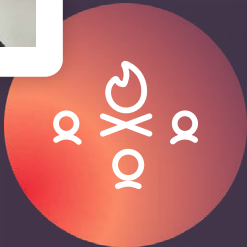
During the Summit, inspiring and instructive Canadian tech stories were shared with an international audience to help deepen relationships between Canadian tech builders at home and the country’s expats, and to join together in a shared mission to make Canada more prosperous, entrepreneurial, and globally-minded.

Our member community came together for fireside chats with top Canadian CXOs and executives, 15+ hours of content and structured discussion, intimate off-the-record “Campfire” sessions, and to network amongst a highly-curated community of partners, mentors, investors, and executive talent.

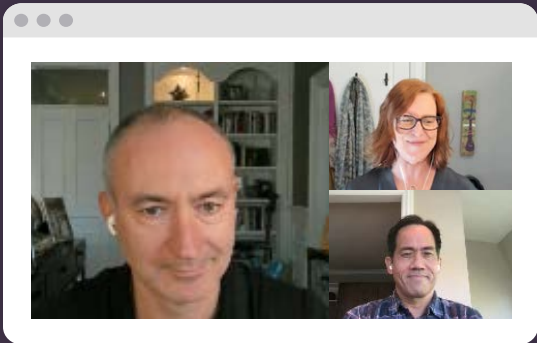
→ Candid stories of high-profile transactions and moving through periods of intense growth
with founders such as [Martin Basiri](#) of ApplyBoard, [Allen Lau](#) of Wattpad, and [Laurie Schultz](#) of Galvanize.



↑ Founder Fireside
Martin Basiri (ApplyBoard),
Ameet Shah (Golden Ventures)

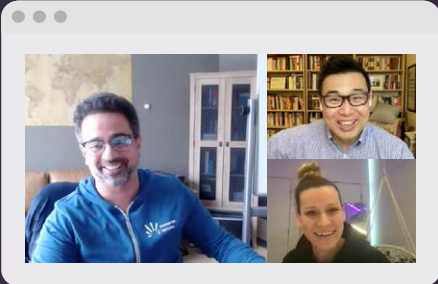


→ A discussion on the COVID-19 vaccine Rollout and how tech can accelerate the process
with [Mike Serbinis](#) of League and [Clarence So](#) of Salesforce



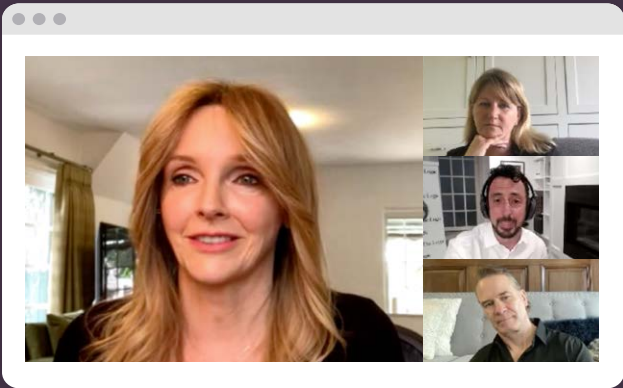
↑ Top left to bottom right:
Mike Serbinis (League), Anne Woods (Silicon Valley Bank),
Clarence So (Salesforce)

→ A conversation on the citizens’ recovery: including the state of small businesses and household
with [Hanif Joshaghani](#) of Symend and [Alison Taylor](#) of Jane.app



↑ Top left to bottom right:
Hanif Joshaghani (Symend), Thomas Park (Partner, Lead - BDC Deep Tech Fund), Alison Taylor (Jane.app)

