

CANADA'S BEST WORKPLACES 2021

Friday, April 16, 2021

PRODUCED BY RANDALL ANTHONY COMMUNICATIONS WITH GREAT PLACE TO WORK CANADA. THE GLOBE'S EDITORIAL DEPARTMENT WAS NOT INVOLVED.

High-trust, high-performance cultures stand out. In challenging times, these organizations show we are **Better Together.**

Best Workplaces™

Great Place To Work®

CANADA 2021



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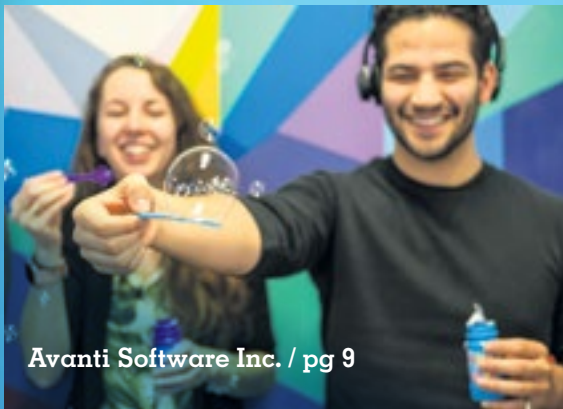
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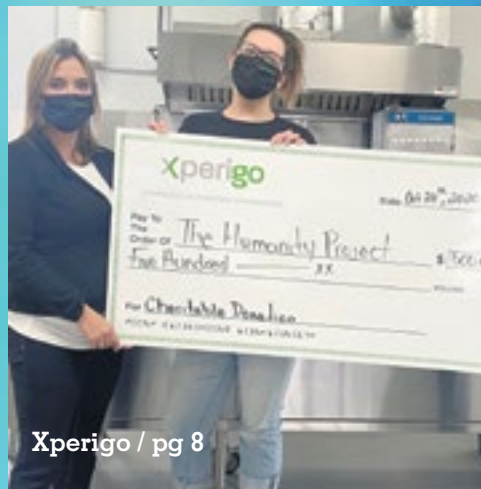
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Get recognized as one of the best. Visit [BestWorkplaces.ca](https://www.bestworkplaces.ca)



Developing an **inclusive** environment where all Employees feel **valued** and **supported** is our top priority.

Thank you to every member of the Centurion team for making this possible!

To learn why Centurion Asset Management is one of **Canada's Best Workplaces™** visit [centurion.ca/careers](https://www.centurion.ca/careers) to discover available opportunities today.

CANADIAN EMPLOYEES HAVE SPOKEN

What an incredible year we have had! Leaders were put to the test and what we found, while surprising to some, was not surprising to us. Leaders at the Best Workplaces in Canada were able to leverage the trust they had so carefully fostered over time, to act swiftly and boldly to make things better for their people and their communities. Independent of the numerous challenges faced by organizations of all industries, the voice of thousands of Canadians across the country says that for GREAT companies the pandemic actually had a positive impact on trust overall.

BOLD ACTS OF LEADERSHIP

Leaders had to make some tough decisions to balance the needs of the business with the health and safety of their employees. Most organizations tightened their purse strings to brace for the unknown. Where layoffs were unavoidable, every effort was made to support employees with extended benefits coverage, job transition support or other forms of assistance.



Faced with massive challenges, great leaders stood out, enabling organizations to shift gears quickly, clearing the path for innovation and agility. Changes, that would have taken six months to implement prior, were successfully executed within the space of a week. While some companies already had an agile mindset, others had to develop it on the fly. Despite where we started, we all learned to be nimble this past year.

AMPLIFIED COMMUNICATION

Employees at the Best Workplaces report a significant increase in the frequency of direct communication from leaders who found new ways to drive messages out to an often-remote

workforce. Over-communicating became the new norm, keeping employees up to date on rapidly changing situations and providing clarity around what was expected of employees and what they could expect from their employer.

Because everyone was in uncharted territory, the best way to navigate the pandemic wasn't clear – the Best Workplaces, however, tuned in more closely to their employees. Many took advantage of our free COVID pulse survey to monitor employee sentiment. Others gathered employee feedback in a more frequent and systematic way and worked toward creating an authentic culture of listening.

BETTER TOGETHER

We know leaders are critical to setting direction and we know they are critical to enabling others to lead. Maximizing human potential has become the mantra of the Best Workplaces in Canada, and the urgency of recent challenges inspired employees from

all levels of the organization to rise-up and do what needed to be done. We saw individual contributors volunteering in other departments where they were most needed, people leaders serving clients curbside because their employees had been sent home, CEOs delivering computer monitors to employees so they could work more comfortably from home, and employees and employers collaborating to fundraise for their communities. We heard of teams working together in entirely new ways, understanding that colleagues might be dealing with stressors in their personal lives and effectively redistributing the work to make it manageable for everyone.

While we would have expected camaraderie to suffer during the pandemic, people found creative ways to stay connected and enjoy each other's company. For essential workers on site, team lunches were replaced with brown bag lunches that could be enjoyed at a distance. For people working remotely, the festivities moved online with virtual

happy hours, comedy shows, photo challenges and more. While most of us long for the day when we can interact with our co-workers in person, the Best Workplaces have shown that genuine connection even at a distance is still possible.

There is no question we have been challenged this past year – physically, mentally, emotionally, and financially – but we have also seen our humanity in the workplace through a different lens. The courage, humility and generosity displayed by our Best Workplaces in Canada has been so inspiring, and we are proud you have chosen to partner with us on your trust-building journey.

As we continue to navigate uncertain times, one thing is certain: we are better together.

Jose Tolovi Neto,
Managing Partner
Great Place to Work Institute Canada

Better Together

At the Best Workplaces™ in Canada:

92%

of employees are willing to give extra to get the job done.

90%

believe their colleagues can quickly adapt to the changing needs of the business.

92%

say their organization is a great place to work.

Every Year, Great Place to Work® surveys millions of employees, and partners with thousands of workplaces to enable their success.

300,000+

Canadian employees represented.

30+ Years

of data collection expertise.

10,000+

organizations around the globe surveyed annually.

in 70+

countries across six continents.

GET STARTED

STEP 1:
Complete Employee Survey

STEP 2:
Submit Culture Questionnaire

GET CERTIFIED

GET LISTED

2021 Best Workplaces in:

- Technology
- Financial Services
- Manufacturing
- Healthcare
- ...and more

Visit [GPTW.ca](https://www.gptw.ca)



Turning innovative science into value for patients is **what we do**.
Our people and culture are what make us **Astellas**.

Recognized for the sixth consecutive year as one of Canada's Best Workplaces™ by the Great Place to Work® Institute.



