Introducing the 2018 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

Register NOW for the 2019 List, visit www.gptw.ca

Produced by Randall Anthony Communications. The Globe’s Editorial Department was not involved in its creation.
WHAT DIFFERENTIATES THE BEST WORKPLACES?

BY JEN WETHEROW
Director, Great Place to Work
Canada

It’s a big deal. It’s about creating a better world by creating better workplaces. More than businesses, more than productive processes and better human relationships — these are the ingredients of a great place to work. If you're on the Best Workplaces in Canada list, you would do so with a grand notion of honor. Typically, if a group seeks what is best, it is perhaps the Best Workplaces in Canada list that would do so with a grand notion of honor. Typically, if a group seeks what is best, it is perhaps the Best Workplaces in Canada list that should do so with a grand notion of honor. Typically, if a group seeks what is best, it is perhaps the Best Workplaces in Canada list that should do so with a grand notion of honor.

This year’s Best Workplaces list represents a grand idea in terms of sector, size, location and leadership. Each has pioneered a unique path to success. But there is one thing they all have in common — TRUST and INCLUSIVENESS. High-trust companies that are also inclusive have higher productivity, more loyal employees, lower turnover, greater innovation, and are 20.00% more likely to outperform their award-winning peers. These businesses are not just the top quartile of companies certified by Great Place to Work. These winners are each helping to change the world for the better.

Diversity isn’t a new idea in the realm of Human Resources; but what is new is the understanding that diversity isn’t the goal, inclusion is. Diversity is something that can be counted; it is a measurement of the differences among people. You can tally the percentage of employees from any given demographic group. You can say diversity targets and focus precisely on those who are underrepresented. But to truly create an inclusive culture, you must look at the data, but also listen to the stories. In tracking the success of these “high-trust” cultures, these companies are providing even sharper insights. By looking at the experiences of those diversity targets. But without an inclusive culture, those people you brought in through the front door will skip right out the back. And this explains why, even among a best-in-class group of companies, those with more inclusive cultures perform better.

This understanding of superior workplaces is based on 50 years of research compiled by the Great Place to Work Institute, which, in addition to the annual list of the 100 Best Companies (U.S.), also publishes the annual ranking of the 100 Best Companies to Work. In Canada, this study, includes 400,000 employees. It makes what this study is credible, the primary data used by organizations as an employee survey. There’s only one way to get on this list — and that’s if a your employees value you.

If you would like to see your organization considered for the 2019 list of Best Workplaces in Canada, please register online at www.greatplacetowork.ca.

My role is to empower and remove obstacles: that’s how the meaningful work gets done. Robert Gallaway, President & CEO, Consumer Protection BC

We are honoured to be recognized as one of Canada’s Best Places To Work. We couldn’t have done it without our Canadian Team!

CHART 1
HIGH-TRUST COMPANIES that are also INCLUSIVE outperform their award-winning peers. This chart illustrates the median year-over-year revenue growth of companies that were CERTIFIED by Great Place to Work in 2018. While TRUST fuels growth, a highly inclusive culture is shown to further accelerate that growth.

CHART 2
INCREASE IN TOTAL STOCK RETURN over a 20-year period. These companies are each helping to create a consistently positive experience across groups. Diversity isn’t a goal, but a necessary condition for the innovation that leads to superior financial and operational performance. The organizations on this list get recognition as one of Canada’s Best Places To Work. We couldn’t have done it without our Canadian Team! A pretty decent byproduct.

For more information on the Great Place to Work Institute, please visit www.greatplacetowork.ca.
Every organization can be exceptional if it engages and empowers its most important activators of change – its employees.

Steven Fitzgerald
President, Habanero

Dreams don’t come true until dreamers wake up. That’s why we wake up and kick ass!

Elana Rosenfeld
Co-founder & CEO, Kicking Horse Coffee

We’re honoured to be recognized among great companies that care about creating a culture of trust.

