

CANADA'S BEST WORKPLACES

GREAT
PLACE
TO
WORK®Best
Workplaces 2017
Canada

THE GLOBE AND MAIL

THURSDAY, APRIL 27, 2017

SECTION GPTW

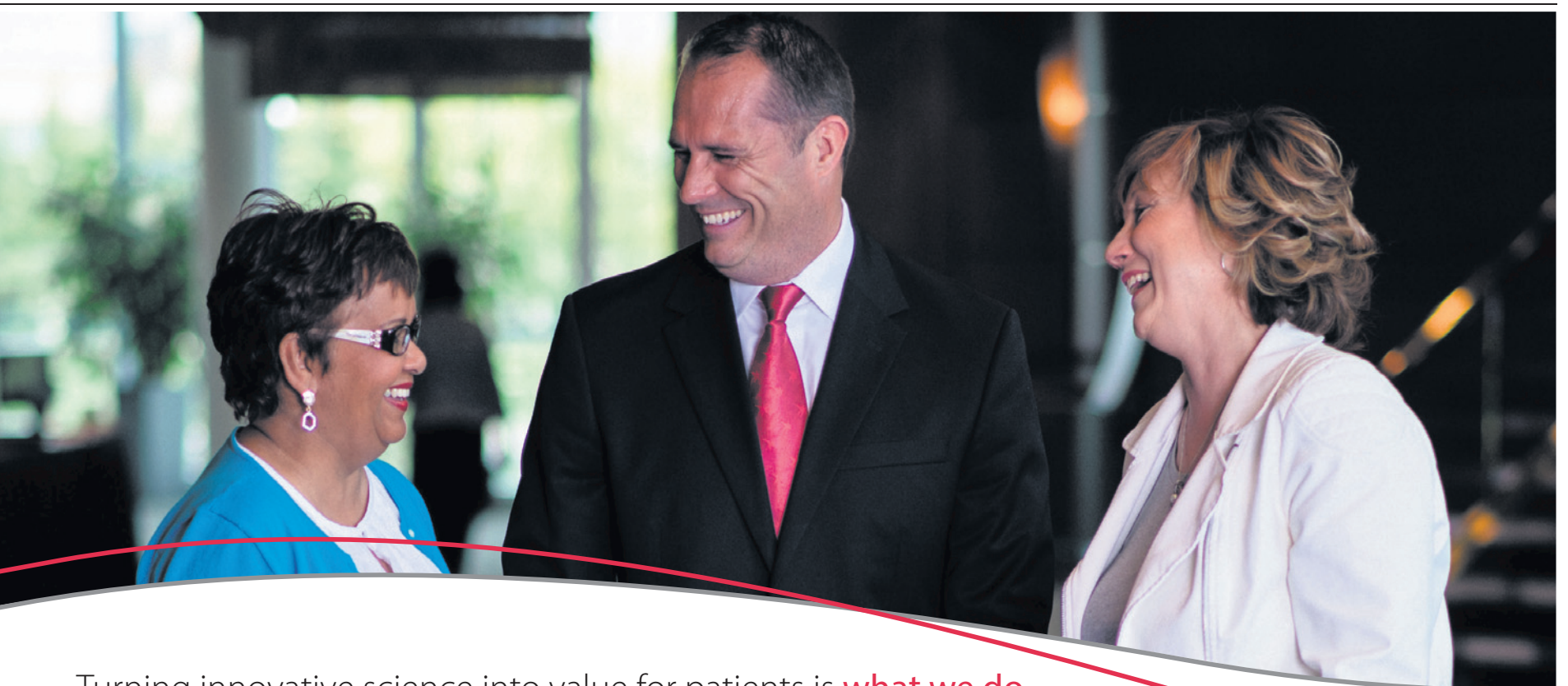
Introducing the 2017 Best Workplaces in Canada, leaders in building high-trust, high-performance cultures that enhance business results, quality of work life and employee engagement

FOR ALL



Online? Visit globeandmail.com/adv/bestworkplaces2017

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

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GREAT
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Canada

CANADA’S BEST WORKPLACES

Assess. Analyze. Accelerate.

Get Great Place to Work CERTIFIED™

Assess your culture, benchmark against the world's best workplaces, and grow your business. Here's how it works:

1

TAKE the survey

Select a 2-week period to conduct the Trust Index® Survey



2

COMPLETE the Culture Brief

Provide concise information about your people policies, programs and practices



3

ANALYZE the results

Your culture will be assessed against the best, providing a roadmap for accelerating and sustaining priority changes



4

GET CERTIFIED as a great workplace

If 7 out of 10 employees rate you positively on your survey, you'll be Certified™



5

BE ELIGIBLE for all Best Workplaces lists

Certified™ organizations are eligible for all Best Workplaces lists over the next 12 months



Register today : www.greatplacetowork.ca



The real stars are our employees.

It’s our employees that make this a great place to work. Their dedication, dependability, and drive bring innovation, inspiration and excitement to Mercedes-Benz Canada.

Thank you to our entire team for working so passionately to make us one of Canada’s Best Workplaces.

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LIVING OUR PURPLE



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help our clients, colleagues
and communities thrive.

We're purpose-driven
and it shows.



Grant Thornton

An instinct for growth™

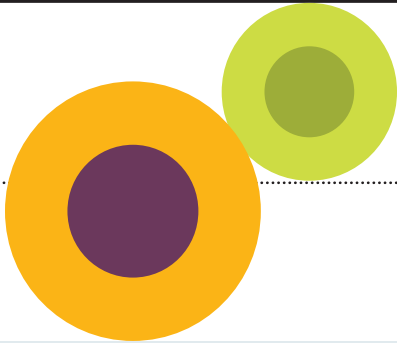
Audit • Tax • Advisory

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CANADA’S BEST WORKPLACES

Top 50 medium organizations with 50-999 employees in Canada

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



1

Vega
MANUFACTURING & PRODUCTION / FOOD PRODUCTS
www.myvega.com

Head office: BURNABY, BC
Employees: 129
Times on Cdn list: 2011, 2012, 2013, 2014, 2015, 2016, 2017

GREEN COMMUTER INCENTIVE

With sustainability being one of Vega’s main focuses, employees who do not require a parking spot and use another method to get to work (public transit, car pool, walk/run/skip, bike, etc.) are given a \$75 green incentive each month.

5+ YEARS

2

360insights
INFORMATION TECHNOLOGY / SOFTWARE
www.360insights.com

Head office: WHITBY, ON
Employees: 198
Times on Cdn list: 2013, 2014, 2015, 2016, 2017

THE AWKWARD BIRTHDAY HAT

360insights celebrates birthdays for the coming week on Friday morning during team huddle. They sing happy birthday, enjoy treats, and each birthday employee gets to wear an awkward birthday hat until noon to ‘earn’ the lunch of their choice.

5+ YEARS

3

Habanero Consulting Group
INFORMATION TECHNOLOGY / IT CONSULTING
www.habaneroconsulting.com

Head office: VANCOUVER, BC
Employees: 55
Times on Cdn list: 2011, 2012, 2013, 2014, 2015, 2016, 2017

ONE HABANERO

Habanero works hard to create an exceptional workplace culture and employee experience that spans all its regions. People are connected to each other, regardless of where they work, which contributes to strong company-wide collaboration and client satisfaction.

5+ YEARS

4

FreshBooks
INFORMATION TECHNOLOGY / SOFTWARE
www.freshbooks.com

Head office: TORONTO, ON
Employees: 244
Times on Cdn list: 2015, 2016, 2017

PORCHFEST

Not only is PORCHFEST an acronym for FreshBooks’ values, it’s what they call their retreat to the Muskokas. FreshBookers bring their families and all costs are covered. There are no work related events at PORCHFEST – it’s all about fun!

5

Flipp Corporation
INFORMATION TECHNOLOGY / SOFTWARE
https://corp.flipp.com

Head office: TORONTO, ON
Employees: 257
Times on Cdn list: 2014, 2015, 2016, 2017

FLEXIBLE VACATION TIME

Everyone at Flipp gets a minimum of three weeks vacation. This ensures people have enough time to rejuvenate. The policy is also flexible and allows the management team to give extra vacation time to people who are working really hard.

CONTINUED ON PAGE 6

Live your Best Life at Vega

Our commitment to constant improvement goes far beyond innovative plant-based products — it’s our secret to creating a workplace that’s sustainable for our people, our company and our planet.

