



## Ryan Hayes, CIM®

### Associate Portfolio Manager

Ryan joined the ICPM Support Services team in 2021, supporting the organization's portfolio managers by performing research and assisting with client matters. Prior to joining IAIC, Ryan worked as an Associate Financial Planner in South Africa, the United Kingdom, and most recently in Canada.

Ryan received a Bachelor of Commerce degree with specialization in Economics from the University of South Africa (UNISA).

Ryan obtained his CIM® designation in May 2023.



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