Legend: Best Workplace for 5+ years; Best Workplace for 10+ years; Best Workplace for 15+ years; World's Best Multinational

1,000+ EMPLOYEES

- | | | | | |
|---|--|--|--|---|
| <p>1 </p> <p>Hilton
 <i>HOSPITALITY // HOTEL/RESORT</i>
 www.hilton.com/en/corporate</p> <p>Head office: Toronto, ON
 Employees: 127,980 (1,269 in CA)</p> <p>Thrive at Hilton inspires their team members to bring their best selves to work every day. Through their Thrive Sabbaticals, team members are selected for the "Give a Dream, Live a Dream" four-week paid sabbatical – a once-in-a-lifetime opportunity.</p>  | <p>2 </p> <p>Intuit Canada
 <i>INFORMATION TECHNOLOGY // SOFTWARE</i>
 www.intuit.ca</p> <p>Head office: Mississauga, ON
 Employees: 9,814 (441 in CA)</p> <p>In addition to vacation, regular company holidays and a day off on their birthday, Intuit introduced new time-off resources such as supplemental sick time, family support time, company-wide Recharge Days and a paid day off to commemorate Juneteenth.</p>  | <p>3 </p> <p>ATB Financial
 <i>FINANCIAL SERVICES & INSURANCE // BANKING/CREDIT SERVICES</i>
 www.atb.com</p> <p>Head office: Edmonton, AB
 Employees: 5,414 in CA</p> <p>The Heroes recognition platform at ATB allows employees to recognize their fellow ATB'ers for the great work that they do day to day! Employees can also share their own progress and successes with team members so everyone celebrates daily victories together!</p>  | <p>4 </p> <p>Salesforce
 <i>INFORMATION TECHNOLOGY // SOFTWARE</i>
 www.salesforce.com/ca</p> <p>Head office: Toronto, ON
 Employees: 55,000 (1,800 in CA)</p> <p>The volunteer time off program at Salesforce is crucial to how they give back to the community. Employees have seven paid days to volunteer, a yearly matching policy (up to \$5,000), and teams often volunteer together for team building.</p>  | <p>5 </p> <p>Admiral Insurance
 <i>FINANCIAL SERVICES & INSURANCE // AUTO INSURANCE</i>
 www.joinadmiral.ca</p> <p>Head office: Halifax, NS
 Employees: 11,243 (403 in CA)</p> <p>Every year, Admiral Insurance purchases £3,600 (\$6,300 Cdn) worth of company stock for employees. These shares in Admiral vest over three years before cashing out, with dividends paid in the interim.</p>  |
| <p>6 </p> <p>SAP Canada
 <i>INFORMATION TECHNOLOGY // SOFTWARE</i>
 www.sap.com/canada</p> <p>Head office: Toronto, ON
 Employees: 102,814 (3,344 in CA)</p> <p>The Internship Experience Program (iXp) at SAP shows their commitment to early talent. Ranging from 8 to 12 months, and with a goal to convert students to full-time roles, these internships offer practical work experience with opportunities to network.</p>  | <p>7</p> <p>Hyundai Auto Canada Corp.
 <i>MANUFACTURING & PRODUCTION // AUTOMOTIVE</i>
 www.hyundaicanada.com</p> <p>Head office: Markham, ON
 Employees: 285,588 (240 in CA)</p> <p>Hyundai Auto Canada focuses on mental wellness and actively works to remove stigma. Benefit coverage for mental wellness increased to \$1,500 per family member yearly. They also have a \$500 health care spending account and a \$200 personal spending account.</p>  | <p>8 </p> <p>Ryan ULC
 <i>PROFESSIONAL SERVICES</i>
 www.ryan.com/canada</p> <p>Head office: Mississauga, ON
 Employees: 2,729 (268 in CA)</p> <p>In the myRyan work environment, employees are given the flexibility to work where and when they want, consistent with the needs of clients and the firm, as long as their work gets completed and results are achieved.</p>  | <p>9</p> <p>Whirlpool Canada
 <i>MANUFACTURING & PRODUCTION // PERSONAL AND HOUSEHOLD GOODS</i>
 www.whirlpoolcanada.com</p> <p>Head office: Mississauga, ON
 Employees: 92,000 (227 in CA)</p> <p>Whirlpool values open and transparent communication – they have monthly Town Hall meetings attended by all employees and the GM meets with new employees, for a quarterly welcome lunch and conducts one-on-ones with 20 employees monthly.</p>  | <p>10</p> <p>Visa Canada
 <i>INFORMATION TECHNOLOGY</i>
 www.visa.ca</p> <p>Head office: Toronto, ON
 Employees: 20,360 (133 in CA)</p> <p>Visa Canada's Health & Wellness Lifestyle Benefit includes a wide range of in-office perks like yoga and monthly chair massages. Their in-house Wellness Consultant provides mindfulness sessions and stretch breaks online, as well as pre-recorded yoga sessions.</p>  |
| <p>11</p> <p>FedEx Express Canada
 <i>TRANSPORTATION // PACKAGE & FREIGHT TRANSPORT</i>
 www.fedex.com/en-ca</p> <p>Head office: Mississauga, ON
 Employees: 500,000 (8,360 in CA)</p> <p>The FedEx team is empowered to make a difference in the communities they serve. Employee pride abounds after a year where their shipping services not only helped keep the economy moving but also brought life-saving COVID vaccines into Canada and across the country.</p> | <p>12 </p> <p>UKG (Ultimate Kronos Group)
 <i>INFORMATION TECHNOLOGY // SOFTWARE</i>
 www.ukg.com</p> <p>Head office: Toronto, ON
 Employees: 12,564 (534 in CA)</p> <p>UKG matches all employee contributions to the RRSP plan at 45%. Employees can contribute any amount up to CRA limits. There is no cap on employer contributions, and this matching amount is paid every period rather than waiting until the year's end.</p> | <p>13 </p> <p>DHL Express (Canada), Ltd.
 <i>TRANSPORTATION // PACKAGE & FREIGHT TRANSPORT</i>
 https://www.dhl.com/ca-en</p> <p>Head office: Brampton, ON
 Employees: 100,000 (1,635 in CA)</p> <p>Yearly, DHL Express Canada hosts an Appreciation Week. The week includes meals, massages and fun entertainment. Senior leaders visit the locations to join in the festivities and hand out personalized thank you cards and generous gift cards.</p> | <p>14</p> <p>Mastercard Canada
 <i>INFORMATION TECHNOLOGY</i>
 www.mastercard.ca</p> <p>Head office: Toronto, ON
 Employees: 20,491 (366 in CA)</p> <p>Mastercard's values and service to the community go hand in hand. In this spirit, Mastercard offers each employee up to five workdays per calendar year to engage in eligible volunteer and community outreach activities.</p> | <p>15 </p> <p>Kiewit Canada Group Inc.
 <i>CONSTRUCTION & INFRASTRUCTURE // INFRASTRUCTURE</i>
 www.kiewit.ca</p> <p>Head office: Oakville, ON
 Employees: 12,783 (1,681 in CA)</p> <p>Kiewit employees are proud to say, "We built that." For more than 75 years, they have been building iconic structures in Canada, including the Welland Canal, Hibernia and Hebron oil platforms, Port Mann Bridge and most recently the Turcot Interchange.</p> |

Engaged employees perform better, but simply measuring engagement isn't enough...







Thank you to our Ryan team members for continuously delivering exceptional results and making Ryan a leader in workplace excellence. We are honored to be named as one of Canada's Best Workplaces.

The hard work and commitment of our team across the globe have made Ryan the largest Firm in the world dedicated to business taxes. **We thank YOU.**



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Legend:  Best Workplace for 5+ years;  Best Workplace for 10+ years;  Best Workplace for 15+ years;  World's Best Multinational

1,000+ EMPLOYEES

16

**Klick Health***PROFESSIONAL SERVICES // ADVERTISING & MARKETING*
www.klick.comHead office: Toronto, ON
Employees: 1,200 (900 in CA)

Due to COVID-19, Klick's in-house fitness classes have gone virtual with instructors leading sessions over Zoom. Klick's company-wide Wellness Challenge promotes physical and mental wellness with prizes like a Peloton bike. Klicksters also received \$500 for home offices.