Share our passion? Join us.
myvega.ca/careers

PROFILE

Living the Dream

Best Life Week: one more reason 'Vegatopians' love their work

What would you do with an extra week off work? That is, paid time off plus \$1,500 spending money? Nearly all of Vega’s 200 employees – known internally as Vegatopians – get to choose how to spend their own “Best Life Week” and bonus money – whether that’s travelling to an exotic locale or cuddling with their kids at home. This incentive to over-deliver on 2016 shared-company targets might sound too good to be true, but Shiah Bazeley, people and culture director, explains the program is a perfect fit for Vega’s overall strategy. “Vega’s vision is empowering the world to thrive, and internally empowering our Vegatopians to thrive. We know if you’re happy and fulfilled in your whole life, you’ll come into work with that passion,” explains Ms. Bazeley. More than just a cash bonus, the reward reinforces Vega’s core values of trust, passion, teamwork and people. Although each employee can choose their own meaningful itinerary, all staff will celebrate the company’s 2016 achievements at one of two scheduled times – half of the staff in April and half in May. Everyone is responsible for figuring out how to cover the workload while colleagues are away. Although scheduling and coverage were more challenging this way, the buzz generated by having all staff work toward the same special holiday was worth the trouble, says Ms. Bazeley. And rather than reward a single top-seller or best employee, the program encouraged everyone to co-operate to win – or miss out – together. “We are all a team,” explains Ms. Bazeley. “We are not a company that solely celebrates hitting revenue targets. We know that the profitability and success of the business and brand are built off the efforts of a highly engaged team across departments – from our marketing team showcasing our industry-leading products to operations fulfilling consumer orders to our customer engagement team providing one-on-one service to our retailers and consumers.” Best Life Week sounds amazing, but it’s only the cherry on top of perks available to employees already: a professional chef serving a plant-based lunch every day, dogs welcome, a \$1,000 annual fitness subsidy and another \$1,000 for personal development. Not surprisingly, Vega’s 2016 engagement survey revealed a fulfilling, trusting atmosphere. 100 per cent said they feel proud to tell others they work at Vega. 99 per cent said that people care about each other at Vega, and 100 per cent classified Vega as a great place to work. Ms. Bazeley has enjoyed hearing how each Vegatopian interprets Best Life Week. Kathryn Landrigan, manager of business insight, normally uses her holidays for intense physical activities like biking or hiking treks. But with this windfall of time, Ms. Landrigan decided to reflect more deeply on what her “best life” would look like. The answer was family. “Growing up, it was just me, my brother and my mom,” she explains. “My brother is getting married next year, and my mom hasn’t been feeling very well, so we thought it would be a cool opportunity to spend time chilling together, just the three of us.” She says that Vega’s team culture and support for individuals still seem incredible to her, despite three years with the company. But even for Vega, a Best Life Week bonus is special. “Time is our most precious commodity,” says Ms. Landrigan. “Having an extra week to sort of ‘do you’ is pretty amazing.”

Julian Theriault is one of 200 employees Vega rewarded with an extra paid week off work and bonus money to celebrate his “best life.” See more adventures on Instagram with #vegatopianlife. SUPPLIED

Shiah Bazeley is people and culture director at Vega

“Vega’s vision is empowering the world to thrive, and internally empowering our Vegatopians to thrive. We know if you’re happy and fulfilled in your whole life, you’ll come into work with that passion.”



Top 50 large & multinational organizations with > 1,000 employees worldwide

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

1	Intuit Canada INFORMATION TECHNOLOGY / SOFTWARE www.intuit.ca Head office: MISSISSAUGA, ON • Employees: 7,906 (343 in Can) Times on Cdn list: 2006, 2007, 2009, 2011, 2012, 2013, 2014, 2015, 2016, 2017 Also ranked in: USA, UK, Asia, France	 OUTDOOR SPACES On the rooftop of their building, Intuit has a large outdoor patio, with patio furniture, picnic tables and umbrellas for employees to enjoy. Other outdoor spaces are also accessible and allow employees to get a breath of fresh air.	10+ YEARS
2	ATB Financial FINANCIAL SERVICES & INSURANCE / BANKING/CREDIT SERVICES www.atb.com Head office: EDMONTON, AB • Employees: NA (5,300 in Can) Times on Cdn list: 2009, 2010, 2015, 2016, 2017	 MYCAREER ATB's myCareer is a smart, simple resource for employees to discover their strengths, interests and passions. myCareer empowers them to invest in their personal and professional equity, to know their organization, and make a plan to become their best self.	5+ YEARS
3	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: 1,540 (242 in Can) Times on Cdn list: 2016, 2017	 RECOGNIZING EXCELLENCE CARDS Key Assets uses Recognizing Excellence Cards to acknowledge employees who demonstrate the organization's values. All senior managers and supervisors have the cards on hand and are encouraged to distribute them, often in conjunction with a small gift card.	
4	Autodesk Canada Co. INFORMATION TECHNOLOGY / SOFTWARE www.autodesk.ca/en Head office: MONTREAL, QC • Employees: 8,965 (699 in Can) Times on Cdn list: 2011, 2012, 2013, 2014, 2015, 2016, 2017 Also ranked in: Germany, USA, Australia, Singapore, UK, China	 AUTOBUCKS Employees at Autodesk can receive Autobucks – these bonuses are awarded to individuals or teams and are used by managers to recognize notable results or special efforts. Awards range from \$500 to \$1,500, based on the impact of their contribution.	5+ YEARS
5	Publicis.Sapient PROFESSIONAL SERVICES / ADVERTISING AND MARKETING www.publicis.sapient.com Head office: TORONTO, ON • Employees: 13,643 (299 in Can) Times on Cdn list: 2006, 2007, 2008, 2009, 2011, 2012, 2013, 2015, 2016, 2017	 BRIGHT HORIZONS BACK UP CARE Through a partnership with Bright Horizons Back up Care, Publicis.Sapient employees receive 15 days per year of care for their dependent child(ren) or elderly family member. This alleviates the stress and burden of making last minute arrangements.	10+ YEARS

CONTINUED ON PAGE 7

Dear Maxus Canada,

We love the way you always shoot for the stars.

Congrats on being recognized [again] as one of Canada's best workplaces.

Keep doing what you love, and loving what you do.

Cheers from Maxus HQ!



