

CANADA'S BEST WORKPLACES

Friday, April 17, 2020

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“In the best of times – and the most challenging – leaders who are committed to building high-trust cultures create organizations that both outperform their competitors and are positioned for unwavering resilience. We proudly salute all of you.”

JOSE TOLOVI NETO, CEO, GREAT PLACE TO WORK CANADA

BEST WORKPLACES FEWER THAN 100 EMPLOYEES

1 **Habanero Consulting Group**
10+ YEARS PROFESSIONAL SERVICES
www.habaneroconsulting.com

Head office: Vancouver, BC • **Employees:** 57
Previous years on list: 2011 to 2019

Habanero’s flexible work arrangements set them apart and create harmony between organizational and personal passions. Employees can work compressed weeks, from home, at the coffee shop, switch to part-time, or they take time off when it makes sense.

“Great employee experiences don’t happen by accident; they have to be actively designed and carefully implemented.”

James Sloane
 Director of Employee Experience at Habanero

BEST WORKPLACES 100-999 EMPLOYEES

1 **7shifts**
 INFORMATION TECHNOLOGY / SOFTWARE
www.7shifts.com

Head office: Saskatoon, SK • **Employees:** 158
Previous years on list: NA

7shifts cares about employee health and happiness. Full-time employees have a Wellness Spending Account of \$500/year to help maintain and enhance their well-being. Eligible expenses include fitness activities and sports equipment to promote good health.

“Our success is a reflection of the team we have a built and the core values we share, which drive our business forward.”

Jordan Boesch
 7shifts CEO

BEST WORKPLACES 1,000+ EMPLOYEES

1 **ATB Financial**
5+ YEARS FINANCIAL SERVICES & INSURANCE / BANKING/CREDIT SERVICES
www.atb.com

Head office: Edmonton, AB • **Employees:** 5,727 in Canada
Previous years on list: 2009, 2010, 2015 to 2017, 2019

ATB Financial partners with Homewood Health Inc. to provide organizational wellness and an employee and family assistance program (EFAP). Employee health management services are no-cost, easy to access, and there is an advice line, courses and a health library available online.

“ATB creates an environment that brings out the best in team members; an inclusive place where people thrive and create remarkable customer experiences.”

Debbie Blakeman
 Chief People Officer at ATB

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IT'S ALL ABOUT TRUST, ESPECIALLY IN TIMES OF UNCERTAINTY

In any time of turbulence, companies are naturally concerned about risks and the impact on their financial performance. Perhaps more importantly, they must also address concerns about employee safety and psychological well-being that go beyond the normal course of business.

Amidst the current crisis – and the urgent actions businesses are taking in order to protect their staff and their bottom line – surprising opportunities can be found to strengthen workplace culture.



While COVID-19 forces us to be socially distant, it's crucial to be emotionally close. People are social creatures and organizations are social institutions. Even though right now, you and your colleagues

are physically separated from each other, with the right approach, mandatory social distancing could paradoxically bring employees and managers closer together.

Listening to your employees is one of the most impactful things you can do right now. Keeping open lines of communication and encouraging exchange of ideas shows employees they are valued and builds connections that will strengthen your foundation. Strong foundations can turn tumultuous moments into opportunities

to make your organization more innovative and resilient than ever. In challenging times, great leaders stand out, and so do great organizations. We are proud to recognize those which have, over time, cultivated great places to work FOR ALL.

JOSE TOLOVI NETO
CEO, Great Place to Work Canada

ABOUT GREAT PLACE TO WORK

Great Place to Work is a global people analytics and consulting firm that specializes in workplace trust. We operate in over 60 countries around the world and partner with organizations of all sizes and industries to build stronger cultures and achieve better business results.

HOW TO GET RECOGNIZED

To be eligible, organizations must be 'Great Place to Work Certified.' We rank the best workplaces based on the Trust Index Employee Survey and the Culture Audit Management Questionnaire.

Visit GPTW.ca or call us at 1-866-712-0630 to get started.

DO YOU HAVE WHAT IT TAKES TO GET GREAT PLACE TO WORK CERTIFIED?

- You operate in Canada
- You are working towards building a great work culture

STEP 1: Survey Your Employees



STEP 2: Complete Culture Brief



GET CERTIFIED



GET RECOGNIZED AS A 2020 BEST WORKPLACE IN:

- Technology
- Financial Services
- Manufacturing
- Professional Services
- Health Care
- Leading with Care
- Inclusion
- Women
- Mental Wellness

Visit GPTW.ca



TRUST RULES

BY ALISON GRENIER
Head of Culture and Research,
Great Place to Work Canada

Managers matter. A manager makes the difference between whether an employee loves or hates their job. We know the kind of manager we want to be, and yet something strange happens to many of us when we are given the opportunity to manage – we often manage people as though they were an afterthought.

This is a major mistake and a missed opportunity, because what sets the world's best managers apart is the quality of relationships in the workplace. And what single factor decides the quality of those relationships? Simply the level of trust between managers and their employees.

HOW CAN MANAGERS BUILD TRUST WITH THEIR TEAMS?

TRUST FIRST
As a manager, it would be wonderful if you could wait until each member

of your team has shown themselves to be reliable, truthful and able before trusting them. But it doesn't work that way. For trust to take root, somebody must make the first move; you're the manager, so that's on you. Being the first to trust leaves you exposed and makes you feel vulnerable – but it also shows your strength.

LIVE WITH INTEGRITY
Living with integrity means being true to your word in everything you do. It means people can trust you because you do what you say. In the workplace, integrity matters because how you conduct yourself with your employees, customers, vendors and suppliers shows the standard of behaviour you expect from them. When employees know you are a person of integrity, you become easier to predict and therefore easier to trust.

KEEP YOUR PROMISES
Why do so many managers fail to keep their promises? Because promises are easy to make but hard to deliver. Most managers keep

their big promises; the problem lies mainly with the small promises. Or small broken promises to be precise.

RESPECT THE WHOLE PERSON
Each of us is a unique and special individual, with a past, present and future separate from our day-to-day work persona. When you show a sincere interest in your team members as unique individuals and not just team members, you show respect for the complexities of their lives. In doing so, you prepare the ground for them to trust you and your sincerity on other occasions.

GIVE STRAIGHT ANSWERS
Answer your employees' questions clearly and fully. This saves them from having to decipher your answers and figure out what you are really saying, leaving them free to focus on their work. Straight talk takes courage, but the opportunities to foster trust and better outcomes is worth it.

TREAT EVERYONE FAIRLY
Treating your employees fairly is not

the same as treating them equally. Treating employees equally means treating everyone the same. Treating your employees fairly means treating each employee in a way that is appropriate to the contribution that they make.

SHOW YOUR APPRECIATION
Most of us work hard, most of the time. We work to the best of our ability, often putting in extra effort when we see that it's needed. Mostly, we just do what we do quietly and without fuss. And although we don't need or expect constant praise or gratitude, it's nice when it happens.

BUILDING GREAT PLACES TO WORK FOR ALL
Great Place to Work's mission is to build a better world by helping organizations become great places to work for all. Our research clearly shows that great places to work for all are better for business. Their high-trust, inclusive cultures fuel growth and cultivate the human potential of all employees.

We think you'll love working here too.

Canada's Best Workplaces™ 2020

Celebrating 15 consecutive years!

A big thanks to each and every colleague on the TD team, who love what they do and where they do it. We wouldn't be talking about this wonderful recognition without you!

