

CANADA'S BEST WORKPLACES 2023

Best Workplaces™

Great Place To Work®

CANADA 2023

Friday, April 14, 2023

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



Admiral Insurance



NVIDIA



Cisco

THIS IS WHAT GREAT LOOKS LIKE



DHL Express (Canada) Ltd.

Robert Half



Scotiabank



Wagepoint



7shifts



Salesforce



EY Canada

500,000+ CANADIAN EMPLOYEES HAVE SPOKEN

PEOPLE AND PROFITS

The Best Workplaces in Canada, and around the world, prove that investing in workplace culture makes good business sense. Employees with consistently positive experiences in the workplace are more likely to stay with the organization, experience less burnout, give higher levels of effort, and drive faster rates of innovation.

With the current economic uncertainty, business leaders across the economy are facing increasing pressure to innovate and grow the bottom line, while taking a hard look at their costs, profit margins and operating expenses. Many executives are likely asking whether they can afford to be a great workplace and questioning whether they need to pull back on their culture work. In this environment, HR leaders

must become champions of workplace culture! Here's the business case, based on 30 years of data:

- **GREAT WORKPLACES HAVE HIGHER RETENTION RATES.** Even in a cooling economy, turnover is expensive. Companies that earn a spot on our Best Workplaces list experience half the turnover of their peers, and their employees are six times more likely to recommend their employer to others.
- **GREAT WORKPLACES HAVE LOWER LEVELS OF BURNOUT.** While only 16 per cent of workers at a typical Canadian workplace are thriving, at the Best Workplaces, 58 per cent of employees report a high state of well-being. Employees experiencing burnout

are 2.6 times as likely to actively seek a different job, 63 per cent more likely to take a sick day, and 23 per cent more likely visit the emergency room.

- **GREAT WORKPLACES INNOVATE FASTER.** When employees trust their employer, they work harder, contribute more and drive higher levels of innovation and productivity. In Great Place To Work research, the highest levels of innovation occur when every employee is empowered to participate – "Innovation By All." Organizations in the top quartile for an inclusive innovation experience achieve 5.5 times the median year-over-year revenue growth, compared to those in the bottom quartile.

- **GREAT WORKPLACES REBOUND FASTER FROM A RECESSION.** While almost every organization struggled to meet the demands of the global crisis that began in 2020, companies with high-trust cultures rebounded the fastest. The Best Workplaces outperformed the broader market by 16.5 per cent in 2020, returning 37.4 per cent compared to a 20.9 per cent return from the average stock market index.

- **GREAT WORKPLACES HAVE HIGHER STOCK RETURNS.** All stakeholders benefit when workers thrive. Based on 25 years of financial performance metrics, the Best Workplaces typically outperform the market by an impressive factor of 3.33!

Treating employees well doesn't just correlate with higher stock returns, it predicts future performance. Profits don't create great workplaces. It's the other way around.

I am proud to personally congratulate each and every one of the inspiring leaders at the 2023 Best Workplaces in Canada. You are indeed making the world a better place by creating great places to work for all.



José Tolovi Neto
Managing Partner
Great Place To Work Institute Canada

Create a Workplace Culture That Everyone Loves – Start Today.