17

**Morningstar Research Inc.***FINANCIAL SERVICES & INSURANCE // INVESTMENTS*
www.morningstar.caHead office: Toronto, ON
Employees: 8,296 (475 in CA)

Regular, full-time employees at Morningstar are eligible for a sabbatical leave of up to six weeks in length after every four years of completed service. Employees continue to receive full salary and benefits while on sabbatical.

18

**JOEY Restaurant Group***HOSPITALITY // FOOD AND BEVERAGE SERVICE*
www.joeyrestaurants.comHead office: Vancouver, BC
Employees: 2,800 (2,100 in CA)

As part of their commitment to diversity, JOEY created a diversity mentorship program where up-and-coming leaders can choose to work with other visible minority leaders.

19

**RBC***FINANCIAL SERVICES & INSURANCE // BANKING/CREDIT SERVICES*
www.rbc.comHead office: Toronto, ON
Employees: 86,000 (61,741 in CA)

RBC's vision is to be among the most inclusive and successful companies, putting diversity into action to help employees, clients and communities thrive. Their programs empower people to grow and achieve, and they value diversity of thought to challenge the status quo.

20

**AIR MILES Reward Program (LoyaltyOne)***PROFESSIONAL SERVICES // ADVERTISING & MARKETING*
www.loyalty.comHead office: Toronto, ON
Employees: 1,192 (812 in CA)

Pass it On is AIR MILES' unique internal platform that allows peer-to-peer recognition with a note of thanks or AIR MILES® Reward Miles. Every associate is provided with a monthly budget of recognition miles to give out – or “boost” – their peer's recognitions.

21

**Grant Thornton LLP***PROFESSIONAL SERVICES // ACCOUNTING, BOOKKEEPING AND AUDITING*
www.grantthornton.caHead office: Toronto, ON
Employees: 2,224 in CA

Grant Thornton hosts “Senior Listening Team” conversations with colleagues in each business unit. This allows colleagues to have an open discussion with senior leaders about what's most important to them, share their ideas and insights, and ask questions.

22

**Stryker Canada ULC***HEALTH CARE // MEDICAL SALES/DISTRIBUTION*
www.stryker.com/ca/enHead office: Waterdown, ON
Employees: 40,000 (647 in CA)

Stryker Canada's annual Employee Appreciation Week is a week filled with exciting activities, Stryker swag, prizes, food and entertainment. This is a strong tradition at Stryker, and they tie the theme to their mission and values.

23

**SAS Institute (Canada) Inc.***INFORMATION TECHNOLOGY // SOFTWARE*
www.sas.com/canadaHead office: Toronto, ON
Employees: 13,532 (281 in CA)

The Wellness Allowance at SAS Institute covers ongoing health activities and gyms of employee's choice (max \$1,100/yr) or the purchase of gym equipment for home use for the same amount.

24

**Edelman Public Relations Worldwide Canada Inc.***PROFESSIONAL SERVICES // ADVERTISING & MARKETING*
www.edelman.caHead office: Toronto, ON
Employees: 5,790 (210 in CA)

Edelman Canada recognizes the importance of health and wellness. Employees receive up to \$550 annually for healthy activities. They also enjoy wellness services, ergonomic equipment, and online access to Whil for stress reduction and thriving at work.

25

**Medtronic Canada ULC***HEALTH CARE // MEDICAL SALES/DISTRIBUTION*
<https://www.medtronic.com>Head office: Brampton, ON
Employees: 90,000 (680 in CA)

Medtronic has an active Diversity and Inclusion Coalition and women's network program, including Lean In Circles that provide a confidential environment to mentor, explore perspectives and develop skills to empower employees to become leaders both personally and professionally.

26

**Hilti Canada Corporation***CONSTRUCTION & INFRASTRUCTURE*
www.hilti.caHead office: Mississauga, ON
Employees: 30,137 (652 in CA)

Basic Training Seminar is Hilti's four-week onboarding for team members, managers and senior management. Corporate team members join in week one to build camaraderie, and due to COVID-19, their best-in-class training has now moved to a fully virtual model.

27

Geotab*INFORMATION TECHNOLOGY // SOFTWARE*
www.geotab.comHead office: Oakville, ON
Employees: 1,284 (856 in CA)

Geotab cares about the environment. They offer a \$5,000 USD incentive to staff who purchase or lease an electric vehicle.

28

CWB Financial Group*FINANCIAL SERVICES & INSURANCE*
www.cwb.comHead office: Edmonton, AB
Employees: 2,607 in CA

CWB Financial Group closed their business for a Day of Thanks. This extra day off was to thank employees for their incredible hard work through the initial pandemic period. Using #teamteal, they gave away several staycation prize packages.

29

**TD Bank Group***FINANCIAL SERVICES & INSURANCE // BANKING/CREDIT SERVICES*
www.td.comHead office: Toronto, ON
Employees: 92,829 (64,694 in CA)

TD's enhanced mental health coverage provides an annual maximum per covered person of \$3,000 for mental health practitioner benefit and 100% reimbursement of all eligible mental health expenses (after any deductibles are met).

30

**AbbVie Corporation***BIOTECHNOLOGY & PHARMACEUTICALS*
www.abbvie.ca/fr.htmlHead office: Montreal, QC
Employees: 47,000 (917 in CA)

The Employee Stock Purchase Plan at AbbVie provides employees with an opportunity to save for their future and share the financial success of the company. The Basic Plan includes a company contribution of 1.25 times the employee's contribution up to \$5000.

31

**Wavemaker Canada ULC***MEDIA*
www.wavemakerglobal.comHead office: Toronto, ON
Employees: 3,000 (175 in CA)

Wavemaker offers many online learning opportunities. This includes a full licence for LinkedIn Learning and training modules that align to different levels of the organization and a road map on courses that are “required” at each level.

32

**EY Canada***PROFESSIONAL SERVICES*
www.ey.com/caHead office: Toronto, ON
Employees: 300,044 (6,655 in CA)

EY's mental health benefit in Canada supports up to \$5,000 yearly (100% coverage), and eligible dependents receive the same support. Coverage includes the psychologists, social workers, psychoanalysts, psychotherapists, clinical counsellors and marriage/family therapists.

33

**Softchoice***INFORMATION TECHNOLOGY // IT CONSULTING*
www.softchoice.comHead office: Toronto, ON
Employees: 1,842 (1,310 in CA)

“It's in our DNA.” Softchoice believes in creating an environment where all employees feel accepted and supported to succeed. The employee-led ONEsoftchoice committee works to further increase awareness, remove barriers and support employee resource groups.

34

**The Capital Markets Company Limited (Capco)***PROFESSIONAL SERVICES // CONSULTING – MANAGEMENT*
www.capco.comHead office: Toronto, ON
Employees: 4,000 (380 in CA)

At Capco, they leverage technology to establish a virtual culture ensuring that, even apart, they retain their sense of community and togetherness. They host meditation sessions, virtual cooking demos, game nights and town hall celebrations.

35

Novartis Canada*BIOTECHNOLOGY & PHARMACEUTICALS // PHARMACEUTICALS*
www.novartis.caHead office: Dorval, QC
Employees: 108,775 (933 in CA)

Novartis offers many alternative work arrangements including part-time, telecommuting, job-sharing, meeting-free zones and work from home during the COVID-19 crisis.

...Raise engagement levels, improve business outcomes and build trust.




We are very fortunate. Our people deeply care about their company & each other as colleagues and friends.

We are honoured to be one of Canada's "Best Workplaces".