Learn more at jobs.td.com





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

BEST WORKPLACES FEWER THAN 100 EMPLOYEES	BEST WORKPLACES 100-999 EMPLOYEES	BEST WORKPLACES 1,000+ EMPLOYEES
<p>2 Equium Group CONSTRUCTION, INFRASTRUCTURE & REAL ESTATE / PROPERTY MANAGEMENT www.equium.ca</p> <p>Head office: Calgary, AB • Employees: 30 Previous years on list: 2019</p> <p>Employees at Equium are entitled to receive a 100% discount on all real estate brokerage fees pertaining to the sale of their personal residence.</p> 	<p>2 Explorance INFORMATION TECHNOLOGY / SOFTWARE www.explorance.com</p> <p>Head office: Montreal, QC • Employees: 151 Previous years on list: 2014 to 2019</p> <p>Explorance employees have unlimited time off. They also get an exclusive membership to the MAA gym for themselves and their spouse. For relaxation, the office has a tv area, pool table, darts, vintage arcade games and more.</p> 	<p>2 Intuit Canada INFORMATION TECHNOLOGY / SOFTWARE www.intuit.ca</p> <p>Head office: Mississauga, ON • Employees: 9,379 (451 in CA) Previous years on list: 2006, 2007, 2009, 2011 to 2019</p> <p>Intuit is committed to reducing its carbon footprint. They use compostable single-use items in the cafeteria, they replaced paper towels with hand dryers, they added more EV charging stations, centralized waste collection and introduced organic waste disposal.</p> 
<p>3 MobSquad INFORMATION TECHNOLOGY www.mobsquad.io</p> <p>Head office: Calgary, AB • Employees: 25 Previous years on list: 2019</p> <p>MobSquad presents a variety of technology and business events including talks by prominent scientists and community leaders. They also host events for organizations involved in the innovation economy, often with NFPs focused on diversity and underrepresentation.</p> 	<p>3 Kira Systems INFORMATION TECHNOLOGY / SOFTWARE www.kirasystems.com</p> <p>Head office: Toronto, ON • Employees: 169 Previous years on list: NA</p> <p>The Leaders at Scale program provides Kira's leaders with four hours/month of dedicated in-classroom time, as well as 1:1 coaching opportunities, to help them develop leadership skills. They currently have 30+ leaders enrolled.</p> 	<p>3 Ultimate Software INFORMATION TECHNOLOGY / SOFTWARE www.ultimatesoftware.ca</p> <p>Head office: Toronto, ON • Employees: 5,498 (245 in CA) Previous years on list: 2018, 2019</p> <p>Ultimate matches 45% of ALL employee RRSP contributions, and the matching amount is given every pay period rather than year end. This program exemplifies "FOR ALL" rewards, acknowledging employees for the successes they have achieved together.</p> 

THE RESILIENCE OF HIGH-TRUST WORKPLACES

Despite the uncertain times facing all companies globally, one thing is sure – we will recover. The question is how quickly?

For 20 years, companies appearing on the Best Workplaces lists have consistently experienced better stock market returns, lower turnover, better customer service, higher levels of innovation and increased productivity compared to their peers. Figure 1 illustrates the results of a study by Russell Investment Group that tracked, over the course of two decades, the comparative annualized stock returns of companies recognized by Great Place to Work as "high-

trust" cultures. These companies performed more than three times as well as the general market.

But what is most important to note is how organizations with high-trust cultures consistently respond to market dips with accelerated recovery.

Simply put, high-trust workplaces are not immune to market forces, but they are more resilient and bounce back more quickly from setbacks.

To learn more about how to strengthen your organization's culture, performance and resilience, visit GPTW.ca.

Great Place To Work.

The 100 Best have outperformed the overall market by a factor of nearly 3X

- FORTUNE 100 Best
- Russell 3000
- Russell 1000

Source: FTSE Russell



"Innovation isn't fuelled by good ideas. Innovation is fuelled by engaged, caring, happy people with good ideas." **Lilika Beck**, Managing Director, Connect Hearing

THANK YOU!





Thank you to all our people for caring and taking ownership of our culture. As a team, you have made Whirlpool one of Canada's Best Workplaces™.

Find opportunities at www.whirlpoolcanada.com

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

BEST WORKPLACES FEWER THAN 100 EMPLOYEES	BEST WORKPLACES 100-999 EMPLOYEES	BEST WORKPLACES 1,000+ EMPLOYEES
<p>4  PostBeyond Inc. INFORMATION TECHNOLOGY / SOFTWARE www.postbeyond.com</p> <p>Head office: Toronto, ON • Employees: 31 Previous years on list: NA</p> <p>Innovation Friday is a time for the teams to work on their professional development and growth. From upskilling to prototyping, the reach is virtually endless. Teams share on the #innovation slack channel, offering collaboration opportunities.</p>	<p>4  Traction on Demand INFORMATION TECHNOLOGY / IT CONSULTING www.tractionondemand.com</p> <p>Head office: Burnaby, BC • Employees: 525 Previous years on list: 2014 to 2019</p> <p>To support the value Building Community, the CEO created employee stock ownership for Tractionites to be part of something bigger: to create a legacy. Existing owners invite new Tractionites in based on performance. They crowd source it!</p>	<p>4  Salesforce INFORMATION TECHNOLOGY / SOFTWARE www.salesforce.ca</p> <p>Head office: Toronto, ON • Employees: 45,000 (1,505 in CA) Previous years on list: 2018, 2019</p> <p>Salesforce employees receive seven paid days (that's 56 hours) to volunteer. Employees are also given access to a generous matching policy (up to \$5,000) yearly. Teams often volunteer together, making it a team-building and philanthropic experience.</p>
<p>5  Wynford/EventSimple PROFESSIONAL SERVICES www.wynfordtwg.com</p> <p>Head office: Toronto, ON • Employees: 70 Previous years on list: 2013 to 2019</p> <p>If you need to start your day with an espresso or need an afternoon power snack, Wynford/EventSimple has you covered. They provide snacks, beverages, baked goods, fresh fruit, protein shake mixes – everything you need to avoid fast food.</p>	<p>5  Ian Martin Group PROFESSIONAL SERVICES / STAFFING & RECRUITMENT www.ianmartin.com</p> <p>Head office: Oakville, ON • Employees: 133 Previous years on list: 2013 to 2019</p> <p>Ian Martin Group matches employee's charitable donations 100% until the company hits a maximum of \$10,000 donated in a fiscal year period.</p>	<p>5  Cisco Systems Canada INFORMATION TECHNOLOGY www.cisco.com/c/en_ca</p> <p>Head office: Toronto, ON • Employees: 75,905 (1,891 in CA) Previous years on list: 2019</p> <p>At Cisco, they're creating an environment where they can speak openly about mental health, listen with compassion and ask for help without fear of judgment. Mental health specialists are covered 100% with no annual maximum.</p>
<p>6 Kootenay Career Development Society NON-PROFIT AND CHARITY ORGANIZATIONS www.kcds.ca</p> <p>Head office: Nelson, BC • Employees: 58 Previous years on list: 2019</p> <p>Each staff member at Kootenay Career Development Society is entitled to take their birthday off as a paid holiday above and beyond their vacation days.</p>	<p>6  The PEER Group Inc. INFORMATION TECHNOLOGY / SOFTWARE www.peergroup.com</p> <p>Head office: Kitchener, ON • Employees: 150 Previous years on list: 2008, 2013 to 2019</p> <p>The PEER Group provides scholarships for employees and their children, helping them become future industry leaders in STEM disciplines. Undergrad students get \$750 per semester, and employees get books, study time and courses paid for if they pass.</p>	<p>6 Mastercard Canada INFORMATION TECHNOLOGY www.mastercard.ca</p> <p>Head office: Toronto, ON • Employees: 17,167 (131 in CA) Previous years on list: 2018, 2019</p> <p>Mastercard's values and service to the community go hand in hand. In this spirit, Mastercard offers each employee up to five work days per calendar year to engage in eligible volunteer and community outreach activities.</p>
<p>7 Isaac Operations PROFESSIONAL SERVICES / CONSULTING ENGINEERING www.isaacteam.com</p> <p>Head office: Toronto, ON • Employees: 42 Previous years on list: 2018, 2019</p> <p>Isaac Operations is committed to open and transparent communication. They use bi-annual appraisals, bi-weekly mini-appraisals, and weekly motivation and happiness check-ins. These support employee development and provide insight on overall employee engagement and happiness.</p>	<p>7  Online Business Systems INFORMATION TECHNOLOGY / IT CONSULTING www.obsglobal.com</p> <p>Head office: Winnipeg, MB • Employees: 261 Previous years on list: 2007 to 2019</p> <p>Culture in Action is a peer recognition program at Online to appreciate and recognize fellow Onliners. Recipients receive recognition throughout the company, on Facebook, as well as a \$25 gift card, swag or even a charitable donation.</p>	<p>7  AbbVie BIOTECHNOLOGY & PHARMACEUTICALS www.abbvie.ca/en</p> <p>Head office: Montreal, QC • Employees: 30,000 (520 in CA) Previous years on list: 2014 to 2019</p> <p>The Patients at Heart program allows AbbVie's employees to meet their most important stakeholder – patients. Partnering with Patient Associations, employees meet patients, listen to them, gain understanding of their challenges and offer concrete support.</p>

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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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CANADA
2020



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BEST WORKPLACES FEWER THAN 100 EMPLOYEES

8 **ExperiencePoint Inc.**
 PROFESSIONAL SERVICES / EDUCATION AND TRAINING
www.experiencepoint.com
Head office: Toronto, ON • **Employees:** 60
Previous years on list: NA
 On Friday afternoons at ExperiencePoint, employees gather in the Design Studio for their traditional "Share" session. One team member presents a topic of his/her choice, often something they are passionate about, that helps others learn and grow.