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

For more Best Workplaces insights, visit globeandmail.com

1,000+ EMPLOYEES

- 1** **Cisco**
INFORMATION TECHNOLOGY // SOFTWARE
Employees: 80,000 (2,255 in CA)
 The Caregiving Concierge at Cisco helps employees manage complex needs and navigate care. Dedicated Care Coordinators guide employees through care plans and assist with financial, legal, in-home, housing and emotional support needs for employees and their families across all stages of care.
- 2** **Admiral Insurance**
FINANCIAL SERVICES & INSURANCE // AUTO INSURANCE
Employees: 11,410 (415 in CA)
 The Life Event Loan Program at Admiral Insurance provides employees with a two-year, interest-free loan of up to \$3,000 to assist with things like a wedding, moving, helping a sick family member or leaving a situation of domestic violence.
- 3** **Salesforce**
INFORMATION TECHNOLOGY // SOFTWARE
Employees: N/A
 Volunteer Time Off at Salesforce is key to their employee engagement. Employees receive seven paid days to volunteer plus a generous matching policy (up to \$5,000) yearly. Frequently teams volunteer together, making it both a team-building and philanthropic experience.
- 4** **Intuit Canada**
INFORMATION TECHNOLOGY // SOFTWARE
Employees: 14,200 (704 in CA)
 Recharge Days are Intuit-wide, days off to unplug, rest and recharge. Intuit provided four paid recharge days in 2022. This is in addition to vacation days, birthdays off, Juneteenth, Supplemental Sick Time (two weeks) and Family Support Time (up to four weeks).
- 5** **NVIDIA**
INFORMATION TECHNOLOGY
Employees: 26,372 (368 in CA)
 Nvidia makes well-being a top priority for employees. Diverse mental health tools, webinars, online programs and generous time-off policies ensure their team feels supported, refreshed and empowered to do their best work.
- 6** **Slalom**
PROFESSIONAL SERVICES // CONSULTING – MANAGEMENT
Employees: 13,081 (950 in CA)
 The well-being of their employees is a vital part of Slalom's culture. Slalom provides a \$2,000/year Mental Health Practitioner Benefit, discounted hourly rates and 24-hour access to health-care professionals via secure text or video chat.
- 7** **SAP Canada**
INFORMATION TECHNOLOGY // SOFTWARE
Employees: 109,798 (3,490 in CA)
 SAP Canada knows one size does not fit all – their Flex Appeal policy provides a 100% flexible and trust-based workplace as the norm, not the exception. Employees can work non-traditional hours, from remote locations or in an office that provides the right space for every task.
- 8** **CGI**
INFORMATION TECHNOLOGY // IT CONSULTING
Employees: 90,000 (11,384 in CA)
 Central to CGI's philosophy is developing an ownership culture enabling all members to live the CGI dream, be engaged and contribute to CGI's success. CGI provides a Share Purchase Plan and a company match equal to the basic contributions (up to a maximum).
- 9** **Deloitte**
PROFESSIONAL SERVICES // CONSULTING – MANAGEMENT
Employees: 411,951 (15,360 in CA)
 Deloitte is committed to supporting their people's well-being. Employees and eligible dependents enrolled in their benefits program can access \$4,000/year of mental health support coverage, providing the resources needed to thrive both personally and professionally.
- 10** **DHL Express (Canada), Ltd.**
TRANSPORTATION // TRANSPORT & STORAGE
Employees: 120,000 (2,329 in CA)
 DHL Express aligns values, ensures diversity, provides purpose and unlocks potential. DHL's Got Heart program makes substantial donations to charities, they support future leaders through the DHL UPstairs scholarship, and they are involved with GoGreen initiatives.
- 11** **Hi-Flyer Food (Canada), Inc.**
HOSPITALITY // FOOD AND BEVERAGE SERVICE
Employees: 1,063 in CA
 With the RRSP program at Hi-Flyer Food, after six months of employment, qualified employees are eligible for a matching contribution by the company of up to 3% of gross salary.
- 12** **RBC**
FINANCIAL SERVICES & INSURANCE // BANKING/CREDIT SERVICES
Employees: 86,060 (67,619 in CA)
 At RBC, they help employees develop skills and build diverse careers to thrive today and tomorrow. They offer skills-based, personalized learning and reskilling, and their people management programs enable participants to navigate their learning journey based on their unique needs.
- 13** **Behaviour Interactive**
ENTERTAINMENT
Employees: 1,200 in CA
 Behaviour believes in a healthy work-life balance and has made working from home a permanent option through BeFlex, which allows employees to choose whether they work 100% at home, 100% at the office or a combination of the two.
- 14** **TD Bank Group**
FINANCIAL SERVICES & INSURANCE // BANKING/CREDIT SERVICES
Employees: 95,000 (65,000 in CA)
 TD prioritizes employee well-being. The TD Well-Being app provides an interactive and convenient way for colleagues to access digital tools, credible well-being content, discount programs, health risk assessments, well-being challenges, a parenting community of interest and more.
- 15** **FedEx Express Canada**
TRANSPORTATION // PACKAGE TRANSPORT
Employees: 600,000 (12,299 in CA)
 The Bravo Zulu Award at FedEx is an "on the spot" recognition program rewarding employees for one-time, short-term superior performance above and beyond their normal responsibilities. It is a monetary award including a letter of appreciation and FedEx swag.
- 16** **Ryan ULC**
PROFESSIONAL SERVICES // CONSULTING – MANAGEMENT
Employees: 3,996 (307 in CA)
 Ryan is an award-winning flexible work program that allows employees to work where and when they are most efficient and effective. With myRyan, team members focus on results, not hours, empowering them with freedom and flexibility to achieve success.
- 17** **Softchoice**
INFORMATION TECHNOLOGY // IT CONSULTING
Employees: 1,994 (1,472 in CA)
 At Softchoice, employees have the flexibility to work and plan their days in a way that works best for each of them, in a way that ensures they're responsive and accountable to their customers and to one another. The principles of "Work. Your Way." include flexibility to balance priorities at home and at work.
- 18** **ATB Financial**
FINANCIAL SERVICES & INSURANCE // BANKING/CREDIT SERVICES
Employees: 5,355 in CA
 At ATB, impact isn't just an outcome – it's the foundation of how they do business. Their social impact platform, ATB Uplift, connects team members to their chosen causes with up to 50% donation matching and \$10/hour volunteer rewards for volunteering at eligible organizations.
- 19** **Hyundai Auto Canada Corp.**
MANUFACTURING & PRODUCTION // AUTOMOTIVE
Employees: 122,821 (240 in CA)
 Every employee at Hyundai is eligible to lease up to two vehicles at a reduced lease rate. This includes the cost of insurance and maintenance. They can choose their vehicle model, trim and colour and can choose a new vehicle approximately every 25,000 km.
- 20** **Xero**
INFORMATION TECHNOLOGY // SOFTWARE
Employees: 4,915 (273 in CA)
 Protecting the well-being and mental health of employees is the number one priority at Xero. They have a well-being hub, mental health toolkit for people-leaders, over 80 Wellbeing Champions, and 'well-being leave' for physical, mental and emotional well-being.
- 21** **Publicis Media**
MEDIA
Employees: N/A (556 in CA)
 Publicis Media has a flexible Employee Savings Program/Retirement Plan where employees can choose between different options available to them including RRSP, DPSP, TFSA, NREG, Student Loan repayment and more.
- 22** **LinkedIn**
INFORMATION TECHNOLOGY // ONLINE INTERNET SERVICES
Employees: 21,096 (N/A in CA)
 The year-end shutdown at LinkedIn allows employees to relax, reconnect with friends and family, and get ready for the exciting plans they have for the year ahead. LinkedIn provides a fully paid, week-long shutdown each year at the end of December.
- 23** **CWB Financial Group**
FINANCIAL SERVICES & INSURANCE // BANKING/CREDIT SERVICES
Employees: 2,918 in CA
 CWB values the personal and grassroots activities that make their people unique. Their 10 Employee Resource Groups (ERGs) play a crucial role in their collective success by creating belonging and community. To further this work, they have an ERG mentorship program for all ERG members.
- 24** **Grant Thornton LLP**
PROFESSIONAL SERVICES
Employees: 58,000 (2,711 in CA)
 Diverse Exchanges at Grant Thornton provides an opportunity for colleagues to connect with a more senior/junior colleague to exchange perspectives and learn from each other as they appreciate different life experiences and create a more inclusive culture.
- 25** **EY Canada**
PROFESSIONAL SERVICES // CONSULTING – MANAGEMENT
Employees: 368,065 (7,853 in CA)
 Well-being is central to EY's values and culture. They provide annual benefits including 24/7 virtual health care, digital and live cognitive behaviour therapy, \$5,000 mental health and \$1,000 well-being/fitness credit, extended long weekends and a week-long office closure in December.

Discover the Power of Purpose, Boost Your Workplace Productivity – **Learn How.**

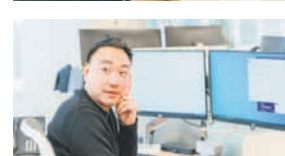






It is because of our amazing people that Centurion has once again been recognized as one of **Canada's Best Workplaces™**

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

At Centurion our core values of **RESPECT, INTEGRITY, SIMPLICITY, and EXCELLENCE** define who we are and guide everything we do.