CANADA’S BEST WORKPLACES

TOP 50 MEDIUM ORGANIZATIONS WITH 50-999 EMPLOYEES IN CANADA

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

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6	Wynford/EventSimple <i>PROFESSIONAL SERVICES</i> • www.wynfordtwg.com / www.eventsimple.ca Head office: TORONTO, ON Employees: 81 Times on Cdn list: 2013, 2014, 2015, 2016, 2017 COMMUTER BENEFITS. Driving to get to Wynford/EventSimple offices? They fully subsidize employees’ monthly parking fees. Alternately, if employees use public transit to get to work, they will provide them with a monthly transit allowance.	5+ YEARS
7	Royal LePage Performance Realty <i>CONSTRUCTION, INFRASTRUCTURE & REAL ESTATE / REAL ESTATE</i> • www.performancerealty.ca Head office: OTTAWA, ON Employees: 410 • Times on Cdn list: 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017 ADMINISTRATIVE PROFESSIONALS DAY CELEBRATION. The CEO and Management team at Royal LePage Performance Realty hosts an administrative Staff appreciation dinner annually at their home. The Staff are waited on and, pampered by the managers and all leave with a gift as recognition of their contribution to the firm.	10+ YEARS
8	Traction on Demand <i>INFORMATION TECHNOLOGY</i> • www.tractionondemand.com Head office: BURNABY, BC Employees: 273 Times on Cdn list: 2014, 2015, 2016, 2017 KIVA ACCOUNT. Traction On Demand provides all new hires with a KIVA micro loan account. KIVA Accounts help entrepreneurs in developing countries get a solid start and this practice reinforces to new employees how much Traction values building community.	
9	DevFacto Technologies Inc. <i>INFORMATION TECHNOLOGY / IT CONSULTING</i> • www.devfacto.com Head office: EDMONTON, AB Employees: 79 Times on Cdn list: 2015, 2017 HEALTHY WORKSTATIONS. Employees at DevFacto are provided a number of amenities to ensure their private office is a healthy and ergonomic. This includes natural light, ergonomic chairs, rising desks, access to a treadmill desk and \$300 to purchase anything else they need.	
10	Axonify Inc. <i>INFORMATION TECHNOLOGY / SOFTWARE</i> • www.axonify.com Head office: WATERLOO, ON Employees: 119 Times on Cdn list: 2017 MONTHLY TEAM LUNCHES. Busy schedules often make team events difficult to coordinate but not at Axonify! Frequent and transparent communications are a priority so Axonify caters monthly team lunches, where all employees gather for updates, shout-outs, and to share and celebrate milestones.	
11	Klick Inc. <i>PROFESSIONAL SERVICES / ADVERTISING AND MARKETING</i> • www.klick-inc.com Head office: TORONTO, ON Employees: 600 • Times on Cdn list: 2012, 2013, 2014, 2015, 2016, 2017 WEEKLY TAVERN. Every Friday from 4:30 pm on, the Klick Café turns into a bar with new employees bartending. Bar policy is, “give what you want” and donations collected are given to charities chosen by employees. The partners provide the beverages and snacks!	5+ YEARS
12	The Ian Martin Group <i>PROFESSIONAL SERVICES / STAFFING & RECRUITMENT</i> • www.ianmartin.com Head office: OAKVILLE, ON Employees: 103 Times on Cdn list: 2013, 2014, 2015, 2016, 2017 GET ACTIVE. In an effort to improve health and wellness at Ian Martin, each staff member is given a Garmin step tracking device and put on a team to increase physical activity. Staff can also sign up for Monday noon Yoga classes.	5+ YEARS
13	SaskCentral (Credit Union Central of Saskatchewan) <i>FINANCIAL SERVICES & INSURANCE / INVESTMENTS</i> • www.saskcentral.com Head office: REGINA, SK Employees: 73 • Times on Cdn list: 2007, 2008, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017 GIFT DAY. All employees at SaskCentral have one paid day off during the year called a Gift Day. This day may be taken at any time during the year, with approval of the employee’s supervisor.	10+ YEARS



Ariad Communications Inc.



Wynford/EventSimple



Traction on Demand



Fuller Landau LLP

14	Kicking Horse Coffee <i>MANUFACTURING & PRODUCTION / FOOD PRODUCTS / BEVERAGES</i> • www.kickinghorsecoffee.com Head office: INVERMERE, BC Employees: 92 Times on Cdn list: 2015, 2016, 2017 FREE KICK ASS COFFEE! Kicking Horse Coffee keeps staff well fueled. All you can drink coffee, tea and lattes. One pound of coffee for home every week. 5 lbs of coffee to give to family and friends over the holidays. Talk about great “perks!”	
15	Sandvine <i>TELECOMMUNICATIONS</i> • www.sandvine.com Head office: WATERLOO, ON Employees: 273 • Times on Cdn list: 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2016, 2017 GAME LOUNGES. Sandvine’s main workspaces have a lounge area with video games and Netflix, foosball, ping pong or air hockey table, and space to take a break or have an informal conversation. Musical instruments are provided for impromptu jam sessions.	10+ YEARS
16	Ariad Communications Inc. <i>PROFESSIONAL SERVICES / ADVERTISING AND MARKETING</i> • www.ariad.ca Head office: TORONTO, ON Employees: 99 • Times on Cdn list: 2009, 2011, 2012, 2013, 2014, 2015, 2016, 2017 FRESH FRUIT MONDAYS. Every Monday morning, Ariad supplies employees with bountiful bowls of fresh, seasonal fruit to grace the counters of the kitchen. Keenly anticipated, this tradition offers employees healthy snacking options throughout the week.	5+ YEARS
17	Fuller Landau LLP <i>PROFESSIONAL SERVICES / ACCOUNTING, BOOKKEEPING AND AUDITING</i> • www.fullerllp.com Head office: TORONTO, ON Employees: 125 • Times on Cdn list: 2006, 2007, 2008, 2009, 2010, 2011, 2013, 2014, 2015, 2016, 2017 TAX SEASON PERKS. To recognize employees’ hard work during tax season, Fuller Landau brings in a weekly massage therapist, daily catered dinners, and a variety of healthy snacks. An extra perk? Weekly smoothies, served up by the Partners and delivered on a cart, every Friday!	10+ YEARS

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To learn more visit rbc.com/careers



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TOP 50 LARGE & MULTINATIONAL ORGANIZATIONS WITH > 1,000 EMPLOYEES WORLDWIDE

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

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6	Microsoft Canada Inc. <i>INFORMATION TECHNOLOGY</i> • www.microsoft.com/en/ca Head office: MISSISSAUGA, ON • Employees: 110,790 (1,283 in Can) Times on Cdn list: 2007, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2017 • Also ranked in: Japan, Poland, Greece and 6 more ACTIVE LIVING PROGRAM. Microsoft provides \$500 per fiscal year towards "Active Living" expenses. This includes their Corporate Membership with GoodLife Fitness, which provides a 50% discount for the employee and up to four members of the same household.	5+ YEARS
7	Grant Thornton LLP <i>PROFESSIONAL SERVICES / ACCOUNTING, BOOKKEEPING AND AUDITING</i> • www.GrantThornton.ca Head office: TORONTO, ON • Employees: 1,817 (1,729 in Can) Times on Cdn list: 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017 WALL OF APPRECIATION. In their Toronto office, Grant Thornton created a "wall of appreciation" where employees could write messages to co-workers telling them what they like and appreciate about them. Every person in the office received a wonderful message of praise from a co-worker.	10+ YEARS
8	Kronos Incorporated <i>INFORMATION TECHNOLOGY</i> • www.kronos.ca Head office: MISSISSAUGA, ON • Employees: 5,100 (363 in Can) Times on Cdn list: 2015, 2016, 2017 Also ranked in: Australia, India REST ROOMS AND MEDITATION AREAS. Kronos has several rooms in their Canadian facilities dedicated to naps, reflection, meditation, and religious observance. These rooms can be used by employees at any time to rest, reflect and recharge as necessary.	
9	Morningstar Canada <i>FINANCIAL SERVICES & INSURANCE / INVESTMENTS</i> • www.morningstar.ca Head office: TORONTO, ON • Employees: 3,804 (121 in Can) Times on Cdn list: 2013, 2014, 2015, 2016, 2017 FREE BEVERAGES & FRUIT. It's a small thing, but Morningstar knows how important a good cup of coffee is! They provide professional, barista-style coffee machines that make regular or decaf espressos, lattes, hot chocolate, and cappuccinos. This year they also launched 'Fresh Fruit Mondays' to start the week right!	5+ YEARS
10	Maxus Canada Ltd. <i>MEDIA</i> • www.maxusglobal.ca Head office: TORONTO, ON • Employees: 3,000 (82 in Can) Times on Cdn list: 2013, 2014, 2015, 2016, 2017 Also ranked in: Australia MAXUS SPORTS NIGHTS. Maxus is committed to health and wellness and rents out the gym of a local church across the street on a bi-weekly basis for scrimmage of various different sports. All-levels welcome!	
11	G Adventures <i>RETAIL / SPECIALTY</i> • www.gadventures.com Head office: TORONTO, ON • Employees: 1,572 (220 in Can) Times on Cdn list: 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017 TRAVEL SUBSIDY. Employees at G Adventures are entitled to one FAM (familiarization trip) every 10 months. There are no destination restrictions, and G covers the cost of the trip up to \$3,000. In addition, employees are entitled to \$750 off their flight(s).	5+ YEARS
12	AOL Canada <i>MEDIA / ONLINE INTERNET SERVICES</i> • www.aol.ca Head office: TORONTO, ON • Employees: 5,566 (122 in Can) Times on Cdn list: 2013, 2014, 2015, 2016, 2017 WHOLE BODY WELLNESS. AOL is committed to employee wellness. They provide yoga and meditation on a weekly basis in their main boardroom. As well, during their wellness weeks held a few times a year, individual Reiki treatments are provided free of charge.	5+ YEARS
13	BMW Canada Inc. <i>MANUFACTURING & PRODUCTION / AUTOMOTIVE</i> • www.bmwgroup.ca Head office: RICHMOND HILL, ON • Employees: 105,876 (184 in Can) Times on Cdn list: 2013, 2014, 2015, 2016, 2017 Also ranked in: Portugal THE ULTIMATE DRIVE EXPERIENCE. All associates at BMW Canada are eligible to register for a newly launched vehicle (e.g. new 7 Series) for a test drive overnight. They can drive the vehicle home and share the experience with their family and friends.	5+ YEARS



Microsoft Canada Inc.