9 **Georgian Partners**
 FINANCIAL SERVICES & INSURANCE / INVESTMENTS
www.georgianpartners.com
Head office: Toronto, ON • **Employees:** 52
Previous years on list: NA
 Georgian Partners hosts many ongoing health and wellness activities designed to increase their employee engagement and improve overall employee well-being. They do yoga classes, in-office massages, in-office mindfulness sessions, walking groups, healthy lunches and more.

10 **Medchart**
 HEALTH CARE
www.medchart.ca
Head office: Toronto, ON • **Employees:** 40
Previous years on list: NA
 Medchart regularly hosts employee appreciation events. Events include BBQs, curling, mix and mingles, and more!

11 **Inertia Engineering + Design Inc.**
 PROFESSIONAL SERVICES
www.inertiaengineering.com
Head office: Toronto, ON • **Employees:** 21
Previous years on list: 2019
 Inertia's core values are brought to life with weekly awards of Inertia Core Values Cards. Employees give the cards to other employees who have demonstrated an Inertia core value. Sometimes they share them with customers and vendors!

BEST WORKPLACES 100-999 EMPLOYEES

8 **Jobber**
 INFORMATION TECHNOLOGY / SOFTWARE
www.getjobber.com
Head office: Edmonton, AB • **Employees:** 210
Previous years on list: NA
 Jobber's full-time Career Coach works with employees to improve performance and enhance career development. The Skills and Development Manager then ensures the coach's recommendations are executed and that employees are learning and developing.

9 **G Adventures**
 RETAIL / SPECIALTY
www.gadventures.com
Head office: Toronto, ON • **Employees:** 296
Previous years on list: 2010 to 2019
 Employees receive a FAM (familiarization trip) yearly plus five FAM days to use while away. There are no destination restrictions and up to \$3,000 is covered by G. Employees also receive \$750 off their flight(s).

10 **FreshBooks**
 INFORMATION TECHNOLOGY / SOFTWARE
www.freshbooks.com
Head office: Toronto, ON • **Employees:** 332
Previous years on list: 2015 to 2019
 To ensure FreshBookers are healthy and happy while at work, a mindfulness meditation instructor comes weekly along with a yoga instructor, registered massage therapist and clinical counsellor. They also have a free, fully stacked on-site gym.

11 **Dejero**
 INFORMATION TECHNOLOGY
www.dejero.com
Head office: Waterloo, ON • **Employees:** 125
Previous years on list: 2019
 Employees at Dejero have a spending account for purchasing health and wellness-related activities, goods and services. An additional account can be used for medical, hospital and dental expenses not fully covered by group, spouse or government benefits.

BEST WORKPLACES 1,000+ EMPLOYEES

8 **Kronos Incorporated**
 INFORMATION TECHNOLOGY / SOFTWARE
www.kronos.com
Head office: Montreal, QC • **Employees:** 6,025 (291 in CA)
Previous years on list: 2015 to 2019
 myTime is an open time-off benefit providing time for Kronites to rest, recharge and pursue their personal aspirations. Beginning on day one of employment, there is no pre-determined limit on the number of days that can be taken off in a year.

9 **Hilton**
 HOSPITALITY / HOTEL/RESORT
www.hiltonworldwide.com
Head office: Toronto, ON • **Employees:** 171,200 (1,400 in CA)
Previous years on list: 2019
 Thrive@Hilton is their approach to well-being that underpins Team Member initiatives. Thrive inspires programs that allow Team Members to reach their full potential, whether that's more flexibility at work, gaining a GED or taking time off to travel.

10 **Workday**
 INFORMATION TECHNOLOGY / SOFTWARE
www.workday.com
Head office: Victoria, BC • **Employees:** 12,200 (339 in CA)
Previous years on list: NA
 At Workday they VIBE™ (value inclusion, belonging, and equity for all). In 2019 they launched VIBE Week, which is an opportunity for employees to celebrate and learn about diversity and inclusion while recognizing and appreciating differences.

11 **Admiral Insurance Canada**
 FINANCIAL SERVICES & INSURANCE / AUTO INSURANCE
www.joinadmiral.ca
Head office: Halifax, NS • **Employees:** 10,974 (464 in CA)
Previous years on list: 2010 to 2014, 2016 to 2019
 Admiral's Personal Spending Account provides coverage up to \$500 for a variety of expenses not normally covered by traditional plans. Expenses include sports registration fees, fitness equipment, personal development courses, travel expenses and car rentals.

"Never underestimate the transformative effect that humanity and care can have on your business and everyone you work with." **Tracy Smith**, President, The Mark

At Mastercard®, our people Start Something *Priceless*® every day with their passion for innovation, and drive to make the world an easier, safer, and more inclusive place.

It's because of our people that we've been named as one of Canada's 50 Best Workplaces™ for 3 years in a row.

Thank you to all our employees who made this possible.