Come work with us! Visit Centurion.ca/careers to apply.



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

1,000+ EMPLOYEES

<p>26 </p> <p>JOEY Restaurant Group</p> <p>HOSPITALITY // FOOD AND BEVERAGE SERVICE</p> <p>Employees: 6,000 (5,337 in CA)</p> <p>JOEY believes in investing in the growth and development of its people to unleash their full potential. Every partner at JOEY Restaurant Group has access to JOEY University to focus on skills like service and culinary excellence and advanced leadership development.</p>	<p>27</p> <p>Pinterest</p> <p>MEDIA // ONLINE INTERNET SERVICES</p> <p>Employees: 3,500 (200 in CA)</p> <p>All Pinterest employees and their families enjoy free subscriptions that promote emotional well-being. They can build resilience and focus with the Calm app, access 24/7 emotional support and guidance with Ginger, and connect with a professional coach through Bravely.</p>	<p>28</p> <p>Robert Half</p> <p>PROFESSIONAL SERVICES // STAFFING & RECRUITMENT</p> <p>Employees: 9,256 (463 in CA)</p> <p>Robert Half's flexible work model puts people at the forefront and provides employees with choice and autonomy. Options within their current model include the opportunity to work hybrid, in-office or fully remote to accommodate the diverse needs of their people and business.</p>	<p>29</p> <p>Swiss Reinsurance Company Ltd, Canadian Branch</p> <p>FINANCIAL SERVICES & INSURANCE // RE-INSURANCE</p> <p>Employees: 14,717 (270 in CA)</p> <p>At Swiss Re, employees enjoyed a pension contribution holiday in 2022. The voluntary employee contribution was suspended, and Swiss Re paid the maximum contribution for all Defined Contribution Plan members making a total contribution of 18% of base salary.</p>	<p>30  </p> <p>Scotiabank</p> <p>FINANCIAL SERVICES & INSURANCE // BANKING/CREDIT SERVICES</p> <p>Employees: 82,108 (38,615 in CA)</p> <p>Scotiabank's mental health benefit is \$10,000/year for all eligible Canadian employees and their dependents. Coverage includes clinical counsellors, internet-based cognitive behavioural therapy and psychologists, and employees have 24/7 virtual access to health-care providers.</p>
<p>31 </p> <p>FCT</p> <p>FINANCIAL SERVICES & INSURANCE</p> <p>Employees: 20,908 (1,013 in CA)</p> <p>FCT's online recognition platform, administered through Achievers, is called Moments. Moments is a tool for employees to thank and recognize their colleagues for living FCT's values. Points can be redeemed for gifts from a catalogue.</p>	<p>32</p> <p>RSM Canada LLP</p> <p>PROFESSIONAL SERVICES</p> <p>Employees: 57,000 (889 in CA)</p> <p>With nine additional paid days off and \$10,000, RSM's annual Pursue Your Passion program enables nine RSM professionals to follow their dreams and passions. This year, one winner plans to support a medical clinic in Nigeria and another is pursuing his dream of curling.</p>	<p>33</p> <p>Definity Financial Corporation</p> <p>FINANCIAL SERVICES & INSURANCE // GENERAL INSURANCE</p> <p>Employees: 3,500 in CA</p> <p>Employees at Definity have five paid Definity Days yearly to spend focusing on their mental, physical and social well-being. Whether it's spending time for themselves, with family or friends, or observing a holiday or celebration, these Definity Days encourage time for self-care.</p>	<p>34</p> <p>KPMG LLP</p> <p>PROFESSIONAL SERVICES // CONSULTING – MANAGEMENT</p> <p>Employees: 236,000 (10,341 in CA)</p> <p>At KPMG in Canada, they believe their people can find insights anywhere and opportunities everywhere. With the KPMG Roam program, employees and partners have the opportunity and flexibility to work and roam within Canada and selected abroad locations.</p>	<p>35 </p> <p>Klick Health</p> <p>PROFESSIONAL SERVICES // ADVERTISING & MARKETING</p> <p>Employees: 1,383 (921 in CA)</p> <p>Klick hosts epic events! In addition to its annual Town Hall celebration (with GRAMMY Award-winning Nile Rodgers and The Chic), Klick flew its people to Toronto to mark its 25th anniversary with a private concert and party featuring world-renowned DJ Tiësto.</p>
<p>36</p> <p>GFT Canada Technologies Inc.</p> <p>INFORMATION TECHNOLOGY // IT CONSULTING</p> <p>Employees: 8,655 (450 in CA)</p> <p>At GFT, diversity, equality and inclusion are at the core of their identity. Ensuring a strictly non-discriminatory work environment for all communities is one of the main pillars of their diversity strategy, based on their core values and inclusive culture.</p>	<p>37</p> <p>OMERS and Oxford</p> <p>FINANCIAL SERVICES & INSURANCE</p> <p>Employees: 3,214 (2,770 in CA)</p> <p>Employee wellness is a top priority at OMERS and Oxford. Programs include headversity (a resilience training tool), manager training focused on mental health, and a robust digital health and wellness platform that modernizes the wellness and benefits experience.</p>	<p>38</p> <p>Assurant</p> <p>FINANCIAL SERVICES & INSURANCE</p> <p>Employees: 15,000 (339 in CA)</p> <p>Given the diversity of their workforce, Assurant offers a Cultural Heritage Floating Holiday that enables all employees globally to take a day to observe and reflect on an event or occasion relevant to their personal cultural heritage.</p>	<p>39  </p> <p>Stryker Canada ULC</p> <p>HEALTH CARE // MEDICAL SALES/ DISTRIBUTION</p> <p>Employees: 46,000 (688 in CA)</p> <p>All Stryker employees in Canada are encouraged to join Employee Resource Groups (ERGs) and attend events. ERGs host informative, educational, social and networking events that help employees build connections, create a culture of belonging, influence positive change, and understand and embrace allyship.</p>	<p>40 </p> <p>Whirlpool Canada</p> <p>MANUFACTURING & PRODUCTION // PERSONAL AND HOUSEHOLD GOODS</p> <p>Employees: 69,000 (250 in CA)</p> <p>Inclusion and Diversity is a core value at Whirlpool Canada. Their Stronger Together employee-led cross-functional team enforces a culture where everyone can bring their full self to work, and they educate and celebrate culture, ethnic, religious, racial and other forms of identity.</p>

Give Employees 3 Great Reasons to Come to the Office – Learn More.