Find opportunities at www.whirlpoolcanada.com

Legend: Best Workplace for 5+ years; Best Workplace for 10+ years; Best Workplace for 15+ years; World's Best Multinational

1,000+ EMPLOYEES

- 36**
Hi-Flyer Food (Canada), Inc.
HOSPITALITY // FOOD AND BEVERAGE SERVICE
www.hiflyer.ca
 Head office: Calgary, AB
 Employees: 1,049 in CA
 The quarterly bonus program at Hi-Flyer Food focuses on results that directly drive overall organizational performance. This recognizes and rewards employee contributions to the overall success of the company. The incentive ranges from \$500 to \$5,000.
- 37**
Biogen Canada Inc.
BIOTECHNOLOGY & PHARMACEUTICALS
www.biogen.ca
 Head office: Mississauga, ON
 Employees: 8,682 (100 in CA)
 All regular employees at Biogen are eligible for sabbatical following every six years of completed service. Employees can take four consecutive weeks of paid time off, in addition to annual vacation, to use as they wish.
- 38**
Astellas Pharma Canada, Inc.
BIOTECHNOLOGY & PHARMACEUTICALS // PHARMACEUTICALS
www.astellas.com/ca
 Head office: Markham, ON
 Employees: 15,883 (115 in CA)
 Volunteerism is a significant part of the values and culture at Astellas Pharma Canada. Employees receive up to six paid volunteer days annually that they can use to give back and make a difference in their communities.
- 39**
Thomson Reuters Canada Limited
INFORMATION TECHNOLOGY
www.thomsonreuters.ca/en
 Head office: Toronto, ON
 Employees: 24,000 (1,125 in CA)
 Throughout the pandemic, Thomson Reuters supports employees with many relief measures including the Headspace App, adjustments to sick leave, COVID-19 leave, mental health day off, COVID-19 intranet page and volunteer work from home / phased return to office.
- 40**
Baxter Canada
BIOTECHNOLOGY & PHARMACEUTICALS
www.baxter.ca
 Head office: Mississauga, ON
 Employees: 47,000 (1,133 in CA)
 At Baxter Canada, they value work-place flexibility. Employees have the ability to flex their work hours, job share and work from home.
- 41**
FCT
FINANCIAL SERVICES & INSURANCE // HOME INSURANCE
www.fct.ca
 Head office: Oakville, ON
 Employees: 17,300 (861 in CA)
 FCT's online giving portal, administered through Benevity, empowers employees to give back to causes that are important to them. FCT matches up to \$50 per employee per year. New employees receive \$10 for an organization they choose.
- 42**
CGI
INFORMATION TECHNOLOGY // IT CONSULTING
www.cgi.com/canada/en-ca
 Head office: Montreal, QC
 Employees: 76,000 (11,385 in CA)
 Oxygen is CGI's worldwide health and wellness program. Backed by a multidisciplinary team specializing in workplace health, it supports members to adopt better lifestyle habits and is at the forefront of best practices in workplace health and wellness.
- 43**
Ciena
TELECOMMUNICATIONS
www.ciena.com
 Head office: Ottawa, ON
 Employees: 6,964 (2,097 in CA)
 Ciena offers flexible work schedules, and 75% of employees use these options. With flexible paid time off, employees no longer have a set amount of annual paid vacation. Instead, they take time off when needed to rest, relax and recharge.
- 44**
VW Credit Canada, Inc.
FINANCIAL SERVICES & INSURANCE
www.vwfinance.ca
 Head office: Saint-Laurent, QC
 Employees: 15,409 (125 in CA)
 VW Credit Canada provides employees and immediate family members special pricing on Volkswagen and Audi vehicles for lease. They also have a special purchase program for friends and extended family.
- 45**
BD-Canada
HEALTH CARE // MEDICAL SALES/ DISTRIBUTION
www.bd.com/en-ca
 Head office: Mississauga, ON
 Employees: 65,000 (411 in CA)
 Every BD-Canada associate is eligible to win at least one Year End Award. These awards recognize exceptional contributions with prizes ranging from \$100 to \$4,000. They encourage collaboration, innovation, personal accountability and risk taking.
- 46**
Scotiabank
FINANCIAL SERVICES & INSURANCE
www.scotiabank.com/ca/en
 Head office: Toronto, ON
 Employees: 80,155 (37,474 in CA)
 Scotiabank believes learning is limitless. Their ScotiaAcademy provides a modern approach to learning that includes "bite size" learning, podcasts and interactivity, in addition to longer and facilitated programs via tools like LinkedIn Learning and iLEAD.
- 47**
Ashfield Canada, part of Ashfield Engage
BIOTECHNOLOGY & PHARMACEUTICALS // PHARMACEUTICALS
www.ashfieldengage.com/en-ca
 Head office: Pointe-Claire, QC
 Employees: 7,000 (200 in CA)
 Employees at Ashfield Canada enjoy 'Short Fridays.' This program allows them to leave at 2:30 p.m. every Friday throughout the year.
- 48**
Dow
MANUFACTURING & PRODUCTION // CHEMICALS
<https://ca.dow.com>
 Head office: Calgary, AB
 Employees: 36,116 (811 in CA)
 Employees are the face of diversity at Dow. Their 10 employee resource groups – each with a senior executive sponsor – bring together people to share experiences, find mentors, seek professional development and gain access to senior leadership.
- 49**
COBS Bread
RETAIL // FOOD/GROCERY
www.cobsbread.com
 Head office: Vancouver, BC
 Employees: 2,053 in CA
 Employees working at COBS Bread retail bakery locations receive \$10 worth of product at the end of every shift.
- 50**
Paytm Labs
INFORMATION TECHNOLOGY
www.paytmlabs.com
 Head office: Toronto, ON
 Employees: 14,853 (120 in CA)
 At Paytm Labs, there is no waiting period for benefits – they start on day one!



For the past year, we have worked apart, but accomplished so much together. It's because of our amazing people, we've been honoured once again as one of Canada's 50 Best Workplaces™.

At Mastercard®, we're proud that we Start Something Priceless® every day with our passion for innovation and drive to make the world a safer, more convenient and inclusive place.

Thank you to all our employees who made this possible.

Start Something Priceless®




Legend: Best Workplace for 5+ years; Best Workplace for 10+ years; Best Workplace for 15+ years; World's Best Multinational

100-999 EMPLOYEES

- 1**

Explorance
INFORMATION TECHNOLOGY // SOFTWARE
www.explorance.com
 Head office: Montreal, QC
 Employees: 150
 The Work-Life Balance Program at Explorance provides unlimited time off, exclusive YMCA-plus membership for employees and spouses, the Employee Blue Lounge (includes TV, pool table, darts and relaxation area) and the Blue Diner (vintage arcades games, jukebox).



2

Thinkific
INFORMATION TECHNOLOGY // SOFTWARE
www.thinkific.com
 Head office: Vancouver, BC
 Employees: 250
 Thinkific is a diverse team – 50% of the team is female and over 20 different countries are represented! They welcome all applicants regardless of race, gender, sexual identity, economic class, ability, disability, age, religious beliefs or disbeliefs, or status.



3

7shifts
INFORMATION TECHNOLOGY // SOFTWARE
www.7shifts.com
 Head office: Saskatoon, SK
 Employees: 144
 7shifts cares about employee health and happiness. The Wellness Spending Account of \$500/year helps maintain and enhance employee well-being. Eligible expenses include fitness activities and work from home equipment so everyone is comfortable during COVID-19 and beyond.