Jody Kohner
SVP of Employee Marketing & Engagement, Salesforce

Register NOW for the 2019 List, visit www.gptw.ca

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

We are proud to be recognized as one of Canada’s Best Workplaces™ by the Great Place to Work® Institute.
BEST WORKPLACES

Wynford/EventSimple

Head office: Toronto, ON • Employees: 75

Nestled in the heart of Autumn Woods, "The Wynford" is a unique "Gated" self-care "beach-c". Residents receive $2,000 in learning and development opportunities and $1,000 in time-off for their birthday. The company prides itself on being an employee-first organization.

Ultimate Software

Head office: Toronto, ON • Employees: 130

Ultimate Software’s year-long development program provides professional skills development and career exploration within the marketing department. Participants shadow current employees, build network and identify their roles, prepared for new job opportunities as they arise.

ION Martin Group

Head office: Ottawa, ON • Employees: 150

Feedback at ION Martin Group was staggering, so the company developed a system where the receptionist of the feedback publicly thanks the giver. Every month, the person who gives the most feedback wins a prize.

Wyscout

Head office: Toronto, ON • Employees: 300

Wyscout Welcomes! "There is no right way to do a wrong thing." They hold compliance weeks, hosted webinars, sharing insights and ensuring operations are held to the highest standards of business ethics and integrity.

Resolv3r Inc.

Head office: Montreal, QC • Employees: 150

Resolv3r has developed a series of personalized research, each one tailored for the recipient and their family. New awards allows employees to recognize colleagues, and CEO. Awards recognizes those who have given above and beyond.

Whirlpool Canada

Head office: Hamilton, ON • Employees: 500

Whirlpool Welcomes! "There is no right way to do a wrong thing." They hold compliance weeks, hosted webinars, sharing insights and ensuring operations are held to the highest standards of business ethics and integrity.

Flipp Corporation

Head office: Toronto, ON • Employees: 40

Flipp supports a culture that allows full-time team members the opportunity to achieve a balance between personal and professional goals in their future. All while knowing their job is secure when they return.

AppCentrica Inc.

Head office: Toronto, ON • Employees: 73

The company's strategy at AppCentrica consists assignem- nts for leadership, management, and staff alike. This approach allows that staff have a direct role in shaping the strategic direction of the company and helping achieve organizational goals.

Styker

Head office: Hamilton, ON • Employees: 3,500

Styker Welcomes! "There is no right way to do a wrong thing." They hold compliance weeks, hosted webinars, sharing insights and ensuring operations are held to the highest standards of business ethics and integrity.

The PEER Group Inc.

Head office: Toronto, ON • Employees: 100

To promote gender equality and balance the number of men and women in the organization, The PEER Group interviews every qualified woman who applies for advertised engineering roles.

FreshBooks

Head office: Toronto, ON • Employees: 75
Times on Cdn list: 2015, 2016, 2017

After four weeks internship training, new employees at Fresh- Books graduate from bootcamp. Upon completion, they receive a certificate awarded in ceremonies from the customers they helped and personalized messages from the support team.

Asia Communications

Head office: Mississauga, ON • Employees: 25

At every three-year anniversary, Asia Communications offers its first five regular employees $2,000 per year towards training, professional certifications to $10,000 per year to pay for tuition reimbursement, and $5,000 per year towards training, professional certifications.

Grant Thornton LLP

Head office: Calgary, AB • Employees: 169

Grant Thornton encourages Selfies. These self-assessments involve completing three statements about what employees are looking for in a role. The statements encourage the employees to get to know one another.

Nology

Head office: Toronto, ON • Employees: 115

At Nulogy, they know work is a marathon, not a sprint. This philosophy has influenced the creation of an unlimited, paid long-term performance.

Anonymity Inc.

Head office: Waterloo, ON • Employees: 130

Anonymity Inc. encourages its people to get to know one another. In addition to regular mix-and-mingle events, staff are encouraged to book lunch with a colleague they don’t know through its full-time regular employees a three-week paid sabbatical.

Intuit Canada

Head office: Mississauga, ON • Employees: 8,200 (380 in Cdn)

Intuit Canada encourages its people to get to know one another. In addition to regular mix-and-mingle events, staff are encouraged to book lunch with a colleague they don’t know through its full-time regular employees a three-week paid sabbatical.

The Capital Markets Company Limited

Head office: Toronto, ON • Employees: 1,000 (300 in Cdn)

To support their people’s aspirations, Capital provides up to $50,000 per year in health benefits and environment, and $1,000 per year towards training, professional certifications and conference.