Start Something *Priceless*®

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

BEST WORKPLACES FEWER THAN 100 EMPLOYEES	BEST WORKPLACES 100-999 EMPLOYEES	BEST WORKPLACES 1,000+ EMPLOYEES
<p>12 Kano <i>MEDIA / ONLINE INTERNET SERVICES</i> www.kanoapps.com</p> <p>Head office: Victoria, BC • Employees: 31 Previous years on list: NA</p> <p>Kano's profit share program allows everyone to share in the profits. This creates a sense of ownership and accountability. And because financials are pretty transparent and regularly communicated, employees have a clear understanding of the business.</p>	<p>12 Wave Financial Inc. <i>INFORMATION TECHNOLOGY / SOFTWARE</i> www.waveapps.com</p> <p>Head office: Toronto, ON • Employees: 280 Previous years on list: 2018, 2019</p> <p>Wave provides the opportunity to strengthen communication and leadership skills through My Voice My Lens, a one-of-a-kind experience that artfully involves 'seeing' oneself through a camera lens, integrating self-portrait photography with leadership training and personal growth.</p>	<p>12 Visa Canada <i>INFORMATION TECHNOLOGY</i> www.visa.ca</p> <p>Head office: Toronto, ON • Employees: 17,500 (116 in CA) Previous years on list: 2019</p> <p>Through Visa's sponsorship of major events, employees have access to benefits such as Athlete Meet and Greets, Stanley Cup Appearance @ Visa Office, raffles for free tickets to sports events, and exclusive employee screenings at TIFF.</p>
<p>13 Uken Games <i>INFORMATION TECHNOLOGY / SOFTWARE</i> www.uken.com</p> <p>Head office: Toronto, ON • Employees: 85 Previous years on list: 2018, 2019</p> <p>Uken Games provides comprehensive benefits including 100% extended health coverage, \$1,500/year for dental, \$50,000 life insurance, \$500 for paramedical services, short- and long-term disability, EAP and 100% RSP matching up to \$1,000/year.</p>	<p>13 Axonify Inc. <i>INFORMATION TECHNOLOGY / SOFTWARE</i> www.axonify.com</p> <p>Head office: Waterloo, ON • Employees: 173 Previous years on list: 2017 to 2019</p> <p>Axonify's new poker chips celebrate Axonifiers who achieve important milestones, live Axonify values and complete significant programs. Each poker chip is thoughtfully designed to align with Axonify's branding/culture and perfectly complements the existing recognition program.</p>	<p>13 Kiewit <i>CONSTRUCTION, INFRASTRUCTURE & REAL ESTATE / INFRASTRUCTURE</i> www.kiewit.com</p> <p>Head office: Oakville, ON • Employees: 11,416 (1,642 in CA) Previous years on list: 2011 to 2019</p> <p>Kiewit employees are proud to say, "We built that." For over 75 years, they have been building iconic Canadian structures including the Sea to Sky Highway, the Port Mann Bridge and most recently the Turcot Interchange.</p>
<p>14 The Mark <i>PROFESSIONAL SERVICES / ADVERTISING AND MARKETING</i> www.wearethemark.com</p> <p>Head office: Toronto, ON • Employees: 18 Previous years on list: NA</p> <p>Nothing infuses The Mark's office with more joy than welcoming their furry little friends to the office. They're not only a great stress relief, but the office is filled with laughter, barks and the occasional meow.</p>	<p>14 Klick Inc. <i>PROFESSIONAL SERVICES / ADVERTISING AND MARKETING</i> www.klick.com</p> <p>Head office: Toronto, ON • Employees: 662 Previous years on list: 2012 to 2019</p> <p>Klick has an in-house, fully equipped gym, a yoga studio with complimentary fitness classes, yoga, HIIT and strength training. There's a complimentary towel service with private showers and an app that gives perks to those who follow fitness challenges.</p>	<p>14 SAP Canada <i>INFORMATION TECHNOLOGY / SOFTWARE</i> www.sap.com/canada</p> <p>Head office: Toronto, ON • Employees: 100,330 (3,200 in CA) • Previous years on list: 2018, 2019</p> <p>SAP's Social Sabbatical is a short-term assignment, enabling talented employees to work in diverse, international teams solving business challenges for the education and entrepreneurial sector in emerging markets. This strengthens leadership, cross-industry know-how and intercultural sensitivity.</p>
<p>15 Picton Mahoney Asset Management <i>FINANCIAL SERVICES & INSURANCE / INVESTMENTS</i> www.pictonmahoney.com</p> <p>Head office: Toronto, ON • Employees: 85 Previous years on list: NA</p> <p>At Picton Mahoney Asset Management, they encourage employee health and well-being and offer a generous fitness reimbursement program for health club memberships, fitness programs and/or training sessions.</p>	<p>15 Bath Fitter Distributing Inc. <i>MANUFACTURING & PRODUCTION</i> www.bathfitter.com</p> <p>Head office: St-Eustache, QC • Employees: 137 Previous years on list: 2018, 2019</p> <p>Bathfitter prides itself on promoting healthy habits for all. They offer the service of a nutritionist, an ergotherapist and a personal trainer during work hours to all their employees.</p>	<p>15 Stryker <i>HEALTH CARE / MEDICAL SALES / DISTRIBUTION</i> www.stryker.com</p> <p>Head office: Waterdown, ON • Employees: 36,000 (633 in CA) • Previous years on list: 2010 to 2019</p> <p>Stryker's annual Employee Appreciation Week is a week filled with exciting activities, Stryker swag, prizes, food and entertainment. This year's event was Harry Potter themed, and every event builds on the strong tradition Stryker has created.</p>
<p>16 Sklar Wilton & Associates <i>PROFESSIONAL SERVICES / CONSULTING - MANAGEMENT</i> www.sklarwilton.com</p> <p>Head office: Toronto, ON • Employees: 33 Previous years on list: 2017 to 2019</p> <p>Sklar Wilton honours 10-year anniversaries with a personalized photo book highlighting fun moments throughout an employee's tenure. They also receive a \$500 prepaid Visa or gift card to a retailer the employee is known to love.</p>	<p>16 360insights <i>INFORMATION TECHNOLOGY / SOFTWARE</i> www.360insights.com</p> <p>Head office: Whitby, ON • Employees: 475 Previous years on list: 2013 to 2019</p> <p>360 Culture Bootcamp is a two-day offsite event where elected Culture Ambassadors and company executives participate in team-building, do a deep dive into corporate culture theory and participate in creating the upcoming year's culture strategy.</p>	<p>16 SAS Institute (Canada) Inc. <i>INFORMATION TECHNOLOGY / SOFTWARE</i> www.sas.com/en_ca</p> <p>Head office: Toronto, ON • Employees: 13,939 (311 in CA) Previous years on list: 2010 to 2014, 2017, 2019</p> <p>SAS offers a wellness allowance to cover ongoing health activities and gyms of employee's choice (maximum \$1,100/year) or purchase of gym equipment for home use for the same amount.</p>
<p>17 Teach Away <i>PROFESSIONAL SERVICES / EDUCATION AND TRAINING</i> www.teachaway.com</p> <p>Head office: Toronto, ON • Employees: 38 Previous years on list: 2018</p> <p>Teach Away celebrates the fiscal year end with the entire staff. This weekend getaway on the lake outside Toronto is a great way for their people to get to know one another better before beginning a new year.</p>	<p>17 Points International Ltd. <i>INFORMATION TECHNOLOGY / SOFTWARE</i> www.points.com</p> <p>Head office: Toronto, ON • Employees: 254 Previous years on list: 2015 to 2019</p> <p>Points' semi-annual Pitch Day sees employees pitching their favourite charity or cause for company support. Points also supports a variety of charitable partnerships, and employees are given one day off annually to volunteer.</p>	<p>17 Ryan ULC <i>PROFESSIONAL SERVICES</i> www.ryan.com/canada</p> <p>Head office: Mississauga, ON • Employees: 2,715 (268 in CA) Previous years on list: 2013 to 2019</p> <p>In the myRyan work environment, employees have the flexibility to work where and when they want consistent with the needs of clients and the firm, as long as their work is complete and results are achieved.</p>
<p>18 Ada <i>INFORMATION TECHNOLOGY / SOFTWARE</i> www.ada.support</p> <p>Head office: Toronto, ON • Employees: 76 Previous years on list: NA</p> <p>Ada cares about results, not time in the office. They're flexible about when employees work, allowing all employees to create a schedule that fits with their lifestyle.</p>	<p>18 Urban Systems Ltd. <i>PROFESSIONAL SERVICES / CONSULTING ENGINEERING</i> www.urbansystems.ca</p> <p>Head office: Kamloops, BC • Employees: 474 Previous years on list: 2006 to 2019</p> <p>Urban Systems hosts a 2.5-day retirement planning session at a retreat centre to help senior practitioners develop a vision of life after Urban Systems that has purpose and fulfilment. All travel, accommodation and session costs are covered.</p>	<p>18 Whirlpool Canada <i>MANUFACTURING & PRODUCTION / PERSONAL AND HOUSEHOLD GOODS</i> www.whirlpoolcorp.com</p> <p>Head office: Mississauga, ON • Employees: 92,000 (240 in CA) Previous years on list: 2018, 2019</p> <p>Whirlpool values open and transparent communication. They conduct monthly Town Hall meetings attended by all employees. Here they communicate business updates, employees from all levels and functions make presentations, and employee performance and effort is recognized.</p>

"Culture is the operating system that has enabled us to grow our team and business."

Ian Malcolm, President & CEO, Lumency Inc.



A team that makes reimagining medicine possible

Novartis is proud to be recognized as one of Canada's Best Workplaces™. The dedication of our associates across the Novartis Innovative Medicines Division as well as Sandoz Canada and their contribution to a positive work environment are what sets us apart. It's the Canadian patients we serve and who count on us that inspire us to be great at what we do.

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

BEST WORKPLACES FEWER THAN 100 EMPLOYEES

19 Wyse Meter Solutions

PROFESSIONAL SERVICES /
www.wysemeter.com

Head office: Mississauga, ON • Employees: 26
Previous years on list: NA

Every quarter, the team at Wyse Meter Solutions gets together and has a meeting to review plans and have a meal together.

20 Plenary Group

FINANCIAL SERVICES & INSURANCE
www.plenarygroup.com

Head office: Toronto, ON • Employees: 73
Previous years on list: 2019

Plenary offers all employees an annual company-paid trip to meet their North American colleagues. These offsites provide a fantastic opportunity for employees to team-build and regroup on organizational goals and achievements.

21 A Thinking Ape Entertainment Ltd.

INFORMATION TECHNOLOGY / SOFTWARE
www.athinkingape.com

Head office: Vancouver, BC • Employees: 76
Previous years on list: 2019

Golden Banana, their quarterly peer-to-peer recognition program, celebrates people for living and demonstrating ATA's core values. The goal is to recognize the incredible things that go down at ATA that contribute to culture.

22 Active International

PROFESSIONAL SERVICES /
ADVERTISING AND MARKETING
www.activeinternational.ca

Head office: Toronto, ON • Employees: 51
Previous years on list: NA

Active's points-based, peer recognition program, PROPS, encourages employees to recognize colleagues for going above and beyond or for exemplifying the company's values. Points can be redeemed for gift cards of up to \$100 or time off.

23 Lumency Inc.

PROFESSIONAL SERVICES /
ADVERTISING AND MARKETING
www.lumency.co

Head office: Toronto, ON • Employees: 30
Previous years on list: 2019

Lumency has a quarterly book club for all team members (books supplied). Facilitated by Executive Career Coaches, books are picked to help with professional or business growth and discussed in a full company collaboration setting.

24 BlueHat Marketing Inc.

MEDIA / ONLINE INTERNET SERVICES
www.bluehatmarketing.com

Head office: Montreal, QC • Employees: 21
Previous years on list: NA

At BlueHat Marketing, they understand a balanced life is important. To help their employees achieve this balance, they can work from anywhere and adjust their schedule as needed – as long as the work is done.

25 Collabware Systems Inc.

INFORMATION TECHNOLOGY / SOFTWARE
www.collabware.com

Head office: Vancouver, BC • Employees: 27
Previous years on list: NA

Collabware Systems believes employees need vacation time to rest and recharge. Employees must take a minimum of three weeks paid vacation each year, and there is no set maximum number of paid vacation days.

26 ConstructConnect Canada

INFORMATION TECHNOLOGY / SOFTWARE
canada.constructconnect.com

Head office: Markham, ON • Employees: 85
Previous years on list: NA

As a special perk, team members at ConstructConnect Canada can leave an hour early every Friday (provided they've accomplished what they needed for the week) – just because it's nice to start the weekend early!