4

Integracare Inc.
HEALTH CARE
www.integracare.on.ca
 Head office: Toronto, ON
 Employees: 125
 Integracare offers 100% of its Caregivers free education in all four facets of Dementia Care as taught by the Alzheimer's Society of Toronto (AST). This unique education relationship is part of an ongoing exclusive partnership agreement with AST.



5

Dejero
INFORMATION TECHNOLOGY
www.dejero.com
 Head office: Waterloo, ON
 Employees: 122
 Employees at Dejero have a spending account for purchasing health- and wellness-related activities, goods and services. An additional account can be used for medical, hospital and dental expenses not fully covered by group, spouse or government benefits.



6

Online Business Systems
INFORMATION TECHNOLOGY // IT CONSULTING
www.obsglobal.com
 Head office: Winnipeg, MN
 Employees: 265
 At Online, their Referral Bonus Program encourages Onliners to network and refer people who are both a cultural and technical fit. Referral bonuses are generous and consider factors like billable hours and employment duration to determine the bonus.



7

Axonify
INFORMATION TECHNOLOGY // SOFTWARE
www.axonify.com
 Head office: Waterloo, ON
 Employees: 175
 Axonifiers have ample time away from work to rest and recharge. This includes 'Summer Friday Flex Hours,' three bonus days in December and 'Axonify Holidays' where the CEO shuts down the company to encourage family time.



8

Kira Systems
INFORMATION TECHNOLOGY // SOFTWARE
www.kirasystems.com
 Head office: Toronto, ON
 Employees: 161
 Kira wants employees to be life-long learners. Their Shine Brighter benefit provides \$1,500 annually to spend on anything related to professional development. They also provide regular learning sessions to all Kirans covering topics from financial reporting to coping with anxiety.



9

The PEER Group Inc.
INFORMATION TECHNOLOGY // SOFTWARE
www.peergroup.com
 Head office: Kitchener, ON
 Employees: 165
 The PEER Group creates a supportive network for new hires. This includes a comprehensive two- to four-week training plan, meetings to create relationships and a mentor to show them the ropes. Lots of feedback and support is a winning combination.



10

Points International Ltd.
INFORMATION TECHNOLOGY // SOFTWARE
www.points.com
 Head office: Toronto, ON
 Employees: 238
 This year especially, Points encourages employees to take care of their mental and physical wellness. They provide \$300 annually for fitness expenses. For mental wellness, they offer \$3,000 coverage for mental health practitioners and a daily "No-Meeting Zone."



11

Jobber
INFORMATION TECHNOLOGY // SOFTWARE
www.getjobber.com
 Head office: Edmonton, AB
 Employees: 270
 Jobber's full-time Career Coach works with employees to improve their performance and enhance their career development. The Skills and Development Manager works closely with the Career Coach to ensure employees are learning and developing their skills.



12

Wave Financial Inc.
INFORMATION TECHNOLOGY // SOFTWARE
www.waveapps.com
 Head office: Toronto, ON
 Employees: 300
 The Women@Wave program welcomes women across industries at a senior executive level, providing an opportunity for dialogue by hearing directly from those leaders on a monthly cadence, as an exclusive session for Women-identifying Wavers.



13

360insights
INFORMATION TECHNOLOGY // SOFTWARE
www.360insights.com
 Head office: Whitby, ON
 Employees: 386
 360 Culture Bootcamp is a two-day event (virtual for now) where elected Culture Ambassadors and company executives engage in team building, do a deep dive into corporate culture theory and participate in creating the upcoming year's culture strategy.



14

Kicking Horse Coffee
MANUFACTURING & PRODUCTION // FOOD PRODUCTS / BEVERAGES
www.kickinghorsecoffee.com
 Head office: Invermere, BC
 Employees: 122
 The Green Commuting Program at Kicking Horse Coffee encourages a healthy workforce and local environment. Employees who walk or bike to work are paid an additional \$3 per day and carpoolers earn \$2 per day.



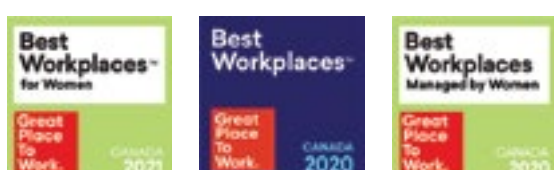
15

Dialogue
HEALTH CARE // OTHER SPECIALTY SERVICES
www.dialogue.co
 Head office: Montreal, QC
 Employees: 398
 Dialogue provides its employees (and their families) with unlimited access to their telemedicine platform, where they can consult medical professionals for primary and mental health care 24/7 at the click of a button.



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100-999 EMPLOYEES





- 16**
Bananatag Systems Inc.
INFORMATION TECHNOLOGY // SOFTWARE
www.bananatag.com
 Head office: Kelowna, BC
 Employees: 119
 At Bananatag, work promotions are important milestones and are celebrated with purpose. To recognize these employees and their significant impact on the company, they receive a personalized promotional gift to show Bananatag's appreciation for their hard work.
- 17**
Traction on Demand
INFORMATION TECHNOLOGY // IT CONSULTING
www.tractionondemand.com
 Head office: Burnaby, BC
 Employees: 487
 To support 'Healthy Hearts and Heads,' Traction on Demand provides everyone with \$100/quarter to spend on wellness: physical or mental. On top of their extended benefits plan, this covers running shoes, yoga classes, sports memberships, etc.
- 18**
Resolver Inc.
INFORMATION TECHNOLOGY // SOFTWARE
www.resolver.com
 Head office: Toronto, ON
 Employees: 163
 Resolver's Career Development Program frames career growth through skill assessment, personalized learning plans and supportive coaching. They encourage growth that isn't just linear so Resolverites can grow within or between teams based on personal motivations.
- 19**
VMAC Global Technology Inc.
MANUFACTURING & PRODUCTION // MACHINERY AND EQUIPMENT
www.vmacair.com
 Head office: Nanaimo, BC
 Employees: 124
 VMAC Global Technology recognizes the importance of employee development programs. They offer a wide range of professional development opportunities and apprenticeships.
- 20**
Achievers
INFORMATION TECHNOLOGY // SOFTWARE
www.achievers.com
 Head office: Toronto, ON
 Employees: 339
 At Achievers, the health and dental benefits (that include a Health Care Spending Account) and company RPP program with employer matching is effective the first day of employment, no waiting period.
- 21**
Simply Green Home Services Inc.
RETAIL
www.mysimplygreen.com
 Head office: North York, ON
 Employees: 135
 Simply Green Home Services offers educational and training expense reimbursement for conferences, networking events, seminars, etc.
- 22**
Canadian Olympic Committee
NON-PROFIT AND CHARITY ORGANIZATIONS
www.olympic.ca
 Head office: Toronto, ON
 Employees: 113
 Most COC employees have an opportunity to work on-site during Olympic and Pan Am Games! From managing volunteers at the Canada Olympic House to assisting Canadian athletes in the Olympic Village, opportunities abound and all employees receive official Games clothing.
- 23**
Proof Strategies Inc.
PROFESSIONAL SERVICES // ADVERTISING & MARKETING
www.getproof.com
 Head office: Toronto, ON
 Employees: 110
 At Proof Strategies, employees enjoy payment in full for business and non-business education courses.
- 24**
Security Compass
INFORMATION TECHNOLOGY // SOFTWARE
www.securitycompass.com
 Head office: Toronto, ON
 Employees: 231
 Security Compass offers employees open paid time off, allowing them to take vacation, personal days or sick days at their discretion. This policy allows employees to take time to rest, relax and enjoy a healthy work/life balance.
- 25**
BlueCat
INFORMATION TECHNOLOGY // SOFTWARE
www.bluecatnetworks.com
 Head office: Toronto, ON
 Employees: 246
 BlueCat supports the health and wellness of employees through competitive group benefits and initiatives that promote physical and mental well-being. Throughout the COVID-19 pandemic, they had virtual mindfulness training, yoga and access to mental health resources.
- 26**
MOSAIC
NON-PROFIT AND CHARITY ORGANIZATIONS
www.mosaicbc.org
 Head office: Vancouver, BC
 Employees: 300
 MOSAIC offers a flextime schedule, working an additional ½ hour daily earns one workday off every three weeks. Alternative work arrangements are also considered including job sharing and working one day per week from home.
- 27**
CMLS Financial
FINANCIAL SERVICES & INSURANCE // BANKING/CREDIT SERVICES
www.cmls.ca
 Head office: Vancouver, BC
 Employees: 359
 CMLS offers professional development opportunities for both soft and technical skills. This includes their "RoadMap to Success" rotation program and accessible secondment and mentorship programs to help employees find their niche and happy place.
- 28**
Clark Wilson LLP
PROFESSIONAL SERVICES // LEGAL
www.cwilson.com
 Head office: Vancouver, BC
 Employees: 250
 Clark Wilson is committed to broadening the minds of their employees. They support career development and financially support tuition costs for career advancement.
- 29**
FreshBooks
INFORMATION TECHNOLOGY // SOFTWARE
www.freshbooks.com
 Head office: Toronto, ON
 Employees: 368
 At FreshBooks, they support new parents with industry-leading Parental Leave Benefits. This includes two-week Parental Leave (100% paid), 90% EI top-up (up to 30 weeks) as well as baby swag and a week of meal delivery service.
- 30**
Key Assets Newfoundland and Labrador
SOCIAL SERVICES AND GOVERNMENT AGENCIES // HUMAN HEALTH AND SOCIAL WORK ACTIVITIES
www.keyassetsnl.ca
 Head office: St. John's, NL
 Employees: 334
 The Wall of Fame at Key Assets showcases employees who exemplify the organization's values. Quarterly, employees who have demonstrated exceptional adherence to one of the values receive a framed certificate, which is hung on the Wall.