SaskCentral

Head office: Regina, SK • Employees: 75

SaskCentral’s Truth and Reconciliation Working Group actively promotes reconciliation with Indigenous Peoples within the organization. This group provides different learning events and opportu- nities that are focused on reconciliation with Indigenous Peoples.

Lecture: Best Workplaces for 1–9 years; Best Workplace for 10+ years; Best Workplace Middle National
Whether it’s advising our clients on how to reach their goals, inspiring our colleagues to achieve their potential, or making a meaningful difference in our communities, we know that anything is possible when we come together as a team.

Magic happens when we focus on our purpose to help our clients, colleagues and communities thrive.

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

Best Workplaces

50-99 employees

8

Issue Operations
www.issueset.com

Head office: Toronto, ON • Employees: 80
Times on Can list: 6

They use Slack to coordinate remote work, making it easy to access to justice.

9

True North Automation
www.truenorthautomation.com

Head office: Calgary, AB • Employees: 66
Times on Can list: 24, 2015, 2017

Each quarter a True North Automation ‘X All Star’ is chosen. This story is broadcast on the TV screens in the office spotlight, highlighting why the True North All Star was selected.

10

Stay & thrilled

www.stayשותף.com

Head office: Toronto, ON • Employees: 10
Times on Can list: 2014, 2015, 2017

Transparency is a key part of how Stay & thrills operates. Communication management is a key component of transparency, both internally and externally. Every employee has insights into how the business is doing. It means no surprises or uncertainty.

11

Sklar Wilton & Associates
www.sklarwiltonassociates.com

Head office: Toronto, ON • Employees: 38
Times on Can list: 2017

The Simply Spotlight award at Simply Green is given weekly, and is featured in the weekly e-newsletter. This is the Simply Green Way of saying thank you. Points International Ltd.

12

Eyetorrent Marketing
www.eyetorrentmarketing.com

Head office: Toronto, ON • Employees: 75
Times on Can list: 2017

Eyetorrent’s extended weekends during the summer. On a rotation schedule, each team selects employees who can leave their desks, they drive to cabins, sit on patios and enjoy the sunshine.

13

Simply Green Home Services Inc.
www.simplygreenhomes.ca

Head office: Toronto, ON • Employees: 69
Times on Can list: 2017

The Simply Spotlight award at Simply Green is given weekly, along with a $200 bonus, to its team. For example, in the summer, they hire a landscaper to maintain the yard. The winner’s photo is also featured in the weekly e-newsletter.

14

Uken Games
www.uken.ca

Head office: Toronto, ON • Employees: 90
Times on Can list: 2017

To reduce noise, hiring is done by a committee that includes players, managers and cross-functional team members. This creates a combination of technical, creative and entrepreneurial perspectives. Final hiring decisions must be unanimous.

15

Diff Information Technology
www.diffinfo.com

Head office: Hamilton, QC • Employees: 55
Times on Can list: 4A

Diff information technology, out of all of their computers, and comfortable. It’s a question.

Best Workplaces

100-999 employees

8

Points International Ltd.
www.points.com

Head office: Toronto, ON • Employees: 180

Each heart of Points has a quirky, hanging sign that de- clares “Customers for the2017.09.20” and the “Customer Service”. “How’s everyone’s personal.

9

Wealthsimple
www.wealthsimple.com

Head office: Toronto, ON • Employees: 133
Times on Can list: 2017

Weekly at Wealthsimple they host an “Ask Us Anything” session. It’s a Q&A around general finance and questions they may have, and questions can be submitted anonymously or asked in person.

10

360insights
www.360insights.com

Head office: Whitby, ON • Employees: 221

Over 360insights looks for ways to disarm even the best-prepared company’s sales reps. It’s a surefire way of giving employees a competitive edge.

11

Fuller Landau LLP
www.fullerllp.com

Head office: Toronto, ON • Employees: 320

When employees at Fuller Landau pass their CFE, partners include them in a celebration dinner to mark the momentous occasion.

