

COMPANY	WHAT MAKES THEM GREAT
Ames Tile & Stone Ltd.	All employees participate in AMES' annual profit sharing program. The annual amount, paid to each employee in the first half of the fiscal year following the profit, is typically between
EY Canada	Eligible employees at EY Canada receive a fitness reimbursement up to \$1,000. This can be used to purchase fitness equipment and other fitness activities such as yoga classes, tennis lessons, and fitness club dues.
Fuller Landau LLP	At Fuller Landau the entire firm takes a day off in the summer to participate in a team-building social activity. Past years include: Blue Jays game, scavenger hunt, rafting, ziplining, biking in Niagara, and Centre Island.
G Adventures	Employees are entitled to one FAM (familiarization trip) every 10 months. There are no destination restrictions, and G covers the cost of the trip, plus a discount on flights.
Grant Thornton LLP	Grant Thornton has almost 100 accredited coaches; most are senior partners. Every six months people sign-up for coaching, and there are now hundreds of junior people being coached by members of the senior leadership team.
Hilti Canada Corporation	Basic Training Seminar (BTS) at Hilti is more than onboarding, it also cements Hilti's caring culture as the new team members strengthen their product and tool knowledge by helping build a Habitat for Humanity house.
Intuit Canada	The \$1000 Well-Being for Life incentive at Intuit covers physical, emotional and financial well-being services such as massages, meditation, Headspace App, sports equipment, camping gear, financial advising services, house cleaning, and activity-tracking devices (e.g. Apple Watch).
JOEY Restaurant Group	JOEY promotes from within. All positions are posted internally and 95% of their management team has come from a front-line position
O2E Brands Inc.	O2E has an interactive website where team members share their life goals. Colleagues and Goal Ambassadors cheerlead to help each other succeed. Workshops, personal stories, and Ted Talk style presentations keep everyone motivated.
Online Business Systems	Online's Career Mentor Program emphasizes developing professional skills and experience to enhance Onliners' careers. Senior consultants and business team members work with teams of six Onliners providing mentorship, coaching, and well-directed goal setting and development.
Randstad Canada	Randstad looks for ways to promote balance and provide information to enhance their employees' lives outside of work. They have webinars, meetings, newsletters, and other resources to support financial, physical and mental health.
RBC	The RBC Retirement Program and the Savings Program provide best-in-class features for building retirement savings that support employees through different life phases. The 'Invest in Yourself' site provides further tips and tools for financial planning.
Royal LePage Performance Realty	To celebrate Administrative Professionals Day, admin staff are invited to the CEO's in appreciation of their loyalty and hard work. The management team waits on them with beautiful food and drink and everyone receives a thank you gift.
SaskCentral (Credit Union Central of Saskatchewan)	The Heart of Coaching workshop at SaskCentral shows employees how to give and receive feedback that is constructive, non-defensive and non-threatening. They learn how to coach up, down, and laterally and a coaching partner provides ongoing support.
SC Johnson	Employees at SC Johnson have year-round access to their privately owned resort on Lake Joseph. This multi-cottage property provides employees, retirees, and their guests with vacation time to rest, relax, and enjoy water sports and activities.

Softchoice	Learning and development at Softchoice is supported by many programs including Softchoice University's best-in-class programs and tools; LinkedIn Learning content curated for individual roles; the Softchoice Sales Academy; and corporate orientation for all new hires.
Stryker	Stryker's Alternative Work Arrangements provides workplace flexibility to help employees address their needs. There are multiple options including flexible start/end times, the ability to work from home, and a reduction in work hours.
T4G Ltd	T4G's Blue Zone initiative is intended to optimize employees' life radius. It incorporates shifts in workplace behaviours to include movement (walking meetings), eating healthy, wine drinking and gathering after 5pm, finding purpose, and building community.
TD Bank Group	Global Employee Appreciation Week at TD bank is a highly anticipated event. TD invests approximately \$2.5 million in celebrating employees for their work and commitment to the company by hosting exciting and memorable experiences.
Thomson Reuters Canada	The flexible benefit plan at Thomson Reuters allows employees to choose options unique to their own/their family's needs - plus any excess credits can be applied to their RRSP or Health Spending Account.
Trico Homes	Staff at Trico Homes receive a discount of up to five percent on new home purchases. They also have priority access to lots and other pre-construction items. While the discount is taxable income, it's a great perk.
Urban Systems Ltd.	To open up the conversation around mental health Urban Systems has offered The Working Mind: Workplace Mental Health and Wellness workshops. This education-based program promotes mental health and reduces the stigma of mental illness in the workplace.
Vermilion Energy	To celebrate the New Year, all permanent employees, spouses and family members at Vermillion Energy receive an annual, free weekend trip to Lake Louise.