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100-999 EMPLOYEES

31

Q4 Inc.

INFORMATION TECHNOLOGY // SOFTWARE
www.q4inc.com

Head office: Toronto, ON
Employees: 374

Recognition and appreciation are part of Q4's culture with fun quarterly employee appreciation events, peer-to-peer recognition that inspires employees to live the company values, generous awards from \$50 to \$1,500 and their unique BloQs of Achievements program.

32

Bath Fitter Distributing Inc.

MANUFACTURING & PRODUCTION
www.bathfitter.com

Head office: Saint-Eustache, QC
Employees: 156

Bath Fitter recognizes employee's personal and professional milestones, every time and every year! They live their family culture with many celebrations including Appreciate Day, Health Day, service recognitions, celebrations for every birth, and every birthday equals a free lunch.

33

Bond Brand Loyalty

PROFESSIONAL SERVICES // ADVERTISING & MARKETING
www.bondbrandloyalty.com

Head office: Toronto, ON
Employees: 414

The CEO at Bond hosts regular (now virtual) All Employee Meetings providing an informative, interactive way for employees to learn what is going on at Bond across all business areas. The CEO and other business leaders also host monthly coffee chats for employees.

34

Zymeworks Inc.

BIOTECHNOLOGY & PHARMACEUTICALS // BIOTECHNOLOGY
www.zymeworks.com

Head office: Vancouver, BC
Employees: 225

ZymeLife benefit is a 'choose your own adventure' reimbursement program that provides all employees \$1,200 yearly to use for a variety of life expenses including, but not limited to, family wellness, education and fitness.

35

The Commonwell Mutual Insurance Group

FINANCIAL SERVICES & INSURANCE
www.thecommonwell.ca

Head office: Lindsay, ON
Employees: 176

Introduced prior to the pandemic, Commonwell's approach to flexible work gives employees choice around working from home or in the office, and flexibility around when they work. It's all about creating a collaborative, inclusive culture.

36

Haventree Bank

FINANCIAL SERVICES & INSURANCE // BANKING/CREDIT SERVICES
www.haventreebank.com

Head office: Toronto, ON
Employees: 172

Haventree employees develop a performance agreement with their team. These provide yearly objectives, and bonuses depend on measured results. The employees meet regularly with managers to review, identify blockages and ensure a clear line of sight to reach their maximum potential.

37

WFCU Credit Union

FINANCIAL SERVICES & INSURANCE
www.wfcu.ca

Head office: Windsor, ON
Employees: 248

The employee wellness benefit at WFCU provides 2.5% of an employee's previous year's salary to spend on anything that enhances physical or mental well-being including additional vacation days, sports league memberships and spa services.

38

Open Door Group

SOCIAL SERVICES AND GOVERNMENT AGENCIES // HUMAN HEALTH AND SOCIAL WORK ACTIVITIES
www.opendoorgroup.org

Head office: Vancouver, BC
Employees: 113

The annual Staff Day at Open Door Group supports team building, reconnection and the genuine appreciation of their staff. Events include team building activities, a state of the union address from the CEO, and recognition of milestone anniversaries.

39

Xperigo

PROFESSIONAL SERVICES // BUSINESS PROCESS OUTSOURCING / CALL CENTRES
www.xperigo.com

Head office: Markham, ON
Employees: 220

New team members at Xperigo receive a welcome package when they join the organization filled with branded and essential items to successfully start their new role. They also get branded gifts at their six-month and one-year anniversaries.

40

Hothead Games

INFORMATION TECHNOLOGY
www.hotheadgames.com

Head office: Vancouver, BC
Employees: 140

Health and wellness are priorities at Hothead Games. They offer a 2,000-square-foot gym with many free classes. When COVID-19 resulted in work-from-home plans, classes were offered virtually. They also mailed two Hothead face-masks to employees' homes.

41

Vendasta

INFORMATION TECHNOLOGY // SOFTWARE
www.vendasta.com

Head office: Saskatoon, SK
Employees: 450

Vendasta commits to matching specific employee monetary contributions that match their mandate. Employees can take 0.5 days a year paid to volunteer on their own, or unlimited days with a company-run event.

42

Richardson Wealth Limited

FINANCIAL SERVICES & INSURANCE // INVESTMENTS
www.richardsonwealth.com

Head office: Toronto, ON
Employees: 822

Richardson Wealth has an education assistance program whereby courses and professional membership dues are reimbursed to employees who qualify.

43

Doctors of BC

PROFESSIONAL SERVICES
www.doctorsofbc.ca

Head office: Vancouver, BC
Employees: 260

Doctors of BC continuously improves its benefits. This year to reduce employee burnout and stress from the pandemic, the office closed for an extra three days over July and into September to give employees additional paid time off.

44

Ada

INFORMATION TECHNOLOGY // SOFTWARE
www.ada.cx

Head office: Toronto, ON
Employees: 145

Ada has a vacation minimum, not a maximum. They also have a holiday shut down in late December and early January so they can ensure people are well rested.

45

CapriCMW

FINANCIAL SERVICES & INSURANCE // GENERAL INSURANCE
www.capricmw.ca

Head office: Kelowna, BC
Employees: 460

After two years' service, any employee can become an owner at CapriCMW. The company offers an interest-free loan to help employees purchase shares, and participants benefit from an annual cash payout as well as increased share value.