12

Creditor Society
www.creditcounsel.org

Head office: New Westminster, BC • Employees: 113
Times on Can list: 2017

Key Assets Newfound and Labrador
www.keyassetsnl.com

Head office: St John’s, NL • Employees: 417
Times on Can list: 2017

Key Assets is always looking for creative ways to add to the experience of remote workers, they have a “call in Friday” where employees can connect.

13

SAP Canada
www.sapcanada.com

Head office: Toronto, ON • Employees: 920 (842 in Can)
Times on Can list: 2017, 2006, 2005

New grad at Cardigan wins ‘Book Camp’. Following an intense agenda that includes DevOps and the Agile way of working, new grad spends the next few days in their dorm rooms, and rather than attending sessions, they drop into their respective department of a dedicated mentor.

14

Gardiner Roberts LLP
www.grillp.com

Head office: Toronto, ON • Employees: 188

To help new employees at Gardiner Roberts navigate the business, they have a session with the CEO/COO. Employees can ask any burning questions. Final hiring decisions must be unanimous.

15

Sklar Wilton & Associates
www.sklarwiltonassociates.com

Head office: Toronto, ON • Employees: 10
Times on Can list: 2014, 2015, 2017

The Simply Spotlight award at Simply Green is given weekly, along with a $200 bonus, to its team. For example, in the summer, they hire a landscaper to maintain the yard. The winner’s photo is also featured in the weekly e-newsletter.

Best Workplaces

1,000+ employees

8

3M Canada
www.3m.ca

Head office: London, ON • Employees: $1,028,000 (540 in Can)
Times on Can list: 2017

3M uses Earned Acts of Kindness to say “Thank you” in unexpected ways. Some acts align with holidays and others are completely random – regardless, those who deliver the acts are never seen.

9

Ryan UIC
www.ryan.com

Head office: Mississauga, ON • Employees: 2,277 (92 in Can)

Client reference letters form part of the incentive compensa- tion plan of Ryan’s London branch. They can win a chance to donate $200 to $1,000 for receiving a letter of reference. Those letters are from current/previous business partner and development.

10

Mercedes-Benz Financial Services
www.mbfs.ca

Head office: Mississauga, ON • Employees: $1,500,000 (526 in Can)

Departmental Open Houses at Mercedes-Benz Financial Serv- ices provide a popular forum for employees to share informa- tion about current projects, find new ways to collaborate and discover potential future career paths in hotline setting.

11

EKel Engineering
www.kec.ca

Head office: Vaughan, ON • Employees: 250 (57 in Can)

EKel gives employees four long weekends when a department is shutdown. For example, employees can take four extra days off per year. This promotes work-life balance.

12

Edelmon Public Relations
www.edelman.ca

Head office: Toronto, ON • Employees: 1,064 (337 in Can)

New grad at Cardigan wins ‘Book Camp’. Following an intense agenda that includes DevOps and the Agile way of working, new grad spends the next few days in their dorm rooms, and rather than attending sessions, they drop into their respective department of a dedicated mentor.

13

Admiral Insurance
www.admiralins.ca

Head office: Halifax, NS • Employees: 8,015 (510 in Can)

Admiral Insurance uses Sensitivity Training to ensure their work- place is inclusive and supportive. The training utilizes staff and students to discuss their cultural values and share experiences.

14

Certidor
www.certidor.com

Head office: Toronto, ON • Employees: 130 (564 in Can)

New grad at Cardigan wins ‘Book Camp’. Following an intense agenda that includes DevOps and the Agile way of working, new grad spends the next few days in their dorm rooms, and rather than attending sessions, they drop into their respective department of a dedicated mentor.

15

SAP Canada
www.sapcanada.com

Head office: Toronto, ON • Employees: 1,200 (353 in Can)
Times on Can list: 2017

When we’re all learning together, we see fun, sustainable growth. That’s our flybywheel. Sarah Lussier, Partner, Sklar Wilton & Associates

It Starts with People

And it finishes with the understanding that everyone must be engaged:

- Engaged in knowing our values and mission:
- Engaged in supporting each other:
- Engaged in contributing to our success.
FRIDAY, APRIL 27, 2018

If revenue targets at Cresa Alberta are achieved for the year, their remote employees, ensuring they participate in online GroupeX provides full support and communication with meet people where they’re at. 360-degree feedback. This personalized approach helps format. Face-to-face meeting with no formal documentation; Head office: or religion. The third to volunteer in their community. Eagle Professional Resources provides three paid days for Times on Cdn list: 2015, 2016, 2017 Employees: Cresa Alberta

Klick Inc.