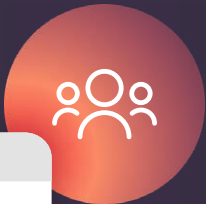
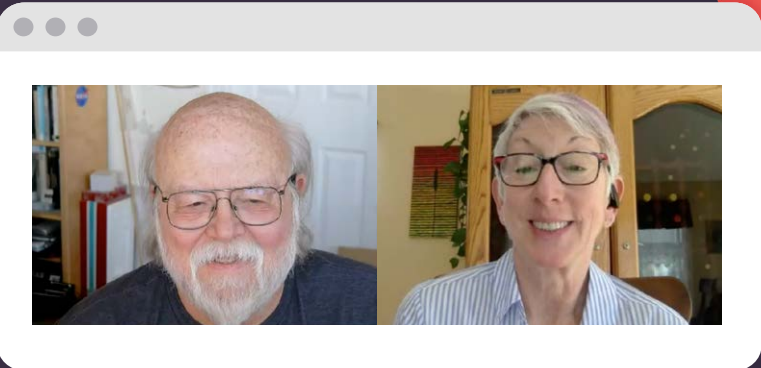
→ Making sense of massive changes in the media & entertainment landscape & future opportunities
with some of Canada's most influential expats such as [Kirstine Stewart](#) of the World Economic Forum, [Chris Overholt](#) of Overactive Media, [Maryann Turcke](#) of the NFL and [David Skok](#) of The Logic.



↑ Cosmic Shift in Media
Kirstine Stewart (World Economic Forum),
Maryann Turcke (National Football League), David Skok (The Logic), and
Chris Overholt (Overactive Media)

→ Leaving a legacy in all that we create and build
with [Dr. James Gosling](#), founder and Lead Designer of the computing language Java, in conversation with fellow computer science executive [Ruth Hennigar](#).

↓ Building for Seale Legacy
Dr. James Gosling (Founder and Lead Designer of the computing language Java) and Ruth Hennigar (C100 Board Director and Former Technology Executive (Apple, eBay, Motorola/Google, Sun/Java))



This past year, we are proud to have hosted 16 virtual roundtable convenings for our for our community.

We welcomed a total of 1,537 participants, and the virtual offerings enabled us to reach more people than the traditional in-person offering.

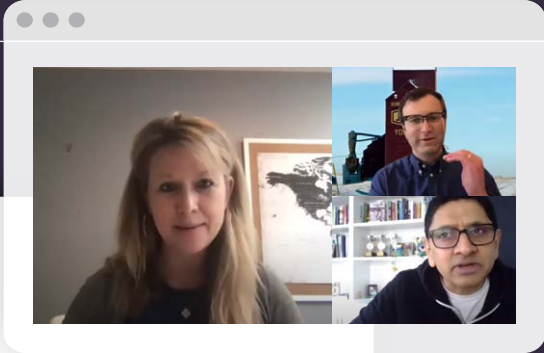
Here are some of the highlights from our past year:

STARTUP PLAYBOOK IN A SUDDEN DOWNTURN

1. TEAM CRISIS MANAGEMENT

March 25, 2020

A roundtable in the earliest days of the pandemic with **Michael Scissons** (CEO & Founder, Careerlist), **Jennifer Holmsstrom** (Head of Talent, GGV Capital), and **Madan Nagaldinne** (Chief People Officer, Blink Health) to discuss strategies for managing teams and leading strategically and compassionately in an economic downturn.



↑ Top left to bottom right: Jennifer Holmsstrom (GGV Capital), Michael Scissons (Careerlist), and Madan Nagaldinne (Blink Health)

WATCH EVENT

4. WHAT GENERAL PARTNERS NEED TO KNOW ABOUT BDC'S COVID-19 CAPITAL BRIDGE FINANCING PROGRAM

April 15, 2020

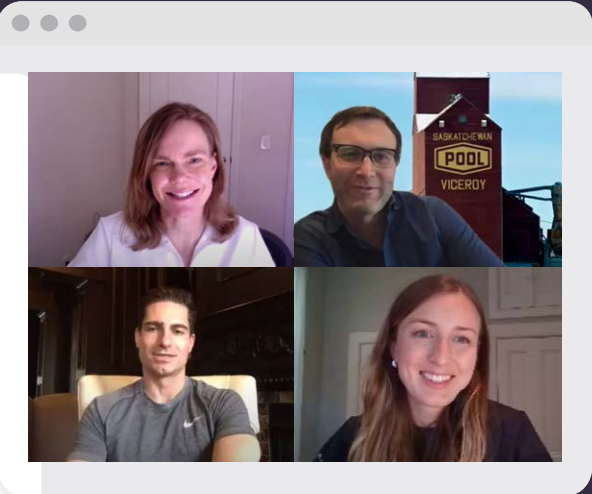
C100 members received exclusive access to a session led by **Jérôme Nycz** and **Thomas Park** of BDC Capital detailing how GPs could leverage BDC's newly-announced matching program to extend runway to Canadian startups.

