***Supplemental Table 1:* Impact of Formal Mentorship Programs**

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|  | **Formal Mentorship Program** **(n = 98)** | **No Formal Mentorship Program** **(n = 111)** | ***P* Value** |
| Certification, n (%) |  |  | 0.74 |
|  FRCPC | 51 (52.0) | 53 (47.7) |  |
|  CCFP-EM | 39 (39.8) | 50 (45.0) |  |
|  CCFP | 8 (8.2) | 8 (7.2) |  |
|  Other | 0 (0) | 0 (0) |  |
| Years Since Residency Completion, n (%) |  |  | **<0.001** |
|  <5 years | 53 (54.1) | 21 (18.9) |  |
|  5-10 years | 14 (14.3) | 28 (25.2) |  |
|  10-15 years | 8 (8.2) | 22 (19.8) |  |
|  15-20 years | 12 (12.2) | 13 (11.7) |  |
|  >20 years | 11 (11.2) | 27 (24.3) |  |
| Gender, n (%) |  |  | **0.03** |
|  Male | 47 (48.4) | 69 (63.3) |  |
|  Female | 50 (51.5) | 40 (36.7) |  |
| Current Practice Setting, n (%) |  |  | 0.31 |
|  Academic Tertiary Care ED | 63 (64.3) | 72 (65.5) |  |
|  Non-Academic Tertiary Care ED | 5 (5.1) | 1 (0.9) |  |
|  Academic Community ED | 12 (12.2) | 20 (18.2) |  |
|  Non-Academic Community ED | 7 (7.1) | 6 (5.5) |  |
|  Rural ED | 8 (8.2) | 10 (9.1) |  |
|  Other | 3 (3.1) | 1 (0.9) |  |
| My decisions regarding **subspecialty/fellowship** training were strongly influenced by at least one of my mentors, n (%) |
| Agree | 45 (46.9) | 48 (45.7) | 0.86 |
| My decisions regarding **research** during residency were strongly influenced by at least one of my mentors, n (%) |  |
| Agree | 39 (40.2) | 45 (42.5) | 0.75 |
| My decisions regarding **location and type** **of practice** were strongly influenced by at least one of my mentors, n (%) |
| Agree | 50 (51.5) | 60 (56.1) | 0.52 |
| I believe mentorship is important to success **during** residency, n (%) |
| Agree | 92 (94.8) | 101 (94.4) | 0.89 |
| I believe mentorship is important to success **following** residency, n (%) |
| Agree | 85 (87.6) | 98 (91.6) | 0.35 |