Grant Thornton LLP



Morningstar Canada



Maxus Canada Ltd.

14	AbbVie Corporation <i>BIOTECHNOLOGY & PHARMACEUTICALS</i> • www.abbvie.ca Head office: SAINT-LAURENT, QC • Employees: 28,000 (514 in Can) Times on Cdn list: 2014, 2015, 2016, 2017 Also ranked in: Norway, Spain, Portugal, Greece and 13 more EMPLOYEE STOCK PURCHASE PLAN. AbbVie's stock purchase plan allows employees to contribute 2% of their regular salary (annual maximum \$4,000) to the purchase of stocks and AbbVie contributes 2.5 times the annual maximum of \$10,000. Employees can also supplement their contributions with between 1% and 8% of regular salary towards the purchase of AbbVie stocks.	
15	Randstad Canada <i>PROFESSIONAL SERVICES / STAFFING & RECRUITMENT</i> • www.randstad.ca Head office: TORONTO, ON • Employees: 29,000 (862 in Can) Times on Cdn list: 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017 • Also ranked in: Spain DISCOUNT FITNESS MEMBERSHIP. At Randstad Canada they like to reward employees with perks for health and wellness. Employees enjoy a discounted fitness membership as well as on-site Yoga and Meditation classes. They are also treated to on-site chair massages.	10+ YEARS
16	Capital Markets Company Ltd (Capco) <i>PROFESSIONAL SERVICES / CONSULTING – MANAGEMENT</i> • www.capco.com Head office: TORONTO, ON • Employees: 3,265 (185 in Can) Times on Cdn list: 2014, 2015, 2016, 2017 Also ranked in: USA BABY LOVE. At Capco they take care of new parents. Employees receive \$10,000 towards Adoption Assistance. Capco also provides 18 weeks of salary top up for parental leave.	
17	Yum! Restaurants Canada <i>HOSPITALITY / FOOD AND BEVERAGE SERVICE</i> • www.yum.com Head office: VAUGHAN, ON • Employees: 1,500,000 (126 in Can) Times on Cdn list: 2013, 2014, 2015, 2016, 2017 1/2 DAY FRIDAYS ALL YEAR ROUND. Employees at Yum! enjoy "Half-Day Fridays" all year round. They feel this benefit is key in promoting work/life balance for their employees who dedicate so much of their time to making the Yum! brands so great.	5+ YEARS

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18

Amaya Software

INFORMATION TECHNOLOGY / SOFTWARE • [www.amayasoftware.com](#)

Head office: RICHMOND HILL, ON
Employees: 260
Times on Cdn list: 2014, 2015, 2016, 2017

HARD WORK PAYS OFF. After a successful rollout or completed project that greatly benefits Amaya Software, all employees who worked on the project receive either a spot bonus cash award or the opportunity to enjoy a weekend away with their spouse up to \$2,500.

19

AppCentrica Inc.

INFORMATION TECHNOLOGY • [www.appcentrica.com](#)

Head office: TORONTO, ON
Employees: 53
Times on Cdn list: 2017

MINI-RETIREMENT. AppCentrica offers a mini-retirement program every three years: an extended 5 or 6 week vacation and a bonus to fund their adventure. “AppCentricans” have returned with great stories and photos from Africa, Japan, South America, Iceland, the Caribbean and other fabulous places.

20

Online Business Systems

INFORMATION TECHNOLOGY / IT CONSULTING • [www.obsglobal.com](#)

Head office: WINNIPEG, MB
Employees: 253 • Times on Cdn list: 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017

VET AWARDS. Vet Awards at Online Business Systems recognize Onliners celebrating milestone anniversaries – 5, 10, 15 years, etc. They receive their choice of gift from a large selection of items valued up to \$5,000, and are honoured at annual Holiday Parties.

10+ YEARS

21

Beyond Technologies

INFORMATION TECHNOLOGY / IT CONSULTING • [www.beyondtechnologies.com](#)

Head office: MONTREAL, QC
Employees: 125
Times on Cdn list: 2015, 2017

3 EXTRA DAYS OFF AT CHRISTMAS. Beyond Technologies bridges the gap between the stat holidays of Boxing Day & New Years with three paid days off. Basically this is an extra week of vacation to spend with family, friends or however employees want!

AppCentrica Inc.

O2E Brands Inc.

Online Business Systems

Points International Ltd.

22

eXplorance Inc.

INFORMATION TECHNOLOGY / SOFTWARE • [www.explorance.com](#)

Head office: MONTREAL, QC
Employees: 120
Times on Cdn list: 2014, 2015, 2016, 2017

UNLIMITED TIME OFF. At eXplorance, mutual respect is key to their culture. Employees are given unlimited time off and simply must keep the company’s interests at heart. They also shut down for a week in the summer to ensure everyone enjoys the sun!

23

Points International Ltd.

INFORMATION TECHNOLOGY / SOFTWARE • [www.points.com](#)

Head office: TORONTO, ON
Employees: 182
Times on Cdn list: 2015, 2016, 2017

POINTS SUMMER FUN. At Points, their version of the company picnic lasts two whole months! Get 10 fellow employees from across the company to sign up for an activity and Points will cover the tab! It’s an opportunity for Pointsters to mingle with other departments and build relationships.

24

The PEER Group Inc.

INFORMATION TECHNOLOGY / SOFTWARE • [www.peergroup.com](#)

Head office: KITCHENER, ON
Employees: 102
Times on Cdn list: 2008, 2013, 2014, 2015, 2016, 2017

ERGONOMIC EXCELLENCE. Everyone at PEER Group gets a \$1,000 Aeron chair plus ergonomic keyboards, foot rests and sit/stand options if required. Cubicles are full height. For multi-tasking like a boss, multiple 22-24” LCD displays sport a superb 1920 x 1080 full HD resolution.

5+ YEARS

25

Simply Green Home Services Inc.

RETAIL • [www.mysimplygreen.com](#)

Head office: TORONTO, ON
Employees: 66
Times on Cdn list: 2016, 2017

SIMPLY SPOTLIGHT. At Simply Green they have a weekly award recognizing the team member who best exemplifies their values. Recipients receive a \$100 bonus, their photo is taken and displayed across all offices with an additional mention in the Monthly Newsletter.

26

Gardiner Roberts LLP

PROFESSIONAL SERVICES / LEGAL • [www.grllp.com](#)

Head office: TORONTO, ON
Employees: 133
Times on Cdn list: 2009, 2010, 2011, 2012, 2015, 2017

SICK/QUIET ROOM. Employees at Gardiner Roberts who are feeling tired or ill can use the sick room to rest up. It’s equipped with a bed, emergency first aid equipment, medication, adjustable lighting, and is strategically located in a quiet area.

5+ YEARS

27

O2E Brands Inc.

PROFESSIONAL SERVICES / HOME SERVICES • [www.ozebrands.com](#)

Head office: VANCOUVER, BC
Employees: 374 • Times on Cdn list: 2007, 2009, 2011, 2012, 2014, 2015, 2016, 2017

SALES CENTER INCENTIVES. O2E Brands runs a highly motivating incentive program that recognizes, hourly, daily, weekly and monthly goals. Sales Agents can win cash and great prizes including ipads, trips, travel vouchers, TV’s and paid days off work.

5+ YEARS

28

Vermilion Energy

MANUFACTURING & PRODUCTION / ENERGY • [www.vermilionenergy.com](#)

Head office: CALGARY, AB
Employees: 236 • Times on Cdn list: 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017

FLOOR CAFES. Each floor in the Vermilion Energy office is furnished with two kitchens, and each is equipped with a cappuccino/coffee machine, TV screen with BNN, café seating, free juice, tea and coffee, and a filtered water dispenser.

5+ YEARS

29

Eagle Professional Resources Inc.