THANK YOU TO THE TEAM BEHIND TEAM CANADA

The Canadian Olympic Committee (COC) is proud to be a Best Workplace™ for a third year, as well as one of Canada's Best Workplaces™ for Women.

Our work to support a safe, inclusive, and barrier-free sport system starts right here in our own offices. Thank you to the whole team behind Team Canada for living the Olympic values every day and making the COC a Great Place to Work®.



MERCI À L'ÉQUIPE DERRIÈRE ÉQUIPE CANADA

Le Comité olympique canadien (COC) est fier de faire partie des Meilleurs Lieux de Travail^{MC} pour une troisième année ainsi que des Meilleurs Lieux de Travail^{MC} pour les femmes au Canada.

Notre travail à l'appui d'un système sportif sécuritaire, inclusif et accessible commence ici-même dans nos bureaux. Merci à toute l'équipe d'incarner les valeurs olympiques au quotidien et de contribuer pour faire du COC un des Meilleurs Lieux de Travail^{MC}.

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

For more Best Workplaces insights, visit globeandmail.com

1,000+ EMPLOYEES

41

Hyatt Hotels and Resorts

HOSPITALITY // HOTEL/RESORT

Employees: 1,000 in CA

Full-time and part-time colleagues at Hyatt are provided a balance of complimentary room nights per year allowing them to stay at any Hyatt anywhere in the world for free or at a heavily discounted rate.

42

Visa Canada

INFORMATION TECHNOLOGY

Employees: 27,380 (222 in CA)

Visa is committed to Inclusion and Diversity. There are company-led programs, employee training and employee-led initiatives, and this year they hosted events for International Women's Day, Pride, National Day for Truth and Reconciliation, and celebrations for Onam, Eid and Lunar New Year.

43

Equitable Bank

FINANCIAL SERVICES & INSURANCE // BANKING/CREDIT SERVICES

Employees: 1,291 in CA

Equitable Bank matches up to 5% of employees' annual salary in their RRSP to their DPSP plan plus gives an additional 3% to their DPSP, which means every employee receives 3% of their salary yearly for retirement. Plus 100% of the management service fees are covered!

44

Edelman Public Relations Worldwide Canada Inc.

PROFESSIONAL SERVICES // ADVERTISING & MARKETING

Employees: 6,034 (243 in CA)

Mental and physical wellness is a priority at Edelman. Employees enjoy generous wellness benefits, a Calm app subscription, up to 20 free counselling sessions yearly, and they have a dedicated internal "Livewell" team made up of certified mental health first aiders.

45

Hilti Canada Corporation

CONSTRUCTION

Employees: 31,115 (753 in CA)

Hilti has a strong culture of team members staying at Hilti long term. One-quarter of their workforce has been with them more than 10 years. Their service awards are significant and include gift baskets, gift cards and a gala celebration to mark 15 years.

46

Rexall Pharmacy Group ULC

RETAIL

Employees: 6,696 in CA

Rexall Pharmacy's Employee Assistance Program (EAP) is delivered by Inkblot. This online and app-based service connects employees with the most effective mental health counsellors or life coaches making support for life, work and mental health challenges easy to access, anytime – 24/7/365.

47

Dow

MANUFACTURING & PRODUCTION // CHEMICALS

Employees: 37,633 (826 in CA)

Employees are the face of diversity at Dow, and their 10 employee resource groups – each with a senior executive sponsor – bring together people to share experiences, find mentors, seek professional development and gain access to senior leadership.

48

Kiewit Canada Group Inc.

CONSTRUCTION

Employees: 12,449 (600 in CA)

Kiewit puts employees in control of their careers. Want an opportunity to prove yourself? Looking for a diverse career? Kiewit has it. As Kiewit is an international firm, its employees enjoy meaningful responsibilities and gain experience through new projects and positions.

49

Imperial Tobacco Canada Limited

MANUFACTURING & PRODUCTION // FOOD PRODUCTS: TOBACCO

Employees: 52,050 (446 in CA)

Imperial Tobacco believes benefits should enhance careers and lives. Some of the outstanding benefits they offer include a highly competitive salary and bonus incentives, enhanced well-being offerings and a best-in-the-market pension contribution of up to 11% of base salary.

50

Capgemini Canada Inc.

PROFESSIONAL SERVICES // CONSULTING – MANAGEMENT

Employees: 340,000 (2,000 in CA)

At Capgemini, employees make a difference. Their goal is to be carbon net-zero by 2030. They are driving sustainable thinking into their operations and working on digital inclusion by using the passions and skills of their people to bridge the digital divide.

100-999 EMPLOYEES

1

7shifts

INFORMATION TECHNOLOGY // SOFTWARE

Employees: 317

At 7shifts, they help make work-life harmony a reality. Shifties are given unlimited vacation time, they are encouraged to take at least four weeks off per year, and they get the first week of July off to unplug and recharge.

2

Axonify

INFORMATION TECHNOLOGY // SOFTWARE

Employees: 238

Axonify prioritizes well-being and acknowledges that every Axonifier's circumstance is unique, so programs are designed with flexible parameters. Some highlights include 20 vacation days, 7 life care days, Summer Fridays and a wellness spending account.

3

Online Business Systems

INFORMATION TECHNOLOGY // IT CONSULTING

Employees: 312

The Career Mentor Program at Online Business Systems emphasizes developing professional skills and experience. Career Mentors are senior members of the team, and they promote Onliners' development through mentorship, coaching, and well-directed goal setting and development.

4

AMS (formerly HirePower)

PROFESSIONAL SERVICES // STAFFING & RECRUITMENT

Employees: 111

Appreciating that employees have different needs at different life stages, AMS offers onsite, remote, hybrid, full-time, part-time and occasional work opportunities. Employees also have autonomy over their work and hours, and are trusted to make decisions and provide excellent service.