STARTUP PLAYBOOK IN A SUDDEN DOWNTURN

2. ACCESS AND APPROACH TO CAPITAL

April 1, 2020

Part of a three-part series dedicated to founders managing the onset of the COVID-19 pandemic, a candid roundtable about managing cash flow and raising capital in the most uncertain moments of the last 10 years. Led by three C100 Charter Members: **Michael Scissons** (CEO & Founder, Careerlist), **Geoff Lewis** (Managing Partner, Bedrock), and **Janet Bannister** (Managing Partner, Real Ventures).



↑ Top left to bottom right: Janet Bannister (Real Ventures), Michael Scissons (Careerlist), Geoff Lewis (Managing Partner, Bedrock) Geoff Lewis (Bedrock), and Laura Buhler (C100)

WATCH EVENT

STARTUP PLAYBOOK IN A SUDDEN DOWNTURN

3. UPDATES TO BUSINESS PLAN

April 8, 2020

A roundtable featuring three exceptional Canadian CEOs including **Gary Kovacs** (CEO, Accela), **Michael Scissons** (Founder & CEO, Careerlist), **Tihomir Bajic** (CEO, LTSE Software) discussing strategies for redesigning business plans to accommodate recession times.

WATCH EVENT

5. A PLAYBOOK FOR BUILDING, MANAGING, AND LEVERAGING A STRATEGIC PARTNER AND CHANNEL ECOSYSTEM

April 22, 2020

Partnerships are a critical aspect of any business plan but are even more critical in this era of economic uncertainty. In this virtual roundtable moderated by **Mark Sochan** (Managing Director, CEO Quest), we hear from industry experts, **Sunir Shah** (CEO, AppBind) and **Bill Lipsin** (VP, Worldwide Channels, Cohesity) about why establishing key partnerships in the next 6-12 months will enable companies to leverage opportunities when the market turns around. This conversation is full of insights and lessons for founders and sales leaders, wanting to create, build, and manage strategic partnerships.

WATCH EVENT



“The more compressed your supply chain is, the stronger you are and the more agile you are. A focus on your supply chain for ecommerce is really, really key.”

Noura Sakkijha

MEJURI
Co-Founder & CEO

6. IS DEFLATION THE KEY TO A MORE ABUNDANT AND EQUITABLE FUTURE?

A Virtual fireside chat with Jeff Booth

April 29, 2020

Jeff Booth (Author of The Price of Tomorrow) and **Paul Cubbon** (Head Moderator, CDL-West & Assistant Dean of Innovation, University of British Columbia) discussed why deflation is the key to a more abundant and equitable future, how COVID-19 exacerbated economic conditions, and how entrepreneurs can respond.



[WATCH EVENT](#)

7. CANADIAN ENTREPRENEURS “FROM FAR AND WIDE”: LESSONS ON BUILDING A GLOBAL BUSINESS

May 6, 2020

A session to share stories from Canadian entrepreneurs who have built businesses outside of Silicon Valley, including: **Alex Lazarow** (Partner, Cathay Innovation), **David Brown** (CEO, Techstars), and **David Wong** (CEO, BOOQED), who discussed their focus on building resilient businesses.



↑ Top left to bottom right: Alex Lazarow (Cathay Innovation), David Wong (BOOQED), and David Brown (Techstars)

[WATCH EVENT](#)

8. CANADIAN EXPATS STUCK IN IMMIGRATION “LIMBO” ASK: “WHAT ARE MY OPTIONS?”

May 12, 2020

For Canadians living and working in the US, this virtual roundtable is a must. Immigration expert and attorney **Ron Matten**, provides clarity and information on what's happening with US immigration, what Canadian expats need to know about their options, and what you need to do to prepare for any scenario. Ron is a Los Angeles-based dual US-Canadian citizen, and

Founder of Matten Law, a business immigration law firm that applies principles of innovation and leading-edge technology, automation and AI to elevate the client experience. This discussion also features an “Ask Me Anything” session hosted by the C100, answering timely and pressing questions for our community.