PROFESSIONAL SERVICES / STAFFING & RECRUITMENT • [www.eagleonline.com](#)

Head office: TORONTO, ON
Employees: 94
Times on Cdn list: 2015, 2016, 2017

3 DAYS TO CELEBRATE YOU. Eagle staff enjoy three days off to celebrate who they are! First on their birthday. The second to celebrate their ethnic, cultural, or religious background (Diversity & Inclusion Day). The third to get involved in their communities (Volunteer Day).

30

Experis-Veritaaq

INFORMATION TECHNOLOGY / IT CONSULTING • [www.experis-veritaaq.ca](#)

Head office: OTTAWA, ON
Employees: 85
Times on Cdn list: 2015, 2016, 2017

HOLIDAY GIFT EXCHANGE. Teams at Experis-Veritaaq draw names and get together later in December to exchange gifts. It’s always lots of laughs and great fun for the team and recipients trying to guess whom the purchaser was. Sometimes it’s obvious, sometimes not!

31

BlueCat

INFORMATION TECHNOLOGY • [www.bluecatnetworks.com](#)

Head office: TORONTO, ON
Employees: 230
Times on Cdn list: 2017

EMPLOYEE APPRECIATION WEEK. BlueCat believes in the power of appreciation and regularly appreciate employees. In March they celebrate for an entire week with events like a chocolate fountain, burrito lunch, onsite massage therapy, personalized thank you cards, free breakfast, yoga classes, and desk drops.

32

Industrybuilt Software

INFORMATION TECHNOLOGY / SOFTWARE • [www.industrybuilt.com](#)

Head office: MISSISSAUGA, ON
Employees: 89
Times on Cdn list: 2014, 2015, 2016, 2017

GREAT TECH TOOLS. Industrybuilt is a technology company, through and through. That means their employees are provided with the latest gear and gadgets needed to stay on top of their game. Phones, tablets, webcams, web meeting accounts... all provided.

33

Resolver Inc.

INFORMATION TECHNOLOGY / SOFTWARE • [www.resolver.com](#)

Head office: TORONTO, ON
Employees: 115
Times on Cdn list: 2017

SUPPORTIVE COMMUTING CULTURE. At Resolver’s Toronto office, they can proudly say that 0% of their employees drive to work. To promote this commitment to commuting, they provide indoor bike racks and flexible start times as a way to support alternate commuting options.

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“At Beedie, our people are at the centre of everything we do. Developing community and a real sense of shared ownership is fundamental to our success and it starts from within by enhancing the well-being of our employees, creating opportunities to contribute, collaborate and prosper. Our team is our strongest asset.”

Ryan Beedie, President



Beedie | Development Group

TOP 50 LARGE & MULTINATIONAL ORGANIZATIONS WITH > 1,000 EMPLOYEES WORLDWIDE



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

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18	Ryan ULC <i>PROFESSIONAL SERVICES</i> • www.ryan.com/canada Head office: MISSISSAUGA, ON • Employees: 2,092 (193 in Can) Times on Cdn list: 2013, 2014, 2015, 2016, 2017 FITNESS PROGRAM. Ryan reimburses 75% of monthly membership fees (maximum of \$50 a month) for fitness club memberships.	5+ YEARS
19	Capital One Canada <i>FINANCIAL SERVICES & INSURANCE / BANKING/CREDIT SERVICES</i> • www.capitalone.ca Head office: TORONTO, ON • Employees: 45,399 (1,130 in Can) Times on Cdn list: 2011, 2014, 2015, 2016, 2017 Also ranked in: United Kingdom, USA TUITION REIMBURSEMENT PROGRAM. When an associate's goal is to further their education, Capital One is ready to support them. The Educational Assistance Program offers associates an annual budget up to \$5,000, to use for Certificates, Diplomas, Professional Designations & Professional Development Courses, tuition, books and eligible fees.	5+ YEARS
20	JOEY Restaurant Group <i>HOSPITALITY / FOOD AND BEVERAGE SERVICE</i> • www.joeyrestaurants.com/careers Head office: VANCOUVER, BC • Employees: NA (4,000 in Can) Times on Cdn list: 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017 GROWTH OPPORTUNITIES. JOEY promotes from within. They hire the best and the brightest and have created an environment where people are inspired to grow, learn, and discover their full potential. All positions are posted internally and 95% of their management team has come from a front-line position.	5+ YEARS
21	FCT <i>FINANCIAL SERVICES & INSURANCE / HOME INSURANCE</i> • www.fct.ca Head office: OAKVILLE, ON • Employees: 17,300 (797 in Can) Times on Cdn list: 2015, 2016, 2017 PERK CENTRAL. Employees at FCT enjoy a wide range of perks including Perkopolis, an online discount service, Kids and Company childcare membership, free coffee/tea; and at their Home Office a full gym with cardio and weights and onsite cafeteria.	
 JOEY Restaurant Group  Stryker  EY		
22	Stryker <i>HEALTH CARE / MEDICAL SALES/DISTRIBUTION</i> • www.stryker.com Head office: HAMILTON, ON • Employees: 28,000 (258 in Can) Times on Cdn list: 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017 Also ranked in: Mexico, USA, Australia, Spain FULLY-EQUIPPED ONSITE FITNESS CENTRE. Employees at Stryker enjoy an onsite fitness centre with two treadmills, two bikes, an elliptical machine, free weights, a cable system, three 32-inch flat screen televisions and motivational artwork. This saves money and travel time versus an offsite gym.	5+ YEARS
23	Corby Spirit and Wine Limited <i>MANUFACTURING & PRODUCTION / FOOD PRODUCTS / BEVERAGES</i> • www.corby.ca Head office: TORONTO, ON • Employees: NA (148 in Can) Times on Cdn list: 2012, 2013, 2014, 2015, 2016, 2017 PRODUCT ALLOTMENT. Corby's products are sought after by many. Each year, employees are provided a specific dollar amount of product that they can purchase and they then use that to promote the brand and the products to family and friends.	5+ YEARS
24	Astellas Pharma Canada, Inc. <i>BIOTECHNOLOGY & PHARMACEUTICALS / PHARMACEUTICALS</i> • www.astellas.ca Head office: MARKHAM, ON • Employees: 17,217 (140 in Can) Times on Cdn list: 2016, 2017 Also ranked in: Ireland, Spain, Brazil STARPOINTS. Astellas employees have many opportunities to be recognized aside from bonus/compensation practices. Managers, senior leaders and cross functional leaders award employees StarPoints. Each point is equivalent to \$1 and can be redeemed for cash, gift cards or merchandise.	
25	Edelman Public Relations Worldwide Canada Inc. <i>PROFESSIONAL SERVICES</i> • www.edelman.ca Head office: TORONTO, ON • Employees: 5,850 (249 in Can) Times on Cdn list: 2012, 2013, 2014, 2015, 2016, 2017 CURIOSITY DAY. Edelman's culture encourages employees to be curious about the world around them – to immerse themselves in the arts, culture, politics, literature, volunteerism... whatever they are passionate and curious about. Everyone gets one day off yearly to do so.	5+ YEARS
26	RBC <i>FINANCIAL SERVICES & INSURANCE / BANKING/CREDIT SERVICES</i> • www.rbc.com Head office: TORONTO, ON • Employees: 76,100 (57,746 in Can) Times on Cdn list: 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017 STAR FINDER. More than 40% of new hires at RBC in 2016 were referred by Star Finders – employees proud to work there, and who want to present the same opportunity to others. Star Finders get rewarded up to \$3,500 for successful referrals.	5+ YEARS
27	Cadence <i>INFORMATION TECHNOLOGY / SOFTWARE</i> • www.cadence.com Head office: OTTAWA, ON • Employees: 6,814 (60 in Can) Times on Cdn list: 2015, 2016, 2017 Also ranked in: USA, Ireland, India, Poland, France and 4 more VOLUNTEER TIME OFF. As part of their commitment to volunteerism and giving back to the community, employees at Cadence are given five paid days off of work each calendar year to volunteer for a non profit organization or school of their choice.	World's Best Multinational
28	NetApp Canada Ltd. <i>INFORMATION TECHNOLOGY / STORAGE/DATA MANAGEMENT</i> • www.netapp.ca Head office: MISSISSAUGA, ON • Employees: 12,000 (170 in Can) Times on Cdn list: 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017 Also ranked in: Austria, Germany, Switzerland, Australia and 7 more VOLUNTEER TIME OFF. NetApp's Volunteer Time Off (VTO) program gives employees time to give back to their communities through volunteer service. Employees receive five days paid annually to contribute to their communities and many people use this program to volunteer at children's schools.	5+ YEARS World's Best Multinational
29	Kiewit <i>CONSTRUCTION, INFRASTRUCTURE & REAL ESTATE / INFRASTRUCTURE</i> • http://kiewit.ca Head office: OAKVILLE, ON • Employees: 10,630 (1,700 in Can) Times on Cdn list: 2011, 2012, 2013, 2014, 2015, 2016, 2017 TRAINING OPPORTUNITIES. Whether you're an intern or an experienced hire, all Kiewit employees are given challenging and impactful responsibilities from Day One. Each year, salaried employees complete a total of 11,000 days of training.	5+ YEARS
30	TD Bank Group <i>FINANCIAL SERVICES & INSURANCE / BANKING/CREDIT SERVICES</i> • www.td.com Head office: TORONTO, ON • Employees: 87,093 (56,670 in Can) Times on Cdn list: 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017 TD ACHIEVE THE DREAM SCHOLARSHIP. The TD Achieve the Dream Scholarship is a \$2,500 entrance scholarship program recognizes the outstanding achievements of great Canadian students – the dependents of TD employees! Scholarships are awarded to candidates who demonstrate success both inside and outside the classroom.	10+ YEARS
31	EY <i>PROFESSIONAL SERVICES</i> • www.ey.com/ca Head office: TORONTO, ON • Employees: 230,800 (4,659 in Can) Times on Cdn list: 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2015, 2016, 2017 • Also ranked in: Belgium, Poland and 5 more WORKPERKS™. WorkPerks™ for EY gives employees access to unique savings programs, offers and services from brand name companies, as well as from smaller businesses close to home and the office. This includes discounts on groceries and restaurants to car rentals and electronics.	10+ YEARS World's Best Multinational
32	ARI <i>PROFESSIONAL SERVICES</i> • www.arifleet.ca Head office: MISSISSAUGA, ON • Employees: 2,298 (293 in Can) Times on Cdn list: 2017 Also ranked in: USA EMPLOYEE RECOGNITION TAKEN SERIOUSLY. ARI has two generous employee awards. Partners of the Quarter have multiple opportunities to win. They earn lunch with senior management and \$500 toward purchases. Partners of the Year receive \$1,000 and an all-expenses-paid trip for two in the Caribbean.	
33	Cactus Restaurants Ltd. <i>HOSPITALITY / FOOD AND BEVERAGE SERVICE</i> • www.cactusclubcafe.com Head office: VANCOUVER, BC • Employees: NA (4,144 in Can) Times on Cdn list: 2015, 2016, 2017 BLEED GREEN MEETINGS. Business partners from all Cactus Club Cafe locations celebrate each year with delicious breakfasts, fun costumes and hilarious contests. These events showcase Cactus employees' pride and "bleed green" spirit as business partners reflect on accomplishments and receive awards nominated by their peers.	