27 Eagle Professional Resources Inc.

PROFESSIONAL SERVICES / STAFFING & RECRUITMENT
www.eaglestaffing.com

Head office: Ottawa, ON • Employees: 96
Previous years on list: 2015 to 2019

Eagle's breakfast program offers juice, coffee, tea, bagels, bread, peanut butter, cereal, fruits, yogurt and granola bars daily. For sleepyheads, this means extra morning flexibility, plus no one starts their day on an empty stomach.

28 Electromate Inc.

INDUSTRIAL SERVICES
www.electromate.com

Head office: Vaughan, ON • Employees: 30
Previous years on list: 2018, 2019

Employees at Electromate may take four to eight paid days off per summer at half salary. This is on top of their regular vacation allotment and allows employees to get long weekends throughout the summer.

BEST WORKPLACES 100-999 EMPLOYEES

19 Proof Inc.

PROFESSIONAL SERVICES /
ADVERTISING AND MARKETING
www.getproof.com

Head office: Toronto, ON • Employees: 108
Previous years on list: 2007 to 2010, 2014, 2016

On an employee's fifth anniversary at Proof Inc., they are awarded \$5,000 to pay for a trip anywhere in the world and an additional week of vacation that year.

20 Doctors of BC

PROFESSIONAL SERVICES
www.doctorsofbc.ca

Head office: Vancouver, BC • Employees: 237
Previous years on list: 2018, 2019

The Summer Hours program at Doctors of BC allows employees to work their 35-hours in four days, giving them long weekends throughout the summer. This is just one example of their commitment to continuously improve benefits.

21 Resolver Inc.

INFORMATION TECHNOLOGY / SOFTWARE
www.resolver.com

Head office: Toronto, ON • Employees: 167
Previous years on list: 2017 to 2019

Resolver's Career Development Program provides a framework for career growth with skill review, personalized Learning Plans and supportive coaching. Employees are empowered to explore diverse avenues for growth from mastery to people leadership to inter-team mobility.

22 BlueCat

INFORMATION TECHNOLOGY / SOFTWARE
www.bluecatnetworks.com

Head office: Toronto, ON • Employees: 250
Previous years on list: 2017 to 2019

Professional development is top of mind at BlueCat: employees have a Continuing Education Fund of \$1,000; BlueCat hosts a Leadership Summit yearly; and detailed career paths, individual development plans and internal hiring create opportunity to achieve growth goals.

23 Bond Brand Loyalty

PROFESSIONAL SERVICES /
ADVERTISING AND MARKETING
www.bondbrandloyalty.com

Head office: Mississauga, ON • Employees: 515
Previous years on list: NA

Bond Brand Loyalty recognizes employee contributions through annual nominations. Nominees are invited to a special reception to mingle with business leaders. The award winners receive a statue for their desk and a personalized experiential gift awarded on stage.

24 WFCU Credit Union

FINANCIAL SERVICES & INSURANCE
www.wfcu.ca

Head office: Windsor, ON • Employees: 241
Previous years on list: 2014, 2019

Employee Wellness at WFCU equates to a percentage of an employee's previous year's salary. Employees are encouraged to spend on enhancing their physical or mental well-being including additional vacation days, sports memberships, spa services, day care costs, etc.

25 Trico Homes

CONSTRUCTION, INFRASTRUCTURE & REAL ESTATE
www.tricohomes.com

Head office: Calgary, AB • Employees: 169
Previous years on list: 2006 to 2008, 2010 to 2016, 2018, 2019

Years of service at Trico are acknowledged at five-year intervals. Staff receive a personalized letter from the CEO and \$100 per year of service. In addition, they are recognized at the annual Christmas party.

26 Gardiner Roberts LLP

PROFESSIONAL SERVICES / LEGAL
www.grllp.com

Head office: Toronto, ON • Employees: 148
Previous years on list: 2009 to 2012, 2017 to 2019

Gardiner Roberts provides employees with fitness classes including yoga and pilates, and special discounts on outside classes and memberships. Registered Massage Therapists visit the office quarterly to help employees relieve tension and physical stress.

27 Security Compass

INFORMATION TECHNOLOGY / SOFTWARE
www.securitycompass.com

Head office: Toronto, ON • Employees: 213
Previous years on list: 2019

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

28 VMAC

MANUFACTURING & PRODUCTION /
MACHINERY AND EQUIPMENT
www.vmacair.com

Head office: Nanaimo, BC • Employees: 124
Previous years on list: 2009

At VMAC, they believe in sharing profits with employees. As such, 20% of net profit is paid to all co-workers.

BEST WORKPLACES 1,000+ EMPLOYEES

19 Randstad Canada

PROFESSIONAL SERVICES / STAFFING &
RECRUITMENT
www.randstad.ca

Head office: Toronto, ON • Employees: 38,820 (1,050 in CA)
Previous years on list: 2007 to 2019

Randstad looks for ways to help employees balance their lives outside work. They provide webinars, meetings, newsletters and other resources to support financial, physical and mental health.

20 Edelman Public Relations Worldwide Canada Inc.

PROFESSIONAL SERVICES • www.edelman.ca

Head office: Toronto, ON • Employees: 6,900 (235 in CA)
Previous years on list: 2012 to 2019

Employees at Edelman get one day off each year to be curious about the world around them – to immerse themselves in arts, politics, literature, charitable organizations, wherever their curiosity takes them, allowing them to become better rounded and better informed.

21 Grant Thornton LLP

PROFESSIONAL SERVICES /
ACCOUNTING, BOOKKEEPING AND AUDITING
www.granthornton.ca

Head office: Toronto, ON • Employees: 2,223 in Canada
Previous years on list: 2008 to 2019

Grant Thornton has over 100 accredited coaches; most are senior partners. Every six months, people sign-up for coaching, and there are now hundreds of junior people being coached by members of the senior leadership team.

22 JOEY Restaurant Group

HOSPITALITY / FOOD AND BEVERAGE SERVICE
www.joeyrestaurants.com

Head office: Vancouver, BC • Employees: 5,115 (4,390 in CA)
Previous years on list: 2010 to 2019

JOEY promotes from within. All positions are posted internally, and 95% of their management team has come from a front-line position.

23 RBC

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

Head office: Toronto, ON • Employees: 85,000 (61,186 in CA)
Previous years on list: 2009 to 2019

RBC offers employees myCommunity, a global 'one stop shop' solution making it easy to get involved through volunteering, donating and fundraising. myCommunity allows employees to engage with their worldwide charitable partners 365 days a year!

24 The Capital Markets Company Limited (Capco)

PROFESSIONAL SERVICES / CONSULTING-MANAGEMENT
www.capco.com

Head office: Toronto, ON • Employees: 4,000 (385 in CA)
Previous years on list: 2014 to 2019

Growth opportunities abound at Capco. Their mentorship program flattens hierarchy with junior employees and senior coaches; employees share expertise through workshops and programs; and skills development is delivered through multiple channels covering everything from EQ to business.

25 Wavemaker Canada ULC

MEDIA
www.wavemakerglobal.com

Head office: Toronto, ON • Employees: 3,000 (141 in CA)
Previous years on list: 2016 to 2019

Wavemaker employees can work from home or work varied hours as needed. This agile work is supported with the roll-out of Microsoft Teams, SharePoint and OneDrive for easier work flow between teams regardless of location.

26 DHL Express (Canada), Ltd.

TRANSPORTATION / PACKAGE & FREIGHT TRANSPORT
www.dhl.com

Head office: Brampton, ON • Employees: 100,000 (1,675 in CA) • Previous years on list: NA

The Americas Cup at DHL is an annual soccer tournament bringing together teams, cheerleaders and supporters from all over the Americas. This memorable event celebrates DHL spirit through sport, and applications are open to all team members.

27 Astellas Pharma Canada, Inc.

BIOTECHNOLOGY & PHARMACEUTICALS /
PHARMACEUTICALS
www.astellas.ca

Head office: Toronto, ON • Employees: 17,202 (127 in CA)
Previous years on list: 2016 to 2019

Astellas Pharma Canada has an employee buy back program. When the company upgrades certain equipment, employees can purchase the old products at a reduced price and the funds collected are donated to a designated charity.

28 TD Bank Group

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

Head office: Toronto, ON • Employees: 85,000+ (62,000+ in CA) • Previous years on list: 2006 to 2019

TD employees can direct remaining health-care coverage credits to their health and wellness spending accounts. The Health Account covers things like natural remedies, and the Wellness Account can be used for doulas and some traditional medicines.