5

Fengate Asset Management

FINANCIAL SERVICES & INSURANCE // INVESTMENTS

Employees: 201

Fengate's Equity, Belonging, Inclusion and Diversity (EBID) Think Tank is a committed team of 17 who, through initiatives like benchmarking, training, safe spaces and pronoun sharing, ensure all backgrounds and perspectives are valued, sought and celebrated.

6

Dejero

INFORMATION TECHNOLOGY // INTERNET SERVICE PROVIDER

Employees: 117

Dejero is passionate about physical, mental and financial health. Programs to support these pillars of wellness include health spending accounts, wellness challenges, Mental Health Mondays, MindBeacon, and WealthSimple and Wilful for easily accessible financial planning options.

7

Points, a Plusgrade company

INFORMATION TECHNOLOGY // SOFTWARE

Employees: 297

At Points, they are proud of their corporate social responsibility and volunteerism. The flagship event is "Pitch Day" where employees pitch their favourite charity for company support, and everyone gets a day off per year to volunteer for the cause of their choice.

8

Jobber

INFORMATION TECHNOLOGY // SOFTWARE

Employees: 562

The certified development coaches and Coaching & Development Team at Jobber provide resources that enable employees to align their growth with areas that fit their core interests, that stretch into new departments, or through creating hybrid roles that foster innovation.

9

Clark Wilson LLP

PROFESSIONAL SERVICES // LEGAL

Employees: 284

At Clark Wilson, they encourage their employees to focus on their well-being, and they provide the support and resources to make it happen. This includes a health and wellness spending account, a flexible working environment and their remote-work policy.

10

Kicking Horse Coffee

MANUFACTURING & PRODUCTION // FOOD PRODUCTS: BEVERAGES

Employees: 111

Full-time staff at Kicking Horse Coffee receive an annual wellness allowance of up to \$700 for any expense related to staying physically and mentally fit and having fun! Examples include ski passes, camping gear, meditation, music lessons, art classes and pottery supplies.

Invest in Your Organization's Success - Leverage the ROI of Certification.



PROUD TO BE RECOGNIZED AGAIN AS A
GREAT PLACE TO WORK™!



Our unique and inclusive culture is unrivaled and part of what enables us to stand out. Our exceptional people are the key to our culture and the root of our exceptional client experience.

Find out more at rsmcanada.com/careers



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

100-999 EMPLOYEES

11
StackAdapt
 PROFESSIONAL SERVICES // ADVERTISING & MARKETING
Employees: 527
 StackAdapt's General Onboarding Program spans two weeks and takes new StackAdapters through every area of the business. New employees meet with each department and learn about the team structure, their mandates, how they fit into the big picture, and current projects.

12
Explorance
 INFORMATION TECHNOLOGY // SOFTWARE
Employees: 225
 At Explorance, celebration is an important part of their culture. Examples include a welcome basket for new employees, a birthday gift of \$50, a \$150 value baby basket for newborns, a spa package gift for newlyweds as well as seasonal gifts.

13
eHealth Centre of Excellence
 HEALTH CARE // SERVICES
Employees: N/A
 eCE offers a hybrid work environment consisting of working from home and the office. The office follows a hoteling structure where staff are welcome to go into the office or staff can choose to work completely remotely if that's what works best for them.

14
Centurion Asset Management Inc.
 REAL ESTATE // PROPERTY MANAGEMENT
Employees: 335
 As part of Centurion's continued commitment to the learning and development of employees, they introduced the Centurion Learning Academy. This virtual platform provides over 400 interactive learning courses that can be accessed at times that are most convenient for learning.

15
SGGG Fund Services
 FINANCIAL SERVICES & INSURANCE // ACCOUNTING
Employees: 216
 SGGG has a long-standing policy of giving staff a broad set of responsibilities and developing their skills and knowledge. As a result, they promote entirely from within. In nine years, they have not hired externally for a role above the level of an individual contributor.

16 (Tied Rank)
Architech
 PROFESSIONAL SERVICES // CONSULTING ENGINEERING
Employees: 105
 At Architech, they take a multi-pillar approach to Diversity and Inclusion.
Spi Santé Sécurité
 PROFESSIONAL SERVICES
Employees: 400
 Philanthropy is part of Spi Santé Sécurité's DNA.

17
ISAAC Instruments Inc.
 INFORMATION TECHNOLOGY
Employees: 171
 Colleagues' well-being is of daily concern to ISAAC. This is practised in various ways, from Comfort Agents making sure everyone is safe and comfortable in their workspace, to SPARKXS, an app based on positive psychology and neuroscience to improve well-being and fulfilment.

18
AppCentrica
 INFORMATION TECHNOLOGY // IT CONSULTING
Employees: 123
 At AppCentrica, they value and encourage continuous learning and skill enhancement. They offer various sponsored certifications, as well as access to an online portal of self-paced courses. Senior team members also take time to mentor and support junior staff.

19
BlueCat
 INFORMATION TECHNOLOGY
Employees: 245
 BlueCat supports the health and wellness of their employees through competitive group benefits and initiatives that promote physical and mental well-being. Programs include a Health Spending Account, Mindfulness & Meditation sessions, and an internal Mental Health First Aid team.

20
Humi
 INFORMATION TECHNOLOGY
Employees: 144
 Humi has permanent long(er) weekends. Every Friday they close their computers at 1 p.m., allowing Humigos to focus on what matters most to them. As part of this commitment, start and end times are flexible so Humigos can work when they are most productive.

21
Canadian Olympic Committee
 NON-PROFIT AND CHARITY ORGANIZATIONS
Employees: 113
 Approximately 60% of COC employees work at Olympic and Pan Am Games as part of their role. The balance can apply for specific positions that focus on personal and professional development. While this is hard work and long days, the opportunity is highly valued by employees.

22
CMS Group LTD
 CONSTRUCTION
Employees: 298
 CMS Group is engaged with several community outreach and charitable programs during the year, which allows their employees to get involved in making a difference in their communities. This includes food drives, fundraising and charity events.