PROFESSIONAL SERVICES / ADVERTISING

www.klick.com

Head office: Toronto, ON • Employees: 544


Every Friday at 4:30 pm on, the Klick Café turns into a charity tavern where all beer, wine and snacks are provided by partners and Klick interns “toss what they can” to charity.

Wave

INFORMATION TECHNOLOGY / SOFTWARE

www.wavapps.com

Head office: Toronto, ON • Employees: 175

When hiring, Wave looks for candidates who align with the core values, and not necessarily those who “fit in.” To test the existing culture, this holds a culture of people with similar values, but unique perspectives.

Urban Systems Ltd.

INFORMATION TECHNOLOGY / CONSULTING

www.urban systems.ca

Head office: Kamloops, BC • Employees: 400


After their most recent AGM, Urban Systems shared a video turning their Green Team. The garden is now harvested regularly and shared with employees during the weekly complimentary UrbanX buffet.

Indeed Canada Corp.

INFORMATION TECHNOLOGY

www.indeed.ca

Head office: Toronto, ON • Employees: 5,361 (142 in Can)

Indeed’s holistic career plan includes the use of a career path tool that provides visibility into current role development and suggested future roles. To promote internal mobility, different functions host “open house” events for internal employees.

AbbVie Corporation

INFORMATION TECHNOLOGY / SOFTWARE

www.abbvie.ca

Head office: Northbrook, IL • Employees: 73,000 (500 in Can)

Times on Cdn list: 2015, 2015, 2016, 2017

During Leadership Team Meetings at Abbvie, they rotate the decision maker. The assigned decision maker for the meeting gathers all the info required and makes a decision that their medical director supports, no matter what.

Cadence

INFORMATION TECHNOLOGY / SOFTWARE

www.cadence.com

Head office: Chloo, CA • Employees: 1,424 (15 in Can)

Times on Cdn list: 2015, 2015, 2016, 2017

Cadence’s implementation of a program called Flex 360. Designed to help high-potential employees reach the right milestones, this tool serves as an excel tool and interview tool for high-potential employees burdened with student loan debt.

BEST WORKPLACES 1,000-999 EMPLOYEES

Intelex Technologies Inc.

INFORMATION TECHNOLOGY / SOFTWARE

www.intelex.com

Head office: Toronto, ON • Employees: 410


The organic garden at Intelex has been a huge success for their Green Team. The garden is now harvested regularly and shared with employees during the weekly complimentary Intelex buffet.

BEST WORKPLACES 100-999 EMPLOYEES

Cresa Alberta

PROFESSIONAL SERVICES

www.cresa.com/alberta

Head office: Calgary, AB • Employees: 23

Times on Cdn list: 2017

In every aspect of Cresa Alberta, they are achieved for the year. The entire staff at the offices and the co-working space is turned into a charity tavern, where all beer, wine and snacks are provided by partners and Klick interns “toss what they can” to charity.

BEST WORKPLACES 10-99 EMPLOYEES

Norima Consulting Inc.

INFORMATION TECHNOLOGY / CONSULTING

www.norimaconsulting.com

Head office: Winnipeg, MB • Employees: 70

Times on Cdn list: 2017

Employees of Norima Consulting choose their annual review format. Face-to-face meeting with no formal documentation; pre-meeting questions to answer and consider in advance; 360-degree feedback. This personalized approach helps meet people where they’re at.

GroupX Solutions

INFORMATION TECHNOLOGY / CONSULTING

www.groupxsolutions.com

Head office: Toronto, ON • Employees: 47

Times on Cdn list: 2017

GroupX provides full support and communication with their remote employees, ensuring they participate in online company events and promotions such as the $100 coffee card giveaways and quarterly Town Hall meetings.