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CANADA’S BEST WORKPLACES

TOP 50 MEDIUM ORGANIZATIONS WITH 50-999 EMPLOYEES IN CANADA

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

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34	Ames Tile & Stone Ltd. CONSTRUCTION, INFRASTRUCTURE & REAL ESTATE / HOUSING • www.amestile.com Head office: NEW WESTMINSTER, BC Employees: 149 • Times on Cdn list: 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017 DISCOUNTED MERCHANDISE. Not only are staff at Ames Tile and Stone owners of the company through their share purchase program, they may also purchase company products for their own use at Cost + 5%. Family and Friends receive a 40% discount off retail.	10+ YEARS
35	DNE Resources PROFESSIONAL SERVICES / CONSULTING ENVIRONMENTAL • www.dneresources.com Head office: MONTREAL, QC Employees: 86 Times on Cdn list: 2015, 2016, 2017 THE DNE GONG. Employees that make a sale have a chance to hit the gong and let everyone know there is a new DNE customer. Following the gong hit, EVERYONE (even if in a meeting with a client) stops to clap – it’s just the DNE way.	
36	True North Automation INDUSTRIAL SERVICES / ENGINEERING • www.truenorthautomation.com Head office: CALGARY, AB Employees: 70 Times on Cdn list: 2014, 2016, 2017 TEAM BUILDING EVENTS. True North Automation hosts many events throughout the year to bring the team together. Their Stampede party is always a favourite as is the summer family BBQ – all fully catered with great food, beverages, music and fun!	
37	T4G Ltd. INFORMATION TECHNOLOGY / IT CONSULTING • www.t4g.com Head office: TORONTO, ON Employees: 229 • Times on Cdn list: 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017 GREEN VEHICLE INCENTIVE PROGRAM. T4G is concerned about the environment and they encourage employees to purchase energy efficient vehicles. A \$1,000 subsidy is provided toward the purchase of a new or pre-owned “green” vehicle with a total before-tax purchase price of no more than \$50,000.	10+ YEARS
38	Capri Insurance FINANCIAL SERVICES & INSURANCE / GENERAL INSURANCE • www.capri.ca Head office: KELOWNA, BC Employees: 289 Times on Cdn list: 2009, 2010, 2011, 2012, 2013, 2016, 2017 SICK DAY POLICY. Capri Insurance has no sick day policy. Empowerment and family are strong values at the company, so rather than adhering to policy, employees are trusted to take time off when they need to for a sick day, a family event or an emergency.	5+ YEARS
39	Lakeside Process Controls Ltd. INDUSTRIAL SERVICES / ENGINEERING • www.lakesidecontrols.ca Head office: MISSISSAUGA, ON Employees: 220 Times on Cdn list: 2011, 2012, 2013, 2014, 2015, 2016, 2017 INCOME TAX FILING SERVICES. Lakeside hires a Chartered Accountant each year to file employee tax returns. Employees can meet with the Accountant during business hours to have their returns completed. Spouses are also eligible to use this service.	5+ YEARS
40	Beedie Development Group CONSTRUCTION, INFRASTRUCTURE & REAL ESTATE • www.beediegroup.ca Head office: BURNABY, BC Employees: 197 Times on Cdn list: 2016, 2017 BEEDIE FIT PROGRAM. At Beedie’s onsite fitness centre, the Beedie Fit Program covers the cost of personal training for groups of three or more. Yoga, stretch and Pilates classes are also free. Admission fees for Gran Fondos, triathlons and marathons are also reimbursed.	
41	JMP Engineering Inc. PROFESSIONAL SERVICES / CONSULTING ENGINEERING • www.jmpeng.com Head office: LONDON, ON Employees: 90 Times on Cdn list: 2013, 2014, 2015, 2016, 2017 CHRISTMAS AND SUMMER PROFIT SHARING. When financially feasible, JMP endeavors to share 10% of before tax profits with employees. They do this twice a year – Christmas and Summer – and the profit sharing payments are based on the preceding six month period.	5+ YEARS
42	Big Viking Games INFORMATION TECHNOLOGY / SOFTWARE • www.bigvikinggames.com Head office: LONDON, ON Employees: 110 Times on Cdn list: 2015, 2016, 2017 MILESTONE CELEBRATIONS. Big Viking enjoys celebrating milestones. Each new colleague gets a welcome dinner with all of their colleagues during their first week. Vikings get movie tickets on their birthday. New baby-Vikings receive a gift between \$100 - \$120.	
43	HRdownloads Inc. PROFESSIONAL SERVICES • www.hrdownloads.com Head office: LONDON, ON Employees: 78 Times on Cdn list: 2011, 2012, 2014, 2016, 2017 FRIDAY TEAMBUILDING. At HRdownloads, the entire company gathers together every Friday morning to announce department milestones, celebrate employee achievements of the past week, and participate in a teambuilding exercise. This fun and relaxed weekly meeting helps the entire company stay connected and celebrate successes.	5+ YEARS
44	Scott Builders Inc. CONSTRUCTION & REAL ESTATE • www.scottbuilders.com Head office: RED DEER, AB Employees: 216 Times on Cdn list: 2011, 2012, 2015, 2016, 2017 TEAM BUILDING EVENTS AND CELEBRATIONS. Employees at Scott Builders enjoy many company-sponsored events like paintball, bowling, family picnics, skating, hockey, and golf. They are also treated to weekly staff BBQs in the summer and monthly birthday celebrations with cake and goodies.	5+ YEARS
45	Intelex Technologies Inc. INFORMATION TECHNOLOGY / SOFTWARE • www.intelex.com Head office: TORONTO, ON Employees: 357 Times on Cdn list: 2012, 2013, 2014, 2015, 2016, 2017 SUBSIDIZED VENDING MACHINES. In the likelihood Intelexians get snack-y, they can head to the vending machines for steeply discounted drinks, snacks, and chocolate. There are few days that aren’t made better by a 35 cent full-size Kit-Kat bar.	5+ YEARS
46	Urban Systems Ltd. PROFESSIONAL SERVICES / CONSULTING ENGINEERING • www.urbansystems.ca Head office: KAMLOOPS, BC Employees: 360 • Times on Cdn list: 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017 PUBLIC TRANSIT SUBSIDY. Urban Systems provides a 100% transit subsidy to encourage using public transit for travel to and from work. Hybrid courtesy vehicles and bikes are available in some locations to further encourage employees to leave vehicles at home and use transit.	10+ YEARS
47	Capital Engineering PROFESSIONAL SERVICES / CONSULTING ENGINEERING • www.capitaleng.ca Head office: EDMONTON, AB Employees: 80 Times on Cdn list: 2012, 2013, 2015, 2016, 2017 SHOWING OF THE LATEST CHRISTMAS MOVIE. Capital Engineering rents a movie theater every Christmas and shows the latest kids’ Christmas movie complete with popcorn and pop for everyone. It’s a great event for staff and their families to get together for some family-fun before the holidays.	5+ YEARS
48	Saskatchewan Research Council SOCIAL SERVICES AND GOVERNMENT AGENCIES • www.src.sk.ca Head office: SASKATOON, SK Employees: 360 Times on Cdn list: 2017 ONE TEAM COFFEE BREAKS. Saskatchewan Research Council celebrates significant accomplishments and external recognition achieved as a result of teamwork. All employees join together for a coffee break, in person or by video, for a short presentation and time to visit over coffee and snacks.	
49	Toyotoshi Group Canada - Quebec Operations RETAIL • www.toyotoshigroupcanada.com Head office: MISSISSAUGA, ON Employees: 173 Times on Cdn list: 2017 JOB ROTATION DAY. Toyotoshi Group Canada - Quebec Operations invites all employees to try a new position that they are interested in. Called Rotation Day, this is a special day designed to help people understand other roles in the organization.	
50	NEI Investments FINANCIAL SERVICES & INSURANCE / INVESTMENTS • www.neiinvestments.com Head office: TORONTO, ON Employees: 105 Times on Cdn list: 2016, 2017 FITNESS PAY. Not only does NEI Investments offer discounted Goodlife memberships to each employee but they also have a fitness reimbursement allowance. Employees can receive reimbursement up to \$2,500 for any fitness activity they are involved in.	