23
Achievers
 INFORMATION TECHNOLOGY // SOFTWARE
Employees: 533
 Achievers offers a range of breakfast foods like bagels, fresh fruit and yogurt for employees when they arrive at the office. Every Thursday, the Toronto office has a happy hour where employees socialize and make connections over snacks and wine or beer from the in-house tap.

24
BigSteelBox
 TRANSPORTATION // TRANSPORT & STORAGE
Employees: 184
 The company-wide incentive/bonus program at BigSteelBox ensures every employee is eligible for a performance-related bonus or participates in a commission scheme.

25
Ada Support
 INFORMATION TECHNOLOGY // SOFTWARE
Employees: 343
 Ada Support cares about results, not time in the office, and they are committed to being Digital First – meaning their employees can work from home from wherever they are in the world.

26
360insights
 INFORMATION TECHNOLOGY // SOFTWARE
Employees: 359
 360Insights invests in their people with a 4% matching benefit allowing employees to save for retirement, a renovation, vacation or another treat. Team members also enjoy tuition reimbursement up to \$1,500 yearly, a 360scholarship program and a LinkedIn Learning account.

27
PartnerStack
 INFORMATION TECHNOLOGY // ONLINE INTERNET SERVICES
Employees: 174
 The health and wellness of all of their employees is a priority at PartnerStack. As such, they provide a health spending account and wellness accounts to employees on day one.

28
Resolver Inc.
 INFORMATION TECHNOLOGY // SOFTWARE
Employees: 224
 REACH (Resolverites Exploring, Acting, Connecting and Helping) is an employee-led, peer-driven program at Resolver aimed at empowering Resolverites to grow personally and professionally through a wide range of activities that drive engagement and foster a positive culture for all.

29
Wave Financial Inc.
 INFORMATION TECHNOLOGY // SOFTWARE
Employees: 308
 Ongoing mentorship opportunities at Wave Financial have an 87% participation rate. Wave's mentorship program brings Wavers together for sharing technical, personal and transferable skills on a self-directed, autonomous journey guided by certified coaches.

30
Alida
 INFORMATION TECHNOLOGY // SOFTWARE
Employees: 290
 Alida piloted a 4-Day Work Week to address burnout, improve productivity and create a better work-life balance. The program will help them understand the impact of a 4-day work week, with the hope of making it a permanent part of their benefits and culture.



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100-999 EMPLOYEES

31

Integracare Inc.

HEALTH CARE // SERVICES

Employees: 216

Integracare offers 100% of its Caregivers free education in all four facets of Dementia Care as taught by the Alzheimer's Society of Toronto (AST). This unique education relationship is part of an ongoing exclusive partnership agreement with AST.

32

MCAN Financial Group

FINANCIAL SERVICES & INSURANCE // BANKING/CREDIT SERVICES

Employees: 125

MCAN provides team members numerous ways to develop both professionally and personally, including personal development plans, career pathways, business unit specific training and MCAN's Leadership Development Program delivered in partnership with Verity.

33

Svante

ENGINEERING

Employees: 197

The flexible work arrangement at Svante means that how and where employees work is up to the employee and manager, and as each role allows. They ensure the office environment is inclusive, healthy and safe, and employees can take IT equipment home as needed.

34

Security Compass

INFORMATION TECHNOLOGY // IT CONSULTING

Employees: 191

Security Compass offers team members open paid time off, allowing them to take vacation days, personal days or sick days at their discretion. This policy allows team members to take the time they need to rest, relax and enjoy a healthy work-life balance.

5+ YEARS

35

Picton Mahoney Asset Management

FINANCIAL SERVICES & INSURANCE // INVESTMENTS

Employees: 124

Picton Mahoney is committed to balance and work-life integration. They offer paid sick and personal days, and the work environment is accommodating, flexible and remote-friendly, which allows employees to live their lives in a city or country of their choice.

36

Bond Brand Loyalty

PROFESSIONAL SERVICES // ADVERTISING & MARKETING

Employees: 582

At Bond, they have moved to a hybrid work environment, enabling employees to choose the best place to work based on the type of work to be done that day. They offer flexible schedules and have no meetings before 9 a.m., over lunch or after 5 p.m.

37

Staffbase Canada Systems Inc.

INFORMATION TECHNOLOGY // SOFTWARE

Employees: 180

At Staffbase, their employees' mental health is just as important as physical health. They offer all staff 20 days of paid vacation, a 3-month parental leave top-up, paid bereavement, as well as 10 wellness days annually.

38

Impres Inc.

BIOTECHNOLOGY & PHARMACEUTICALS // PHARMACEUTICALS

Employees: 397

Flexibility and maintaining a healthy work-life balance is important at Impres. As a result, they offer their people the option to work remotely and find the balance they need.

39

Prospera Credit Union

FINANCIAL SERVICES & INSURANCE // BANKING/CREDIT SERVICES

Employees: 683

Prospera's approach to wellness encompasses mind, body and spirit. They provide Flex Benefits, access to MindBeacon's Virtual Mental Health Clinic, and two extra Prosperian Days per year (on top of paid wellness time) to support work-life balance.

40

Larochelle Groupe Conseil inc.

INFORMATION TECHNOLOGY // IT CONSULTING

Employees: 153

At Larochelle, they are committed to developing relationships between their employees. To promote this collaboration, they gather for gourmet meals, have an active social club, organize lunch and learns, and hold specific events like the "Larochelle breakfast."

41

WFCU Credit Union

FINANCIAL SERVICES & INSURANCE // BANKING/CREDIT SERVICES

Employees: 291

The employee wellness benefit at WFCU Credit Union equals 2.5% of the previous year's salary. Employees are encouraged to spend it on anything that enhances physical or mental well-being including additional vacation days, spa services or backyard upgrades.

5+ YEARS

42

HomeStars

INFORMATION TECHNOLOGY // ONLINE INTERNET SERVICES

Employees: 196

Yearly, employees at HomeStars can be reimbursed up to \$250 on their home renovation projects by using one of their vetted Service Professionals. It's a win-win perk that benefits employees while supporting HomeStars' vast community of professionals.