[WATCH EVENT](#)

9. A CONVERSATION WITH CANADIAN HEALTH INNOVATORS PLAYING A ROLE IN THE FIGHT AGAINST COVID-19

May 13, 2020

A conversation on building innovative products in the testing and therapeutics space moderated by **Shuman Ghosemajumder** (Global Head AI, F5 & Chairman, TeachAids), featuring panelist **Paul Lem** (Founder & CEO Spartan Bioscience) and **Doug Hamilton** (President & CEO, Vasomune Therapeutics).

[WATCH EVENT](#)

10. LAID OFF, FURLOUGHED, OR CAUGHT "TRANSITIONING" DURING COVID:

building a personal plan during the pandemic to help you in career transition

May 19, 2020

A private, introductory coaching session led by **Shari Hatch Jones** (Founder & Managing Partner, Sightline Coaching) and **Marjorie Kalomeris** (Senior Recruiter & Diversity Program Manager for the EMEA region, Optimizely) to discuss strategies for navigating and mastering a career transition. The group discussed building pragmatic skills, such as optimizing your LinkedIn profile for the algorithm, embarking on a job search, creating a networking strategy, and crafting your "personal brand."

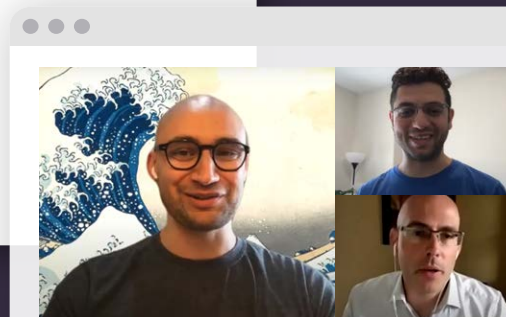
[WATCH EVENT](#)

12. THE FUTURE OF HIGHER EDUCATION

June 4, 2020

A roundtable discussing the future of higher education as a result of COVID-19 disruptions featuring edtech and education experts: **Kristen Hamilton** (a multi-time founder with an IPO exit), **Mike Silagadze** (Co-Founder and then CEO of Top Hat), **Dr. Brian Frank** (Professor and Associate Dean of Teaching and Learning at Queen's University) and **Martin Basiri** (Co-Founder and CEO of ApplyBoard).

[WATCH EVENT](#)



11. FUNDRAISING IN A ZOOM WORLD

May 20, 2020

48Hrs cohort members were invited to an exclusive masterclass on virtual fundraising featuring seasoned investors and C100 Members: **Andre Charoo** (C100 Board Co-Chair, Founder & GP, Maple VC), **George Babu** (Founding Partner, Sweat Equity Ventures) and **Eva Lau** (Founding Partner, Two Small Fish Ventures), moderated by **Aliya Ramji** (Co-Founder & Head of MT>Ventures).



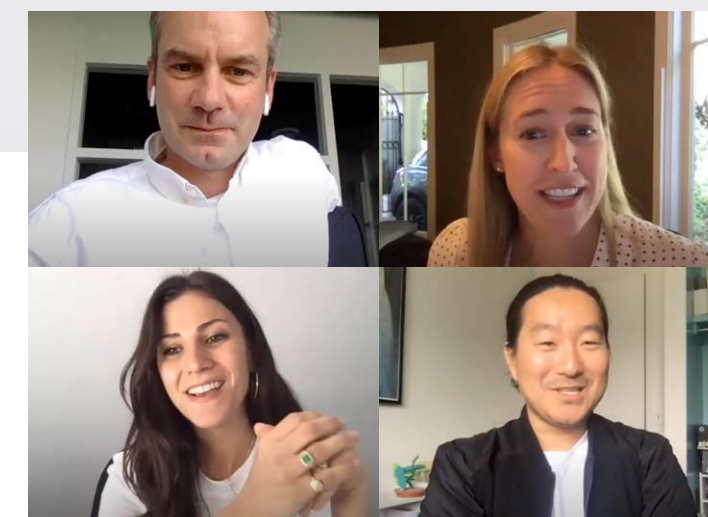
13. THE INFLECTION POINT FOR ECOMMERCE: MANAGING FOR HOCKEY STICK GROWTH