46

Optimus SBR

PROFESSIONAL SERVICES // CONSULTING - MANAGEMENT
www.optimussbr.com

Head office: Toronto, ON
Employees: 131

Employees get up to 12 Optimus Days (preset days off) throughout the year, to supplement paid vacation days. This offers flexibility to their people so they can take a needed break to enjoy some extra time for themselves.

47

Equitable Bank

FINANCIAL SERVICES & INSURANCE // BANKING/CREDIT SERVICES
www.equitablebank.ca

Head office: Toronto, ON
Employees: 826

Equitable Bank offers new moms and dads a top-up on their EI when off for the birth or adoption of their new child. The benefit includes eight weeks top-up to 100% of salary.

48

Fiix Software

INFORMATION TECHNOLOGY // SOFTWARE
www.fiixsoftware.com

Head office: Toronto, ON
Employees: 179

Every Fiix employee is given two volunteer days to spend time helping in the community. Employees can join a company-initiated volunteer event (i.e. planting for RARE or Canadians Who Code) or attend a personal volunteer event.

49

Clearly, a Division of EssilorLuxottica Canada Inc.

RETAIL // E-COMMERCE
www.clearly.ca

Head office: Vancouver, BC
Employees: 188

The team at Clearly values self-improvement and continued learning. In addition to an annual \$1,000 tuition allotment, they offer lunch and learns, and many development and diversity programs with resources for personal and professional growth.

50

O2E Brands

PROFESSIONAL SERVICES
www.o2ebrands.com

Head office: Vancouver, BC
Employees: 457

Development is multifaceted at O2E – employees complete Individual Development Plans, their in-house A-Player Development Program enables employees to connect and share knowledge with their peers, and O2E covers up to 75% of external course costs.

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50-99 EMPLOYEES

- | | | | | |
|---|---|--|--|---|
| <p>1 PartnerStack
 <i>INFORMATION TECHNOLOGY // SOFTWARE</i>
 www.partnerstack.com
 Head office: Toronto, ON
 Employees: 67</p> | <p>2 Plenary Americas
 <i>FINANCIAL SERVICES & INSURANCE // INVESTMENTS</i>
 www.plenarygroup.com
 Head office: Toronto, ON
 Employees: 76</p> | <p>3 Isaac Operations Ltd.
 <i>PROFESSIONAL SERVICES // CONSULTING – MANAGEMENT</i>
 www.isaacteam.com
 Head office: Toronto, ON
 Employees: 53</p> | <p>4 Kootenay Career Development Society
 <i>SOCIAL SERVICES AND GOVERNMENT AGENCIES</i>
 www.kcds.ca
 Head office: Nelson, BC
 Employees: 58</p> | <p>5 ExperiencePoint Inc.
 <i>PROFESSIONAL SERVICES // EDUCATION AND TRAINING</i>
 www.experiencepoint.com
 Head office: Toronto, ON
 Employees: 61</p> |
| <p>6 Harmonic Machine Inc.
 <i>MANUFACTURING & PRODUCTION</i>
 https://harmonicmachine.com
 Head office: Chilliwack, BC
 Employees: 82</p> | <p>7 Wynford/EventSimple
 <i>PROFESSIONAL SERVICES</i>
 www.wynfordtwg.com
 Head office: Toronto, ON
 Employees: 58</p> | <p>8 Picton Mahoney Asset Management
 <i>FINANCIAL SERVICES & INSURANCE // INVESTMENTS</i>
 www.pictonmahoney.com
 Head office: Toronto, ON
 Employees: 88</p> | <p>9 Habanero Consulting
 <i>PROFESSIONAL SERVICES</i>
 www.habaneroconsulting.com
 Head office: Vancouver, BC
 Employees: 58</p> | <p>10 Avanti Software Inc.
 <i>INFORMATION TECHNOLOGY // SOFTWARE</i>
 www.avanti.ca
 Head office: Calgary, AB
 Employees: 88</p> |
| <p>11 Bloom
 <i>PROFESSIONAL SERVICES // ADVERTISING & MARKETING</i>
 www.makeitbloom.com
 Head office: Montreal, QC
 Employees: 50</p> | <p>12 Openmind Technologies
 <i>INFORMATION TECHNOLOGY</i>
 www.openmindt.com
 Head office: Blainville, QC
 Employees: 50</p> | <p>13 Bacardi Canada Inc.
 <i>HOSPITALITY</i>
 www.bacardi.com
 Head office: Toronto, ON
 Employees: 55</p> | <p>14 Northern Commerce
 <i>PROFESSIONAL SERVICES // ADVERTISING & MARKETING</i>
 www.northern.co
 Head office: London, ON
 Employees: 63</p> | <p>15 Skylight Tools Canada Inc.
 <i>CONSTRUCTION & INFRASTRUCTURE // CONTRACTING</i>
 www.skylight.com
 Head office: Toronto, ON
 Employees: 50</p> |
| <p>16 Rome Logistics Group
 <i>TRANSPORTATION // PACKAGE/ FREIGHT TRANSPORT</i>
 www.rometransportation.com
 Head office: Kitchener, ON
 Employees: 78</p> | <p>17 Active International
 <i>PROFESSIONAL SERVICES // ADVERTISING & MARKETING</i>
 www.activeinternational.ca
 Head office: Toronto, ON
 Employees: 50</p> | <p>18 Bits In Glass Inc.
 <i>INFORMATION TECHNOLOGY // IT CONSULTING</i>
 www.bitsinglass.com/contact-us
 Head office: Edmonton, AB
 Employees: 51</p> | <p>19 DNE Resources
 <i>PROFESSIONAL SERVICES // CONSULTING ENVIRONMENTAL</i>
 www.dneresources.com
 Head office: Kirkland, QC
 Employees: 52</p> | <p>20 Kearney
 <i>PROFESSIONAL SERVICES // CONSULTING – MANAGEMENT</i>
 www.ca.kearney.com
 Head office: Toronto, ON
 Employees: 59</p> |
| <p>21 Align Technology Inc.
 <i>HEALTH CARE // MEDICAL SALES/ DISTRIBUTION</i>
 www.aligntech.com
 Head office: Toronto, ON
 Employees: 94</p> | <p>22 Keypath Education
 <i>PROFESSIONAL SERVICES // EDUCATION AND TRAINING</i>
 www.keypathedu.ca
 Head office: Toronto, ON
 Employees: 58</p> | <p>23 Cadence
 <i>INFORMATION TECHNOLOGY // SOFTWARE</i>
 www.cadence.com
 Head office: Montreal, QC
 Employees: 65</p> | <p>24 Amilia
 <i>INFORMATION TECHNOLOGY // SOFTWARE</i>
 www.amilia.com
 Head office: Montreal, QC
 Employees: 84</p> | <p>25 Medchart
 <i>HEALTH CARE</i>
 www.medchart.ca
 Head office: Toronto, ON
 Employees: 69</p> |
| <p>26 BenchSci
 <i>BIOTECHNOLOGY & PHARMACEUTICALS // BIOTECHNOLOGY</i>
 www.benchsci.com
 Head office: Toronto, ON
 Employees: 86</p> | <p>27 Stafflo
 <i>INFORMATION TECHNOLOGY // SOFTWARE</i>
 www.stafflo.com
 Head office: Toronto, ON
 Employees: 55</p> | <p>28 ConstructConnect Canada
 <i>INFORMATION TECHNOLOGY // SOFTWARE</i>
 https://canada.constructconnect.com
 Head office: Markham, ON
 Employees: 85</p> | <p>29 Jam3 Inc.
 <i>PROFESSIONAL SERVICES // ADVERTISING & MARKETING</i>
 www.jam3.com
 Head office: Toronto, ON
 Employees: 91</p> | <p>30 Beam Suntory Canada
 <i>MANUFACTURING & PRODUCTION // FOOD PRODUCTS / BEVERAGES</i>
 www.beamsuntory.com/en
 Head office: Toronto, ON
 Employees: 99</p> |
| <p>31 KOHO
 <i>FINANCIAL SERVICES & INSURANCE // BANKING/CREDIT SERVICES</i>
 www.koho.ca
 Head office: Toronto, ON
 Employees: 99</p> | <p>32 Centurion Asset Management Inc.
 <i>REAL ESTATE // PROPERTY MANAGEMENT</i>
 www.centurion.ca
 Head office: Toronto, ON
 Employees: 89</p> | <p>33 Mercatus Technologies
 <i>INFORMATION TECHNOLOGY // SOFTWARE</i>
 www.mercatus.com
 Head office: Toronto, ON
 Employees: 83</p> | <p>34 BTY Group
 <i>PROFESSIONAL SERVICES // CONSULTING ENGINEERING</i>
 www.bty.com
 Head office: Vancouver, BC
 Employees: 96</p> | <p>35 Bounteous
 <i>PROFESSIONAL SERVICES</i>
 www.bounteous.ca
 Head office: Toronto, ON
 Employees: 81</p> |
| <p>36 Heneault et Gosselin Inc. / HG fondation repair
 <i>CONSTRUCTION & INFRASTRUCTURE // CONTRACTING</i>
 www.h-g.ca
 Head office: Montreal, QC
 Employees: 76</p> | <p>37 Vista Projects
 <i>PROFESSIONAL SERVICES // CONSULTING ENGINEERING</i>
 www.vistaprojects.com
 Head office: Calgary, AB
 Employees: 63</p> | <p>38 TAO Solutions Inc.
 <i>INFORMATION TECHNOLOGY // SOFTWARE</i>
 www.taosolutions.ca
 Head office: Toronto, ON
 Employees: 52</p> | <p>39 Georgian
 <i>FINANCIAL SERVICES & INSURANCE // INVESTMENTS</i>
 www.georgian.io
 Head office: Toronto, ON
 Employees: 59</p> | <p>40 BlueDot Inc.
 <i>INFORMATION TECHNOLOGY // SOFTWARE</i>
 www.bluedot.global
 Head office: Toronto, ON
 Employees: 70</p> |
| <p>41 AppCentrica
 <i>INFORMATION TECHNOLOGY</i>
 www.appcentrica.com
 Head office: Toronto, ON
 Employees: 66</p> | <p>42 True North Solutions
 <i>ENGINEERING</i>
 www.truenorthsolutions.com
 Head office: Calgary, AB
 Employees: 87</p> | | | |
| <p>43 Nest Wealth
 <i>FINANCIAL SERVICES & INSURANCE // INVESTMENTS</i>
 www.nestwealth.com
 Head office: Toronto, ON
 Employees: 72</p> | <p>44 Opencare
 <i>INFORMATION TECHNOLOGY // SOFTWARE</i>
 www.opencare.com
 Head office: Toronto, ON
 Employees: 57</p> | | | |
| <p>45 Wee Wild Ones
 <i>OTHER</i>
 www.weewildones-yyc.com
 Head office: Calgary, AB
 Employees: 92</p> | <p>46 Capital Engineering
 <i>PROFESSIONAL SERVICES // CONSULTING ENGINEERING</i>
 www.capitaleng.ca
 Head office: Edmonton, AB
 Employees: 85</p> | | | |
| <p>47 General Bank of Canada
 <i>FINANCIAL SERVICES & INSURANCE // BANKING/CREDIT SERVICES</i>
 www.generalbank.ca
 Head office: Edmonton, AB
 Employees: 57</p> | <p>48 Flybits
 <i>INFORMATION TECHNOLOGY</i>
 www.flybits.com
 Head office: Toronto, ON
 Employees: 92</p> | | | |
| <p>49 BlueStone Properties Inc.
 <i>REAL ESTATE // PROPERTY MANAGEMENT</i>
 www.bluestoneproperties.com
 Head office: London, ON
 Employees: 64</p> | <p>50 GroupeX Solutions
 <i>INFORMATION TECHNOLOGY // IT CONSULTING</i>
 https://groupex-solutions.com
 Head office: Toronto, ON
 Employees: 56</p> | | | |