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

BEST WORKPLACES FEWER THAN 100 EMPLOYEES	BEST WORKPLACES 100-999 EMPLOYEES	BEST WORKPLACES 1,000+ EMPLOYEES
<p>29 InBenefits <i>PROFESSIONAL SERVICES / CONSULTING - MANAGEMENT</i> www.inbenefits.ca</p> <p>Head office: Markham, ON • Employees: 39 Previous years on list: NA</p> <p>InBenefits hosts team-building events such as virtual golf, in-office yoga/meditation, Office Olympics and dress down days. They have strong ties to volunteering/fundraising with 360 Kids, Habitat for Humanity, food banks and Plan International.</p>	<p>29 InteleX Technologies Inc. <i>INFORMATION TECHNOLOGY / SOFTWARE</i> www.inteleX.com</p> <p>Head office: Toronto, ON • Employees: 343 Previous years on list: 2012 to 2019</p> <p>InteleX's sponsored clubs help InteleXians pursue personal passions and share them with colleagues! They have a club for many interests and hobbies, and it's a perfect way to get to know other InteleXians, connect and stay healthy.</p>	<p>29 Indeed Canada Corp. <i>INFORMATION TECHNOLOGY</i> www.indeed.com</p> <p>Head office: Toronto, ON • Employees: 9,800 (248 in CA) Previous years on list: 2018</p> <p>Inclusion Resource Groups (IRGs) at Indeed play a vital role in cultivating an inclusive workplace. They are comprised of thoughtful advocates who are valuable business resources and who advocate for issues important to their various identities.</p>
<p>30 Versett <i>PROFESSIONAL SERVICES / CONSULTING - MANAGEMENT</i> www.versett.com</p> <p>Head office: Calgary, AB • Employees: 35 Previous years on list: NA</p> <p>Diversity and inclusion is part of Versett's DNA. Their team members feel supported and empowered to bring their whole selves to work. They publish annual D&I reports and regularly provide workshops and training to develop allyship skills.</p>	<p>30 Diff <i>INFORMATION TECHNOLOGY</i> www.diffagency.com</p> <p>Head office: Montreal, QC • Employees: 104 Previous years on list: 2018, 2019</p> <p>Diff has core office hours, which allows people to work from home as needed. And with at least five weeks of annual vacation, employees can take time off as needed, provided project goals and expectations are met.</p>	<p>30 Morningstar Research Inc. <i>FINANCIAL SERVICES & INSURANCE / INVESTMENTS</i> www.morningstar.ca</p> <p>Head office: Toronto, ON • Employees: 5,337 (117 in CA) Previous years on list: 2013 to 2019</p> <p>Regular, full-time employees at Morningstar are eligible for a sabbatical leave of up to six weeks in length after every four years of completed service. Employees continue to receive full salary and benefits while on sabbatical.</p>
<p>31 Statflo <i>INFORMATION TECHNOLOGY / SOFTWARE</i> www.statflo.com</p> <p>Head office: Toronto, ON • Employees: 38 Previous years on list: 2018</p> <p>Statflo's office design fosters collaboration. Dress code is come-as-you-are casual, and the work hours are flexible. They also get staff involved in decisions from artwork to team events so the office truly reflects every person.</p>	<p>31 Q4 Inc. <i>INFORMATION TECHNOLOGY / SOFTWARE</i> www.q4inc.com</p> <p>Head office: Toronto, ON • Employees: 270 Previous years on list: 2019</p> <p>Socials at Q4 create great energy and encourage employee bonding. Beer Fri-YAYS are popular, and their #Q4orce Social Committee organizes various other socials; think Halloween, Q4 Olympics, Pride Party, Ping Pong for Prostate, holiday soirées and more!</p>	<p>31 Hyundai Auto Canada Corp. <i>MANUFACTURING & PRODUCTION / AUTOMOTIVE</i> www.hyundaicanada.com</p> <p>Head office: Markham, ON • Employees: 277,558 (227 in CA) Previous years on list: 2019</p> <p>Hyundai tops up annual salary to 75% for 16 weeks during maternity leave. Team members welcoming a new child also receive an extra five paid days off (Baby Bonding days) immediately following the birth/adoption of their child.</p>
<p>32 Synerion North America Inc. <i>INFORMATION TECHNOLOGY / SOFTWARE</i> www.synerion.com</p> <p>Head office: Mississauga, ON • Employees: 30 Previous years on list: NA</p> <p>Every quarter, the Synerion team gets together to do something they normally wouldn't do individually, giving them a chance to do it together. Examples include indoor sky diving, paintball, dragon boat racing and other great events.</p>	<p>32 Achievers <i>INFORMATION TECHNOLOGY / SOFTWARE</i> www.achievers.com</p> <p>Head office: Toronto, ON • Employees: 288 Previous years on list: 2012, 2013, 2015</p> <p>Achievers integrates a total health model by offering programs for physical, mental, financial and social well-being. This includes onsite massage therapy, meditation, financial education and the Personal Top 1's program where employees receive \$250 annually to achieve a personal goal.</p>	<p>32 Cactus Restaurants Ltd. <i>HOSPITALITY / FOOD AND BEVERAGE SERVICE</i> www.cactusclubcafe.com</p> <p>Head office: Vancouver, BC • Employees: 5,080 in Canada Previous years on list: 2015 to 2019</p> <p>Bleed Green represents the dedication and loyalty of Cactus employees. At the annual Bleed Green meetings, they have peer-nominated awards, employees receive Cactus swag, celebrate milestones and enjoy celebrating each other and the company's success.</p>
<p>33 Rycor <i>INFORMATION TECHNOLOGY / SOFTWARE</i> www.rycor.net</p> <p>Head office: Vancouver, BC • Employees: 25 Previous years on list: NA</p> <p>Anniversaries and birthdays are special at Rycor. On their work anniversary, the owners at Rycor take each employee out for lunch at a restaurant of their choice. Employees get their birthday off, and they receive a gift.</p>	<p>33 Beedie <i>CONSTRUCTION, INFRASTRUCTURE & REAL ESTATE</i> www.beedie.ca</p> <p>Head office: Burnaby, BC • Employees: 373 Previous years on list: 2016, 2017, 2019</p> <p>Beedie Cares is a company-wide, employee-driven volunteer program supporting children, seniors and families in their communities. Every year, they collectively select organizations to work with and offer support through fundraising, donating time and targeted giving.</p>	<p>33 Vermilion Energy <i>MANUFACTURING & PRODUCTION / ENERGY</i> www.vermilionenergy.com</p> <p>Head office: Calgary, AB • Employees: 1,056 (385 in CA) Previous years on list: 2010 to 2019</p> <p>To celebrate the New Year, all permanent employees, spouses and family members at Vermilion Energy receive an annual, free weekend trip to Lake Louise.</p>
<p>34 Sigma, A Hansen Company <i>INFORMATION TECHNOLOGY / SOFTWARE</i> www.sigma-systems.com</p> <p>Head office: Toronto, ON • Employees: 77 Previous years on list: NA</p> <p>Each Wednesday, Sigma provides free breakfast for their employees including baked goods, spreads, eggs, granola, fruit and yogurt. It's a nice treat, and employees enjoy the camaraderie and sharing a meal together in the kitchen.</p>	<p>34 JMP Solutions <i>PROFESSIONAL SERVICES / CONSULTING ENGINEERING</i> www.jmpsolutions.com</p> <p>Head office: London, ON • Employees: 182 Previous years on list: 2013 to 2019</p> <p>When financially feasible, JMP will endeavour to share 10% of before-tax profits with employees by means of Christmas and summer profit-sharing payments for the preceding six-month period.</p>	<p>34 EY Canada <i>PROFESSIONAL SERVICES</i> www.ey.com</p> <p>Head office: Toronto, ON • Employees: 280,000+ (6,358 in CA) Previous years on list: 2006 to 2013, 2015 to 2019</p> <p>EY's mental health programs help people live their best professional and personal lives. They cover 100% of mental health services (up to \$5,000 annually), and they offer an EAP, fitness reimbursement and an innovative digital cognitive behaviour therapy program.</p>

Will your organization make it to the 2020 Leading with Care List? Visit GPTW.ca for more info.

Our Visa Canada team is happy to be ranked as one of Canada's best workplaces.





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

BEST WORKPLACES FEWER THAN 100 EMPLOYEES

35 Collectif Numérique

PROFESSIONAL SERVICES /
ADVERTISING AND MARKETING
www.collectifnumerique.ca

Head office: Montreal, QC • Employees: 61
Previous years on list: NA

In addition to annual performance reviews, employees get personalized development plans with clear objectives to achieve career goals. There is a leadership coach for managers, training throughout the year, and subsidized conferences, classes and courses.