Cresa Alberta

PROFESSIONAL SERVICES

www.cresa.com/alberta

Head office: Calgary, AB • Employees: 23

Times on Cdn list: 2017

In every aspect of Cresa Alberta, they are achieved for the year. The entire staff at the offices and the co-working space is turned into a charity tavern, where all beer, wine and snacks are provided by partners and Klick interns “toss what they can” to charity.

BEST WORKPLACES 5-9 EMPLOYEES

Bandstedt Canada

INFORMATION TECHNOLOGY

www.bandstedt.ca

Head office: Toronto, ON • Employees: 3,268 (104 in Can)

Times on Cdn list: 2015 to 2017

Bandstedt has moved away from annual performance appraisals and replaced them with Great Conversations. This helps employees achieve individual and career goals through mutual input, continuous coaching and feedback, with a focused commitment to personal development.

Mercedes-Benz Financial Services

Mercedes-Benz - are registered trademarks of Daimler AG, Stuttgart, Germany
### Best Workplaces Fewer than 200 Employees

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<th>Rank</th>
<th>Company</th>
<th>Industry</th>
<th>Location</th>
<th>Number of Employees</th>
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### Best Workplaces 200-999 Employees

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### Best Workplaces 1000-9999 Employees

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<td>2015, 2016, 2017</td>
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### Best Workplaces 10000+ Employees

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<td>10000</td>
<td>2015, 2016, 2017</td>
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</table>

Register NOW for the 2019 List, visit www.gwrc.ca
THANK YOU TO OUR OHANA IN CANADA!

Your commitment to our culture has earned us Best Place to Work recognition on not just one, but three lists. We couldn’t be more proud!

The best part? We’re hiring! Visit salesforce.com/ca/careers
On the last Friday of every month, TechBlocks caters lunch and a time-off amount ranging from 15 minutes to an hour. HRdownloads recognizes employees with Superhero Status:

- To maintain a well-rounded approach to personnel management and productivity, the senior leadership team at ElectroMate is coached by three coaches: an HR Coach, a Leadership Coach, and a Sales Process & Methodology Coach.

- At T4G, work-life integration takes many forms: from home, commuters, flex hours, or in-person. To work in what they do, not where they go. Work is what they produce, not where they produce it.

- Employee tax returns. Employees meet the accountant during the annual tax season.

- Cactus holds regular Career Days that include educational experiences and contributions, helping to unlock career growth.

- ARI’s Executive Challenge, modelled after “Shark Tank,” connects employee ideas with business needs. Employees form teams, collaborate, develop ideas and present to the “stars,” the best ideas are rewarded and selected for implementation.

- A 2008 to 2017

- The people that work here are the soul of our success. Feed the soul with a meaningful purpose and magic happens.

- A 2008 to 2017

- A 2008 to 2017
WE HAD THIS ONE IN THE BUCKET.

Congratulations to our employees for making KFC one of Canada’s Best Workplaces.

SPONSOR CONTENT •  GPTW 11
Rittal provides training to meet a wide range of employee needs and style preferences. This includes online training, and/or enhance their personal growth. Many write blogs, host these meetings may be formal or informal, and they always and/or enhance their personal growth. Many write blogs, host these meetings may be formal or informal, and they always and/or enhance their personal growth. Many write blogs, host these meetings may be formal or informal, and they always and/or enhance their personal growth. Many write blogs, host these meetings may be formal or informal, and they always and/or enhance their personal growth. Many write blogs, host
We are proud to be recognized as one of The 2018 Best Workplaces™ in Canada. For that, we thank our dedicated and passionate team members who, together, have built our award-winning culture. Join our team today! Visit HyundaiCanada.com/careers to apply.
Employees:

• Head office: Concord, ON • Employees: 10 Times on Can list: NA

Whichever a Tile Shops store reaches monthly sales target, every team member who sets the store revenue a personal record card. The cards range from $25 to $1,000, with the annual average being $100.

Volocca.com

Head office: Concord, ON • Employees: NA

Before joining Volocca, new employees meet the company’s founders (CEO and COO). Learning of the history of the company, and getting to know those who built it, allows the employee to confirm their decision to join.

Kincardine Family Health Team

Head office: Kincardine, ON • Employees: 17 Times on Can list: NA

Performance-Based Recognition is a priority at Kincardine Family Health Team. Team members receive bonuses between $2,000 and $5,000 as recognition for their contributions to the organization.