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

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34	3M Canada Company <i>MANUFACTURING & PRODUCTION</i> • www.3m.ca Head office: LONDON, ON • Employees: 89,298 (1,903 in Can) Times on Cdn list: 2016, 2017 Also ranked in: Ireland, Nicaragua, Greece, Portugal and 10 more	ON-SITE FITNESS FACILITIES. All 3M Canada employees are encouraged to make use of their fitness facilities, which include equipment, free weights, and an aerobics studio featuring drop-in classes for cardio, strength, tone, and yoga, conducted by certified instructors on a weekly basis.	
35	H&M Hennes & Mauritz Inc. <i>RETAIL</i> • www.hm.com/ca Head office: TORONTO, ON • Employees: 148,000 (3,369 in Can) Times on Cdn list: 2015, 2016, 2017 Also ranked in: Mexico, Denmark, France, China, Europe	EMPLOYEE DISCOUNT. Employees at H&M receive a 25% discount on items purchased from any H&M group store. Discount applies internationally and includes additional 25% on sale items. Additional discounts on staff purchases are offered throughout the year.	
36	The Adecco Group, Canada <i>PROFESSIONAL SERVICES / STAFFING & RECRUITMENT</i> • www.adecco.ca Head office: TORONTO, ON • Employees: 33,000 (320 in Can) Times on Cdn list: 2014, 2016, 2017 Also ranked in: Luxembourg, Spain, Belgium and 7 more	IDEAS FORUM. Adecco's Ideas Forum is an opportunity for colleagues to share ideas on important topics relating to company culture and business improvements. They collaborate, plan and implement ideas and this 'for and by' our colleagues approach increases buy-in and adoption rates.	
37	TJX Canada <i>RETAIL / SPECIALTY</i> • www.tjxcanada.ca Head office: MISSISSAUGA, ON • Employees: 216,000 (24,289 in Can) Times on Cdn list: 2012, 2014, 2015, 2016, 2017	TJX'S HOME OFFICE. TJX has multiple Games Rooms for associates to enjoy, furnished with pool tables, ping-pong, air hockey, foosball and xbox games.	5+ YEARS
38	BMO Financial Group <i>FINANCIAL SERVICES & INSURANCE / BANKING/CREDIT SERVICES</i> • www.bmo.com Head office: TORONTO, ON • Employees: 46,034 (29,959 in Can) Times on Cdn list: 2016, 2017	LEARNING FROM DIFFERENCES. The Learn from Difference program at BMO is an innovative, multi-year initiative aimed at building inclusive leadership capability among BMO's people managers. The program features a combination of e-Learning and leader-led team conversations around inclusion and has galvanized 6,000 people managers to act more inclusively.	
39	SC Johnson <i>MANUFACTURING & PRODUCTION / FAST MOVING CONSUMER GOODS</i> • www.scjohnson.ca Head office: BRANTFORD, ON • Employees: 13,000+ (300+ in Can) Times on Cdn list: 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2017 • Also ranked in: Argentina, Brazil and 12 more	SC JOHNSON STORE. Employees and retirees of SC Johnson can spend up to \$50/wk on a wide range of SC Johnson products at a significant discount. Ziploc, Glade, Windex, Kiwi, etc... the Store is a big hit!	10+ YEARS
40	LoyaltyOne Co. <i>PROFESSIONAL SERVICES / ADVERTISING AND MARKETING</i> • www.loyalty.com Head office: TORONTO, ON • Employees: 1,338 (1,198 in Can) Times on Cdn list: 2016, 2017	PASS IT ON RECOGNITION PLATFORM. At LoyaltyOne, they are passionate about what they do and about thanking those that help them deliver on their promises. Their peer-to-peer recognition platform enables associates to send AIR MILES reward miles to each other.	
41	Hill+Knowlton Strategies Canada <i>PROFESSIONAL SERVICES</i> • www.hkstrategies.ca Head office: TORONTO, ON • Employees: NA (NA in Can) Times on Cdn list: 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017	UNLIMITED DRINKS AND HEALTHY SNACKS. Hill+Knowlton provides free, unlimited access to a wide variety of coffee and tea, soft drinks, juice and filtered water. Snacks are available in the kitchens, too, such as fresh fruit, yogurt and granola, crackers, chips, popcorn and other treats.	10+ YEARS
42	Thomson Reuters Canada Ltd. <i>MEDIA / PUBLISHING AND PRINTING</i> • www.thomsonreuters.ca/en.html Head office: TORONTO, ON • Employees: 52,000 (1,226 in Can) Times on Cdn list: 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2017	MAKING A DIFFERENCE FOR CUSTOMERS. In addition to receiving a letter of congratulations from the Senior Leadership Team and a keepsake miniature Muskoka "Red Chair", Thomson Reuters employees earn "Appreciate" points (which can be redeemed for merchandise) when they go above and beyond with customers.	10+ YEARS
43	Phoenix Contact Ltd. <i>MANUFACTURING & PRODUCTION / ELECTRONICS</i> • www.phoenixcontact.ca Head office: MILTON, ON • Employees: 14,000 (57 in Can) Times on Cdn list: 2009, 2013, 2015, 2017 Also ranked in: Switzerland, Germany, The Netherlands	EMPLOYEE APPRECIATION WEEK. Phoenix Contact hosts a week of games and events for employee appreciation. Activities have included massages, bowling night with prizes, Friday treats – cupcakes and an ice cream truck! The GM and Senior Managers also host a breakfast for all.	
44	Hilti Canada Corporation <i>PROFESSIONAL SERVICES</i> • www.hilti.ca Head office: MISSISSAUGA, ON • Employees: 21,234 (495 in Can) Times on Cdn list: 2006, 2010, 2011, 2012, 2013, 2014, 2015, 2017 Also ranked in: Poland, Panama, Ireland, Sweden and 4 more	REFERRAL BONUS. Great people know great people and Hilti's referral bonus encourages team members to recommend talented friends, ex-colleagues and family members to come to work with them. Employees receive \$3,000 per referral hired once they have completed six months of service.	5+ YEARS
45	Softchoice <i>INFORMATION TECHNOLOGY / IT CONSULTING</i> • www.softchoice.com Head office: TORONTO, ON • Employees: 1,347 (906 in Can) Times on Cdn list: 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017	EMPLOYEES HAVE ACCESS TO A GREEN COMMUTE SUBSIDY. Softchoice encourages its employees to take a cleaner, greener commute and help reduce gridlock by subsidizing the cost of taking public transit to work. They also encourage employees who are able to walk or ride their bike to work.	10+ YEARS
46	Admiral Insurance <i>FINANCIAL SERVICES & INSURANCE / AUTO INSURANCE</i> • http://www.joinadmiral.ca Head office: HALIFAX, NS • Employees: 8,635 (453 in Can) Times on Cdn list: 2010, 2011, 2012, 2013, 2014, 2016, 2017 Also ranked in: Spain, UK, Italy	MINISTRY OF HEALTH. Admiral Insurance has a Ministry of Health committee, responsible for initiatives that promote a healthy lifestyle both physically and mentally. Programs include daily fresh fruit, on-site flu vaccinations, in-house yoga classes, on-site haircuts, massages in the workplace, and much more!	5+ YEARS
47	Connect Hearing <i>HEALTH CARE / MEDICAL SALES/DISTRIBUTION</i> • www.connecthearing.ca Head office: VICTORIA, BC • Employees: NA (405 in Can) Times on Cdn list: 2010, 2011, 2012, 2014, 2016, 2017	PAID CONFERENCE ATTENDANCE & FEES. Connect Hearing provides fully paid conference attendance, including travel and accommodation, for their Hearing Care Professionals. Almost half of the Hearing Care Professionals attend a global conference each year and attendance every three years is guaranteed.	5+ YEARS
48	Mercedes-Benz Canada Inc. <i>MANUFACTURING & PRODUCTION / AUTOMOTIVE</i> • www.mercedes-benz.ca Head office: TORONTO, ON • Employees: 284,000 (1,560 in Can) Times on Cdn list: 2017	EMPLOYEE VEHICLE PLAN. Through the Vehicle Experience Program at Mercedes-Benz, employees can custom-order and take a 1 year lease on an MB vehicle at a discounted rate. The all-inclusive rate includes taxes and insurance. They can also choose to purchase a vehicle with the same discount.	
49	Saskatchewan Indian Gaming Authority <i>HOSPITALITY</i> • www.siga.sk.ca Head office: SASKATOON, SK • Employees: NA (1,843 in Can) Times on Cdn list: 2017	SIGA CUP. SIGA hosts yearly tournaments open to all employees to participate in Hockey, Golf, and Softball. The events bring employees together from all locations with a supper and prizes at the tournament wrap up.	5+ YEARS
50	Scotiabank <i>FINANCIAL SERVICES & INSURANCE</i> • www.scotiabank.com Head office: TORONTO, ON • Employees: 83,708 (35,192 in Can) Times on Cdn list: 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017 Also ranked in: Mexico, Peru, El Salvador and 4 more	iLEAD. iLEAD is Scotiabank's program for developing management and leadership skills, focussed on developing coaching skills at all levels of management and increasing employees' digital literacy through partnerships with educational institutions. They continue to develop learning experiences inside and outside the classroom.	5+ YEARS