36 Borrowell

INFORMATION TECHNOLOGY / SOFTWARE
www.borrowell.com

Head office: Toronto, ON • Employees: 78
Previous years on list: 2019

Borrowell believes in investing in and growing their employees. Their employee development policy allows employees to attend conferences and events, take specialized courses as well as attend industry or career-relevant courses or programs.

37 Smile.io

INFORMATION TECHNOLOGY / SOFTWARE
www.smile.io

Head office: Kitchener, ON • Employees: 44
Previous years on list: 2019

At Smile.io, there are tons of social activities – lunches, sports teams, cake celebrations, anniversary parties, etc.! Plus there's Nitro cold brew coffee on tap in the summers and two beers on tap all year long.

38 VueReal Inc.

MANUFACTURING & PRODUCTION / ELECTRONICS
www.vureal.com

Head office: Waterloo, ON • Employees: 34
Previous years on list: NA

VueReal dedicates several days to internal internships where team members participate in technical, hands-on training in any role within the organization. This helps gain different perspectives, builds collaboration and offers a bigger appreciation for other teams.

39 Present

INFORMATION TECHNOLOGY
www.present.ca

Head office: Saint-Laurent, QC • Employees: 32
Previous years on list: 2019

Every February, Present holds a celebration of the past year for employees and their spouses. The event includes a one-night stay at a luxurious hotel and an evening with gourmet dinner, drinks and dancing.

40 True North Solutions

INDUSTRIAL SERVICES / ENGINEERING
www.truenorthsolutions.com

Head office: Calgary, AB • Employees: 69
Previous years on list: 2014, 2016 to 2019

Each quarter, 20% of net profit at True North Solutions is distributed to employees. The program rewards employees for their contributions, gives a sense of ownership and provides a win-win for trimming expenses and increasing profits.

41 NetBrain Canada Inc.

INFORMATION TECHNOLOGY
www.netbraintech.com

Head office: Toronto, ON • Employees: 55
Previous years on list: NA

NetBrain fosters a health-conscious culture by offering healthy office snacks and a wellness program that covers a wide range of fitness benefits. All of their workstations are adjustable standing desks, with ergonomically designed chairs.

42 Axis Communications

INFORMATION TECHNOLOGY
www.axis.com

Head office: Mississauga, ON • Employees: 36
Previous years on list: 2018

Axis Communications' Employee Exchange Program encourages continuous learning through exchange experiences in different functions, countries and regions. Exchanges typically last a few weeks to a few months and aim to promote cross-training and interdepartmental collaboration.

43 Group IN-RGY Consulting

INFORMATION TECHNOLOGY / IT CONSULTING
www.in-rgy.com

Head office: Montreal, QC • Employees: 99
Previous years on list: 2019

Each year, all employees are invited to spend four days in a Caribbean destination such as Cuba, Mexico, Dominican Republic or Jamaica to take part in team-building activities. This trip is 100% funded by the company.

44 SaskCentral (Credit Union Central of Saskatchewan)

FINANCIAL SERVICES & INSURANCE / INVESTMENTS
www.saskcentral.com

Head office: Regina, SK • Employees: 71
Previous years on list: 2007, 2008, 2010 to 2019

SaskCentral employees enjoy three paid days yearly to volunteer. Volunteering for company-sponsored events outside of work hours earns lieu time. Employees can also earn money for charities by volunteering over 40 hours and through the Building Communities Grant program.

BEST WORKPLACES 100-999 EMPLOYEES

35 Canadian Olympic Committee

NON-PROFIT AND CHARITY ORGANIZATIONS
www.olympic.ca

Head office: Toronto, ON • Employees: 115
Previous years on list: NA

COC sponsors an annual, two-day staff retreat. Typically held at a resort, it includes strategic business updates, employee development, team-building and "down time" to enjoy the facilities. Service awards and annual recognition awards are distributed.

36 Royal LePage Performance Realty

CONSTRUCTION, INFRASTRUCTURE & REAL ESTATE /
REAL ESTATE
www.performancerealty.ca

Head office: Ottawa, ON • Employees: 385
Previous years on list: 2008 to 2019

The Extra Mile Program recognizes support staff and sales representatives who go the extra mile to make a difference. Appreciation comes in many forms – gift cards, shout-outs, framed certificates, newsletter mentions, a hand-written thank you, etc.

37 Simply Green Home Services Inc.

RETAIL / SPECIALTY
www.mysimplygreen.com

Head office: Toronto, ON • Employees: 117
Previous years on list: 2016 to 2019

Simply Green Home Services offers educational and training expense reimbursement for conferences, networking events, seminars, etc.

38 Search Realty Corp., Brokerage

CONSTRUCTION, INFRASTRUCTURE & REAL ESTATE /
REAL ESTATE
www.searchrealty.ca

Head office: Mississauga, ON • Employees: 300
Previous years on list: NA

Search Realty Sales Representatives are given \$450 in marketing credits for each referred sales representative who joins Search Realty. These marketing credits can then be used to close more deals.

39 Rome Logistics Group

TRANSPORTATION / PACKAGE & FREIGHT TRANSPORT
www.rometransportation.com

Head office: Kitchener, ON • Employees: NA
Previous years on list: NA

At Rome Logistics Group, Account Executives receive up to 36% of the gross profit margin they generate, and the incentive program is uncapped.

40 Prospera Credit Union

FINANCIAL SERVICES & INSURANCE
www.prospera.ca

Head office: Surrey, BC • Employees: 804
Previous years on list: NA

Prospera employees are eligible for banking benefits including equity lines of credit, personal loans and lines of credit at reduced interest rates. Employees can also meet with financial planners during work to plan for financial goals.

41 Clark Wilson LLP

PROFESSIONAL SERVICES / LEGAL
www.cwilson.com

Head office: Vancouver, BC • Employees: 240
Previous years on list: NA

Building careers is important at Clark Wilson. To that end, they support employees' career development in a variety of ways including providing financial support for tuition costs associated with career advancement.

42 CapriCMW Insurance

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

Head office: Kelowna, BC • Employees: 420
Previous years on list: 2009 to 2013, 2016 to 2019

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

43 CMLS Financial

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

Head office: Vancouver, BC • Employees: 294
Previous years on list: 2018

RoadMap to Success at CMLS is a rotation program that allows high-potential employees to prepare for their next role. Programs are tailored to the individuals career path, and time is carved out of their day for specific development.

44 BTY Group

PROFESSIONAL SERVICES / CONSULTING ENGINEERING
www.bty.com

Head office: Vancouver, BC • Employees: 165
Previous years on list: NA

BTY Group employees receive 50% to 100% financial support for professional development programs pertaining to their professional and personal career goals. For new, entry-level employees, the LEAP Graduate Development Program creates clear pathways for their first year.

BEST WORKPLACES 1,000+ EMPLOYEES

35 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: 1,148 (316 in CA)
Previous years on list: 2016 to 2019

Twice a year, from January to June and July to December, employees who didn't take sick/family leave during the period receive a day off with pay to snuggle under the duvet! If they'd rather, they can choose a \$100 gift card.

36 Deloitte

PROFESSIONAL SERVICES
www.deloitte.com/ca

Head office: Toronto, ON • Employees: 312,028 (11,816 in CA)
Previous years on list: 2006, 2007, 2011 to 2015, 2019

Deloitte's purpose is to make an impact that matters. Together with their people and community partners, they aim to raise aspirations, improve skills and give underserved individuals opportunities to thrive, enabling them to become tomorrow's leaders.

37 Tata Communications (Canada) Ltd.

TELECOMMUNICATIONS
www.tatacommunications.com

Head office: Montreal, QC • Employees: 10,141 (151 in CA)
Previous years on list: NA

Tata Communications' generous leave policy allows employees to take time off to care for family. For example, with a newborn/adoptive child or elderly/sick family members, the primary caregiver receives 100% paid leave up to 26 weeks.

38 Mercedes-Benz Financial Services Canada

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

Head office: Mississauga, ON • Employees: 12,000 (163 in CA)
Previous years on list: 2009 to 2014, 2016 to 2018

MBFS recognizes employees work hard to build a brand image and uphold the highest standards for customer experience. To reward them for their commitment, employees receive a very special discounted rate on leased and purchased vehicles.

39 Softchoice

INFORMATION TECHNOLOGY / IT CONSULTING
www.softchoice.com

Head office: Toronto, ON • Employees: 1,759 (1,236 in CA)
Previous years on list: 2006 to 2019

Softchoice employees determine the time and location for productive and effective work that works for themselves and the business. Employees may utilize flex time, telecommuting, vacation purchase and additional paid time away from work options like Move Day.