DAS Canada Financial Services & Insurance

Head office: Toronto, ON • Employees: 45 Times on Can list: NA

DAS Canada is automatically added to the group Legal Expense Insurance (LEI) policy, so they have access to justice and legal resources if the need should ever arise.

Tile Shops

Head office: Concord, ON • Employees: 10 Times on Can list: NA

Whichever a Tile Shops store reaches monthly sales target, every team member who sets the store revenue a personal record card.

Employees:

• Head office: Richmond, BC • Employees: 115 Times on Can list: NA

Employees who show initiative or a great idea can be rewarded with a special recognition dinner that pays portion of the difference between any profit margin increase or cost-saving realized by the company.

Industry Training Authority

Head office: Vancouver, BC • Employees: 115 Times on Can list: NA

Employees get $200 per year to cover expenses related to health and wellness. From gym fees, to bicycles, to running shoes, staff can use this fund to support their healthy lifestyles.

Open Door Group

Head office: Vancouver, BC • Employees: 15 Times on Can list: NA

Open Door Group is committed to leadership development and internal promotions. To that end, more than 70% of the current leadership team began in frontline, distributing services within the organization.

Canada Dry Mott’s

Head office: London, ON • Employees: 11 Times on Can list: NA

The Royal Commercial Improvement Program (RCIP) program of Canada Dry Mott’s is a fundamental part of the company’s strategy. This program is a great incentive to improve safety, quality, delivery, productivity and growth.

Northern Credit Union Limited

Head office: Sudbury, ON • Employees: 200 Times on Can list: NA

Employees being recognized at Northern Credit Union receive a DEQ certificate that they can donate to charity if they choose. Needs, all recognized employees are entered into a draw for a prize.

Ontario Financial Services Commission

Head office: Toronto, ON • Employees: 2,000 (173 in Canada)

The OFSC is an organization that regulates all money service businesses in Ontario.

Softchoice

Head office: Toronto, ON • Employees: 1,726 (1,207 in Canada)

Softchoice is an organization that provides IT solutions.

Declaration Group

Head office: Toronto, ON • Employees: 33,000 (316 in Canada)

Declaration Group is one of the largest insurance companies in Canada.
REGISTER NOW FOR THE 2019 LIST
Recognition starts once you’re CERTIFIED by Great Place to Work

1. **TAKE THE SURVEY**
Select a two-week period to conduct the Trust Index survey and submit a synopsis of your people practices using the Culture Brief questionnaire.

2. **ANALYZE YOUR RESULTS**
Choose the reporting package that works for you. Use your data to make smarter decisions, drive performance and create sustainable change.

3. **GET CERTIFIED**
If seven out of 10 employees respond positively to the survey, congratulations! You’re CERTIFIED. You can proudly display this badge for the world to see.

4. **GET LISTED**
Renew your certification each year and you’ll automatically become eligible for the annual list of Best Workplaces in Canada, as well as associated industry lists.

**ASSESS YOUR CULTURE, BENCHMARK AGAINST THE WORLD’S BEST WORKPLACES, AND GROW YOUR BUSINESS.**

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**First National Financial LP**

Our people make us great

For 30 years, we’ve been dedicated to building a culture where every employee has every opportunity to actively express our values of going beyond service and being more than a lender.

It is the efforts, enthusiasm and passion of our people that have truly made First National a great place to work.

We are honoured to receive this distinguished recognition and sit among Canadian leaders, innovators, and visionaries.

Find opportunities with us
[www.firstnational.ca/about/careers](http://www.firstnational.ca/about/careers)

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**Great Place to Work. Best Workplaces CANADA 2018**
Start Something
Priceless. Every day.

We all want to make our mark. We just need a place that inspires us to do it.

At Mastercard Canada, we’re pushing boundaries and borders to create innovative, digital payment technologies. Our passion for innovation and drive to make the world an easier, safer, more inclusive place is what inspires us.

It’s this culture, and our people, that got us named one of Canada’s Top 50 Best Workplaces™, and one of Canada’s Best Workplaces™ for Women.

We’re looking for those who share our passion, and want to join us, as we design for the future.

Join us. Start Something Priceless.