June 18, 2020

The ecommerce industry has been drastically impacted by the COVID-19 pandemic, both positively and negatively, presenting some incredible opportunities for entrepreneurship and new talent. Hear from leaders in ecommerce, including **Adrienne Down Coulson**, COO Rakuten Americas, **Ethan Song**, Co-Founder & former CEO of Frank and Oak, and **Noura Sakkijha**, Co-Founder and CEO of Mejuri on how

retail has been impacted by the pandemic, where the shifts have been in consumer buying and behaviour, and the challenges of having to adapt quickly. This discussion, moderated by **Boris Wertz**, Founder and General Partner at Version One Ventures, touches on all aspects of ecommerce in these unprecedented times.

[WATCH EVENT](#)



Top left to bottom right: Boris Wertz, (Version One Ventures), Adrienne Down Coulson (Rakuten Americas), Noura Sakkijha, (Mejuri) and Ethan Song (Frank and Oak)

"One really interesting trend that I've seen is the adoption of ecommerce by local commerce. The idea of 'pick-up' has been around for a long time, but now everyone is doing it. The platforms and technology have become so cheap that a restaurant selling wine from their porch is now using ecommerce to do that. And that is creating a whole new opportunity which is localized ecommerce."

Ethan Song
CONSIDERATE
VENTURES
Founder

14. THE COVID PANDEMIC: A CYBER-CRIMINAL'S "NIRVANA"

July 8, 2020

As more companies keep workers home, industries like healthcare, defense and finance have seen cyber attacks on the rise. In this virtual roundtable, we join leaders in Cybersecurity to discuss the new threats of cybercrime and why the cybersecurity industry matters more than ever now. Hear how the "white knights" of the tech sector are fighting back through our discussion with **Sanjay Beri**, Founder and CEO of Netskope, and **Galina Antova**, Co-Founder and Chief Business Development Officer, Claroty.

→
Top left to bottom right:
Arif Janmohamed
(Lightspeed Venture
Partners), Galina Antova
(Claroty), Sanjay Beri
(Netskope), and Laura
Buhler (C100)

WATCH EVENT



Galina Antova
CLAROTY
Co-Founder and Chief
Business Development
Officer

“We have seen the amounts of attacks increase and customers literally held hostage. Enterprises need to be more vigilant and they need to transform even more quickly because the attackers are not going to wait, they are going to take advantage of the uncertainty going on right now.”

Sanjay Beri
NETSKOPE
Founder and CEO

“Operational technology networks are at least twenty five years behind in terms of the regular IT stack. The lack of visibility is making it very hard for defenders to fight back. The lack of evidence for attackers in your network is not evidence that they are not there.”

15. AN INSIDER'S GUIDE TO M&A

July 16, 2020

An in-depth discussion on all things M&A featuring C100 Charter Members in Corporate Development: **Bram Sugarman** (Director of Corporate Development & Strategic Partnerships, Shopify), **Lara Cumberland** (VP M&A Integration, Facebook), and **Jamie Shulman** (Co-Founder and CEO, Hubdoc, acq. by Xero in 2018), moderated by **Terry Doyle** (GM International, Checkr).

16. HEALTHCARE ROUNDTABLE

August 25, 2020



An expert discussion on the current state of the health-tech industry with **Travis Murdoch** (Physician & Investment Director, Softbank Investment Advisors), **Elizabeth “EC” Caley** (Co-Founder & Co-CEO, Poppy), and **Rich Osborn** (Managing Partner, Telus Ventures) with a subset of C100 health-tech members. The group discussed disruption in healthcare, the changing ways companies have to speak to their customers and partners, the increasing role of value-based care, and non-traditional entrants into the space.



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Program Analyst Intern (2021)



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Program Analyst Intern (2020)

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C100 is grateful to those who previously served as volunteer Co-Chairs for their contributions and tireless efforts to accelerate Canadian entrepreneurship.



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