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LESS THAN 50 EMPLOYEES

- | | | | | |
|--|---|---|--|--|
| <p>1 Inertia
PROFESSIONAL SERVICES
www.inertiaengineering.com
Head office: Toronto, ON
Employees: 26</p> | <p>2 Parkbench.com
REAL ESTATE
www.parkbench.com
Head office: Toronto, ON
Employees: 40</p> | <p>3 Collabware Systems Inc.
INFORMATION TECHNOLOGY // SOFTWARE
www.collabware.com
Head office: Vancouver, BC
Employees: 27</p> | <p>4 MightyHive Holdings Ltd.
PROFESSIONAL SERVICES // ADVERTISING & MARKETING
www.mightyhive.com
Head office: Toronto, ON
Employees: 34</p> | <p>5 LifeSpeak Inc.
OTHER
www.lifespeak.com
Head office: Toronto, ON
Employees: 27</p> |
| <p>6 PACE Technical Services Inc.
INFORMATION TECHNOLOGY // IT CONSULTING
www.pacetechnical.com
Head office: Markham, ON
Employees: 29</p> | <p>7 Mercer-MacKay Digital Storytelling
PROFESSIONAL SERVICES // ADVERTISING & MARKETING
www.mercermackay.com
Head office: Burlington, ON
Employees: 25</p> | <p>8 Equium Group
REAL ESTATE // PROPERTY MANAGEMENT
www.equium.ca
Head office: Calgary, AB
Employees: 35</p> | <p>9 Goose Digital
PROFESSIONAL SERVICES // ADVERTISING & MARKETING // DIRECT MARKETING
www.goosedigital.com
Head office: Toronto, ON
Employees: 24</p> | <p>10 LBC Studios
INFORMATION TECHNOLOGY // SOFTWARE
www.lbcstudios.ca
Head office: Vancouver, BC
Employees: 34</p> |
| <p>11 Ace Beverage Group Inc.
MANUFACTURING & PRODUCTION // FOOD PRODUCTS / BEVERAGES
www.acebeveragegroup.com
Head office: Toronto, ON
Employees: 34</p> | <p>12 FundThrough Inc.
FINANCIAL SERVICES & INSURANCE // BANKING/CREDIT SERVICES
www.fundthrough.com
Head office: Toronto, ON
Employees: 43</p> | <p>13 KOMBI Sports Inc.
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Head office: Montreal, QC
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Head office: Kitchener, ON
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Employees: 49</p> |
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www.theapplabb.com
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Employees: 45</p> |



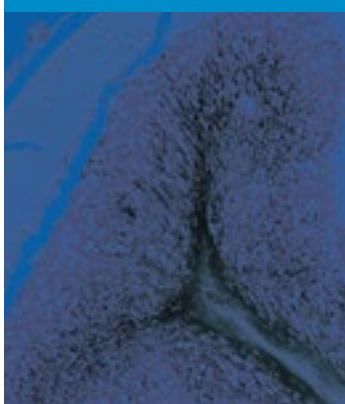
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Employees: 23

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