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GameSense

Our pride is showing.

Thank you SIGA employees for your integrity, your passion, and your commitment to delivering exceptional First Nations hospitality. Together, we are strengthening the lives of First Nations people. It's because of you that SIGA is a great place to work.

-Zane Hansen, President and CEO, Saskatchewan Indian Gaming Authority

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CANADA’S BEST WORKPLACES



Top 15 small companies with 15-49 employees in Canada

<div>1</div> <div>Sklar Wilton & Associates <i>PROFESSIONAL SERVICES / CONSULTING – MGMT</i> www.sklarwilton.com Head office: TORONTO, ON • Employees: 36 They have a Healthy Snacking Centre stocked with nutritious food to encourage healthy snacking throughout the day.</div>	<div>2</div> <div>Unata <i>INFORMATION TECHNOLOGY</i> www.unata.com Head office: TORONTO, ON • Employees: 37 Every Wednesday, every employee has the option to work from home.</div>	<div>3</div> <div>Bryson & Associates Insurance Brokers LTD <i>FINANCIAL SERVICES & INSURANCE</i> www.brysoninsurance.ca Head office: AJAX, ON • Employees: 38 Every employee has monthly, individual coaching opportunities.</div>
<div>4</div> <div>Pace Technical Services Inc. <i>INFORMATION TECHNOLOGY / IT CONSULTING</i> www.pacetechnical.com Head office: RICHMOND HILL, ON • Employees: 28 Pace sponsors many formal and informal gatherings for staff and their partners throughout the year.</div>	<div>5</div> <div>Climax Media Inc. <i>INFORMATION TECHNOLOGY</i> www.climaxmedia.com Head office: TORONTO, ON • Employees: 42 There is never a day where any employee will leave without learning or teaching something.</div>	<div>6</div> <div>Meltwater <i>MEDIA / ONLINE INTERNET SERVICES</i> www.meltwater.com Head office: TORONTO, ON • Employees: 47 Every last workday of the month, every office dresses up in a themed costume. Happy hour typically follows.</div>
<div>7</div> <div>Cresa Alberta <i>PROFESSIONAL SERVICES</i> www.cresa.com/alberta Head office: CALGARY, AB • Employees: 25 Staff gets to leave work at 3PM every Friday and at noon before long weekends.</div>	<div>8</div> <div>Gibbons Whistler <i>HOSPITALITY</i> www.gibbonswhistler.com Head office: WHISTLER, BC • Employees: 28 All employees are invited to a free “Family Dinner” every Wednesday to enjoy each other’s company outside of work hours.</div>	<div>9</div> <div>Consumer Protection BC <i>SOCIAL SERVICES AND GOVERNMENT AGENCIES</i> www.consumerprotectionbc.ca Head office: VICTORIA, BC • Employees: 43 GIVE Committee organizes internally-focused events with the purpose of supporting local charities.</div>
<div>10</div> <div>Tungsten Revenue Consultants <i>INFORMATION TECHNOLOGY</i> www.tungstenrev.com Head office: MONTREAL, QC • Employees: 26 Their Culture Committee has company leadership, departmental representation and a budget of \$1,500 per employee annually.</div>	<div>11</div> <div>Bloom Search Marketing <i>PROFESSIONAL SERVICES / ADVERTISING AND MARKETING</i> www.makeitbloom.com Head office: MONTREAL, QC • Employees: 29 All employees can enjoy a 15 minute chair massage each quarter.</div>	<div>12</div> <div>Sparkrock <i>INFORMATION TECHNOLOGY / SOFTWARE</i> www.sparkrock.com Head office: TORONTO, ON • Employees: 48 They keep their kitchen stocked weekly with snacks and organic fruit. On Salad Thursdays, all employees eat lunch together.</div>
<div>13</div> <div>Rittal Systems Ltd. <i>MANUFACTURING & PRODUCTION</i> www.rittal.ca Head office: MISSISSAUGA, ON • Employees: 49 Team Members have daily online training delivered to their desktop, including brain challenging exercises and games.</div>	<div>14</div> <div>Eco-Counter <i>MANUFACTURING & PRODUCTION / ELECTRONICS</i> www.eco-counter.com Head office: MONTREAL, QC • Employees: 15 They provide subscriptions to Bixi bike share and Car2Go to reduce the need to own a personal vehicle.</div>	<div>15</div> <div>TechBlocks <i>INFORMATION TECHNOLOGY</i> www.tblocks.com Head office: VAUGHAN, ON • Employees: 25 They promote a healthy work-life balance by allowing employees to come in later, leave early or work from home.</div>



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José Tolovi Neto
is the Managing Partner for Great Place to Work Institute Canada

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