43

Diff

INFORMATION TECHNOLOGY // IT CONSULTING

Employees: 106

Flex Dollars at Diff is a flexible program that promotes mental, physical and overall well-being. Diff provides \$500 Flex Dollars to be used on anything that employees feel will increase their physical and mental well-being.

44

O2E Brands

PROFESSIONAL SERVICES

Employees: 705

O2E Brands added a permanent hybrid work model to their organization, combining the known benefits of working from their office with the benefits of working from home in a way that allows their people the freedom to choose what works best for them.

10+ YEARS

45

Borrowell

INFORMATION TECHNOLOGY

Employees: 148

Employees at Borrowell enjoy comprehensive benefits including \$500 per paramedical, \$1,000 towards massages and \$1,000 for psychotherapy services. Plus they receive wellness benefits including additional days off in summer, flexible scheduling and a remote-first workplace.

46

FreshBooks

INFORMATION TECHNOLOGY // SOFTWARE

Employees: 484

At FreshBooks, they support new parents with industry-leading parental leave benefits. New mothers and fathers receive two weeks of parental leave at 100% of their salary, a 90% top-up alongside EI for up to 30 weeks, plus baby swag and meal delivery for a week.

5+ YEARS

47

ScalePad

INFORMATION TECHNOLOGY // SOFTWARE

Employees: 142

ScalePad has a strong focus on wellness. Their 100% employer-paid benefits, with 100% medical and dental coverage, help employees prioritize their health. Unlimited paid time off, paired with four designated mental health days, addresses employees' need to rest and reset.

48

Super

INFORMATION TECHNOLOGY // SOFTWARE

Employees: 157

At Super, employees enjoy unlimited vacation! All year long! Super also closes their office during the holidays, giving all employees a well-deserved break in the winter. As well, all employees have the freedom to personalize their schedules and ways of working.

49

Abell Pest Control Inc.

PROFESSIONAL SERVICES

Employees: 484

Abell's Bee Keeping Program provides employees with paid training and all the equipment required to raise bees at home. This program is part of Abell's effort to increase the bee and pollinator populations.

50

Vendasta

INFORMATION TECHNOLOGY // SOFTWARE

Employees: 450

Vendasta's Food Operations team prepares delicious options for breakfast, lunch and snacks that keep Vendastians well-fed, healthy and happy throughout the day. Plus, on Fridays, Vendastians are treated to a free catered lunch to enjoy during the All-Hands meeting.

50-99 EMPLOYEES

1 Opus Fund Services

FINANCIAL SERVICES & INSURANCE

Employees: 60

2 Equium Group

REAL ESTATE // PROPERTY MANAGEMENT

Employees: 51

5+ YEARS

3 DrugBank

INFORMATION TECHNOLOGY // SOFTWARE

Employees: 65

4 Coconut Software

INFORMATION TECHNOLOGY // SOFTWARE

Employees: 79

5 WW Canada, ULC

INFORMATION TECHNOLOGY

Employees: 70

6 Isaac Operations Ltd.

PROFESSIONAL SERVICES // CONSULTING ENGINEERING

Employees: 76

5+ YEARS

7 REV Capital

FINANCIAL SERVICES & INSURANCE // BANKING/CREDIT SERVICES

Employees: 84

8 Georgian

FINANCIAL SERVICES & INSURANCE // INVESTMENTS

Employees: 91

9 VidCruiter

INFORMATION TECHNOLOGY // SOFTWARE

Employees: 54

10 Ace Beverage Group

MANUFACTURING & PRODUCTION // FOOD PRODUCTS: BEVERAGES

Employees: 70

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50-99 EMPLOYEES

11 Clariti Cloud, Inc. INFORMATION TECHNOLOGY // SOFTWARE Employees: 62	12 Amilia INFORMATION TECHNOLOGY // SOFTWARE Employees: 91	13 Habanero Consulting Inc. CONSULTING – MANAGEMENT Employees: 68	14 Greenlight Consulting INFORMATION TECHNOLOGY // IT CONSULTING Employees: 70	15 Andgo Systems INFORMATION TECHNOLOGY // SOFTWARE Employees: 59
16 Nexapp INFORMATION TECHNOLOGY // SOFTWARE Employees: 75	17 Wagepoint FINANCIAL SERVICES & INSURANCE Employees: 97	18 Saskatchewan Intercultural Association SOCIAL SERVICES // CULTURE & ARTS Employees: 71	19 Kira Talent EDUCATION & TRAINING Employees: 52	20 Kearney PROFESSIONAL SERVICES // CONSULTING – MANAGEMENT Employees: 87
21 Irwin FINANCIAL SERVICES & INSURANCE Employees: 70	22 Substance / Radiance PROFESSIONAL SERVICES // ADVERTISING & MARKETING Employees: 51	23 BioRender INFORMATION TECHNOLOGY // SOFTWARE Employees: 75	24 Rize Alliance Properties Ltd. REAL ESTATE // HOUSING Employees: 53	25 Guusto Gifts Inc. INFORMATION TECHNOLOGY // SOFTWARE Employees: 51
26 Bits In Glass Inc. PROFESSIONAL SERVICES Employees: 62	27 IN-RGY INFORMATION TECHNOLOGY // IT CONSULTING Employees: 87	28 Bridgit INFORMATION TECHNOLOGY // SOFTWARE Employees: 85	29 O2 Web INFORMATION TECHNOLOGY Employees: 80	30 Plenary Americas FINANCIAL SERVICES & INSURANCE // INVESTMENTS Employees: 67
31 Pixieset INFORMATION TECHNOLOGY // SOFTWARE Employees: 95	32 IVALET INFORMATION TECHNOLOGY // SOFTWARE Employees: 56	33 VendorPM INFORMATION TECHNOLOGY // SOFTWARE Employees: 57	34 Push Technologies Inc. INFORMATION TECHNOLOGY // SOFTWARE Employees: 63	35 BlueStone Properties Inc. REAL ESTATE // PROPERTY MANAGEMENT Employees: 75
36 DedON Layouts Inc. PROFESSIONAL SERVICES // ARCHITECTURE/DESIGN Employees: 68	37 Ensero Solutions PROFESSIONAL SERVICES // CONSULTING ENVIRONMENTAL Employees: 70	38 Novatize INFORMATION TECHNOLOGY // ONLINE INTERNET SERVICES Employees: 62	39 Educators Financial Group Inc. FINANCIAL SERVICES & INSURANCE Employees: 73	40 Peter Lucas PROFESSIONAL SERVICES // STAFFING & RECRUITMENT Employees: 59
41 GroupeX Solutions INFORMATION TECHNOLOGY // IT CONSULTING Employees: 54	42 Openmind Technologies IT CONSULTING Employees: 55	43 Manifest Climate INFORMATION TECHNOLOGY // ONLINE INTERNET SERVICES Employees: 60	44 SII Canada INFORMATION TECHNOLOGY // IT CONSULTING Employees: 55	45 Origine Nature AGRICULTURE Employees: 80
46 Laserax MANUFACTURING & PRODUCTION // AUTOMOTIVE Employees: 80	47 Venterra Realty (Canada) Inc. REAL ESTATE // PROP. MGMT. Employees: 91	48 GlobalVision INFORMATION TECHNOLOGY // SOFTWARE Employees: 98	49 Goodkey, Weedmark & Associates Limited ENGINEERING Employees: 92	50 Prime Quadrant FINANCIAL SERVICES & INSURANCE // INVESTMENTS Employees: 55

UNDER 50 EMPLOYEES

1 Montreal Analytics INFORMATION TECHNOLOGY // IT CONSULTING Employees: 40	2 iFathom Corp PROFESSIONAL SERVICES // STAFFING & RECRUITMENT Employees: 29	3 Eclipsys Solutions Inc. INFORMATION TECHNOLOGY // IT CONSULTING Employees: 47	4 Candybox Marketing PROFESSIONAL SERVICES // ADVERTISING & MARKETING Employees: 38	5 INTERFACEWARE Inc. HEALTH CARE // SERVICES Employees: 27
6 Perkuto PROFESSIONAL SERVICES // ADVERTISING & MARKETING Employees: 26	7 Blockthrough INFORMATION TECHNOLOGY // SOFTWARE Employees: 34	8 Prolab Health & Beauty Ltd. MANUFACTURING & PRODUCTION Employees: 34	9 Lightship Security Inc. INFORMATION TECHNOLOGY // IT CONSULTING Employees: 38	10 Impetus Healthcare Inc. HEALTH CARE // SPECIALTY Employees: N/A
11 Symetris INFORMATION TECHNOLOGY Employees: 44	12 ImageX INFORMATION TECHNOLOGY Employees: 33	13 Uvaro EDUCATION & TRAINING Employees: 38	14 DarwinAI INFORMATION TECHNOLOGY Employees: 27	15 Mindwire Systems Ltd. PROFESSIONAL SERVICES // STAFFING & RECRUITMENT Employees: 33
16 Carly Rian Group PROFESSIONAL SERVICES // CONSULTING – MANAGEMENT Employees: 30	17 Kimoby INFORMATION TECHNOLOGY // SOFTWARE Employees: 34	18 Dext Canada Limited INFORMATION TECHNOLOGY // SOFTWARE Employees: 33	19 Agence dada PROFESSIONAL SERVICES // ADVERTISING & MARKETING Employees: 30	20 Modular Driven Technologies OTHER Employees: 29
21 Cloud SynApps Inc. INFORMATION TECHNOLOGY // IT CONSULTING Employees: 45	22 ChainSafe Systems Inc. INFORMATION TECHNOLOGY Employees: 36	23 GrantMatch Corp. FINANCIAL SERVICES & INSURANCE Employees: 31	24 Sklar Wilton & Associates CONSULTING – MANAGEMENT Employees: 40	25 ODAIA Intelligence Inc. INFORMATION TECHNOLOGY // HEALTHCARE Employees: 39
26 Craft Public Relations PROFESSIONAL SERVICES Employees: 32	27 Orangutech PROFESSIONAL SERVICES Employees: 25	28 PureLogic IT Solutions INFORMATION TECHNOLOGY Employees: 43	29 Rablabs PROFESSIONAL SERVICES // ADVERTISING & MARKETING Employees: 34	30 Monos Travel RETAIL // ECOMMERCE Employees: 40
31 Mediaclip INFORMATION TECHNOLOGY // SOFTWARE Employees: 32	32 Marketcircle Inc. INFORMATION TECHNOLOGY // SOFTWARE Employees: 41	33 BC Real Estate Association REAL ESTATE Employees: 27	34 Goose Digital PROFESSIONAL SERVICES // ADVERTISING & MARKETING Employees: 27	35 VEERUM INFORMATION TECHNOLOGY // SOFTWARE Employees: 43
36 Orange Traffic MANUFACTURING & PRODUCTION // TRANSPORT EQUIPMENT Employees: 38	37 Toast Studio MEDIA // TELEVISION/FILM/VIDEO Employees: 33	38 Zuva Inc. INFORMATION TECHNOLOGY // SOFTWARE Employees: 37	39 IT/IQ Tech Recruiters PROFESSIONAL SERVICES // STAFFING & RECRUITMENT Employees: 42	40 Keyrus Canada Inc. INFORMATION TECHNOLOGY // IT CONSULTING Employees: 46
41 WISI America TELECOMMUNICATIONS Employees: 41	42 Nuvalence, LLC PROFESSIONAL SERVICES // CONSULTING ENGINEERING Employees: 38	43 Bucketlist Rewards INFORMATION TECHNOLOGY // SOFTWARE Employees: 47	44 Neighbourhood Holdings FINANCIAL SERVICES & INSURANCE Employees: 29	45 Quinn+Partners PROFESSIONAL SERVICES // CONSULTING – MANAGEMENT Employees: 40
46 PACE Technical Inc. INFORMATION TECHNOLOGY // IT CONSULTING Employees: 35	47 Quantum Mob Inc. INFORMATION TECHNOLOGY // SOFTWARE Employees: 32	48 Zenhub INFORMATION TECHNOLOGY // SOFTWARE Employees: 38	49 Metrix EDUCATION & TRAINING Employees: 46	50 Collabware INFORMATION TECHNOLOGY // SOFTWARE Employees: 31

Thank You, Team!

We are very fortunate and proud to have created an environment where all of our amazing people take ownership of our company culture.



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