40 New Castle Hotels & Resorts

HOSPITALITY / HOTEL/RESORT
www.newcastlehotels.com

Head office: Halifax, NS • Employees: 1,436 (825 in CA)
Previous years on list: 2019

Employees at New Castle Hotels & Resorts can enjoy the Associate Room Rate Program. With this program, room rates start at less than \$50 per night at a discount of 70% in cities around the world.

41 CWB Financial Group

FINANCIAL SERVICES & INSURANCE
www.cwbank.com

Head office: Edmonton, AB • Employees: 2,041 in Canada
Previous years on list: NA

CWB Financial Group provides an anonymous communications channel where employees submit questions. Questions are assigned to an executive team member (CEO included) with answers posted to their intranet. To date, nearly 1,000 questions have been answered.

42 Geotab

INFORMATION TECHNOLOGY / SOFTWARE
www.geotab.com

Head office: Oakville, ON • Employees: 1,200 (790 in CA)
Previous years on list: 2018, 2019

Geotab cares about the environment and supports their employees to do the same. They offer an incentive to purchase or lease an electric vehicle.

43 Connect Hearing

RETAIL / SPECIALTY
www.connecthearing.ca

Head office: Victoria, BC • Employees: NA (469 in CA)
Previous years on list: 2010 to 2012, 2014, 2016, 2017, 2019

Connect Hearing pays for conference attendance, including travel and accommodation. This year, over 50% of its Hearing Care Professionals attended global conferences on hearing health care. Attendance is guaranteed every three years, and high performers typically attend yearly.

44 LoyaltyOne Co.

PROFESSIONAL SERVICES / ADVERTISING
AND MARKETING
www.loyalty.com

Head office: Toronto, ON • Employees: 1,192 (1,142 in CA)
Previous years on list: 2016 to 2019

LoyaltyOne's onsite eatery, The Berkeley Kitchen, provides phenomenal, restaurant-grade food at heavily subsidized rates. It's not your average corporate cafeteria – it uses china, real cutlery, a "farm to fork" model, and they even have steak!

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BEST WORKPLACES FEWER THAN 100 EMPLOYEES

45

FundThrough Inc.

FINANCIAL SERVICES & INSURANCE
www.fundthrough.com

Head office: Toronto, ON • Employees: 41
Previous years on list: NA

All FundThrough team members are owners. Participation in their Employee Stock Options Plan is offered to ALL full-time employees, regardless of role or seniority. Thinking like an owner is an integral part of their culture.

46

Microdea

INFORMATION TECHNOLOGY / SOFTWARE
www.microdea.com

Head office: Markham, ON • Employees: 64
Previous years on list: 2019

In reference to one of their core values, We Take Out the Trash, every two weeks an employee who lives a core value is awarded the Golden Garbage Can. Their acceptance speech is recorded, and by year end, they have 25+ core values stories to share with new employees.

47

Consumer Protection BC

SOCIAL SERVICES AND GOVERNMENT AGENCIES /
GENERAL PUBLIC ADMINISTRATION ACTIVITIES
www.consumerprotectionbc.ca

Head office: Victoria, BC • Employees: 44
Previous years on list: 2017 to 2019

Consumer Protection BC understands the delicate balance of work and life demands. Employees have access to generous short- and long-term sick/disability leave, a five-day paid leave bank, full schedule flexibility, maternity and parental top-up, and adoption leave.

48

Openmind Technologies

INFORMATION TECHNOLOGY
www.openmindt.com

Head office: Blainville, QC • Employees: 50
Previous years on list: 2019

Openmind Technologies believes that each person is a fountain of knowledge and has created a scoring system with poker chips and rewards to promote their many initiatives related to knowledge sharing.

49

Bits In Glass

INFORMATION TECHNOLOGY / IT CONSULTING
www.bitsinglass.com

Head office: Edmonton, AB • Employees: 95
Previous years on list: NA

Bits In Glass has an active social club with a key mandate that each event must be replicated in every location ensuring remote workers can join in on the fun. Employees enjoy smaller events monthly and two large events in summer and winter.

50

Clintar Commercial Outdoor Services

INDUSTRIAL SERVICES
www.clintar.com

Head office: Markham, ON • Employees: 20
Previous years on list: 2018

Clintar is committed to professional training. All employees receive health and safety training, as a baseline. Other professional training programs are available based on roles and responsibilities including programs at Schulich School of Business in Toronto.

BEST WORKPLACES 100-999 EMPLOYEES

45

HomeStars Inc.

INFORMATION TECHNOLOGY
www.homestars.com

Head office: Toronto, ON • Employees: 125
Previous years on list: NA

Employees at HomeStars are eligible for \$1,000 each calendar year to use to take courses or certificates to continue their learning. This allows their employees to take initiative to grow their careers.

46

Gore Mutual Insurance

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

Head office: Cambridge, ON • Employees: 378
Previous years on list: 2018

Gore Mutual offers an in-house fitness centre with fully equipped gym and instructor-led aerobics classes, free parking and a park-like campus setting with picnic tables and barbecue area for employees to use.

47

Lakeside Process Controls Ltd.

INDUSTRIAL SERVICES / ENGINEERING
www.lakesidecontrols.ca

Head office: Mississauga, ON • Employees: 308
Previous years on list: 2011 to 2019

Lakeside's locations host a children's Christmas party for their employees' children. It's an afternoon event with snacks and games. The president dresses up as Santa and hands out gifts for all children 12 and under.

48

Optimus SBR

PROFESSIONAL SERVICES / CONSULTING -
MANAGEMENT
www.optimussbr.com

Head office: Toronto, ON • Employees: 136
Previous years on list: 2019

Optimus SBR employees work with Career Managers and can be promoted at any time once their career development plan is achieved. Combined with the LinkedIn Learning Program, employees create and follow a learning path to enhance their skillsets.

49

Clearly

INFORMATION TECHNOLOGY
www.clearly.ca

Head office: Vancouver, BC • Employees: 201
Previous years on list: NA

80% of Clearly's employees are co-owners of EssilorLuxottica, their parent company. Employee shareholding is a unique feature at Clearly, allowing employees to engage in governance of one of the largest publicly traded companies in the world.

50

O2E Brands Inc.

PROFESSIONAL SERVICES
www.o2ebrands.com

Head office: Vancouver, BC • Employees: 553
Previous years on list: 2007, 2009, 2011, 2012, 2014 to 2019

O2E has an interactive website where team members share life goals. Team members and seven Goal Ambassadors are cheerleaders and, for further support and encouragement, the daily Huddle starts with a 101 Life Goal update from an employee.

BEST WORKPLACES 1,000+ EMPLOYEES

45

Hilti Canada Corporation

PROFESSIONAL SERVICES
www.careers.hilti.ca

Head office: Mississauga, ON • Employees: 30,006 (592 in CA)
Previous years on list: 2006, 2010 to 2015, 2017 to 2019

Hilti's onboarding program ensures all team members receive product, tool, application and sales training needed for success. Corporate team members kick things off, and the Habitat for Humanity build gives participants a peek into their caring culture.

46

FCT

FINANCIAL SERVICES & INSURANCE / HOME INSURANCE
www.fct.ca

Head office: Oakville, ON • Employees: 17,300 (829 in CA)
Previous years on list: 2015 to 2019

FCT has an online giving portal that empowers employees to give back to causes that are important to them with a company match of up to \$50 per employee per year.

47

The Adecco Group, Canada

PROFESSIONAL SERVICES / STAFFING & RECRUITMENT
www.adecco.ca

Head office: Toronto, ON • Employees: 33,000 (305 in CA)
Previous years on list: 2014, 2016 to 2019

Through Win 4 Youth, Adecco employees compete in sporting challenges to raise money for youth foundations around the world. These events inspire employees and promote in them a passion for fitness and well-being.

48

Scotiabank

FINANCIAL SERVICES & INSURANCE
www.scotiabank.com

Head office: Toronto, ON • Employees: 100,000 (37,125 in CA)
Previous years on list: 2010 to 2016

Scotiabank employees can participate in international projects, travel to different countries for projects and training, and relocate to countries where Scotiabank has operations; giving Scotiabankers the opportunity to grow a career beyond their home city.

49

TJX Canada

RETAIL / SPECIALTY
www.tjxcanada.ca

Head office: Mississauga, ON • Employees: 258,416 (26,855 in CA) • Previous years on list: 2012, 2014 to 2019

TJX Canada offers a competitive rewards package that includes competitive salaries, benefits and retirement plans to salaried and hourly Associates across the organization. Improvements are continually made based on feedback from Associates and market data.

50

Novartis

BIOTECHNOLOGY & PHARMACEUTICALS /
PHARMACEUTICALS
www.novartis.ca

Head office: Dorval, QC • Employees: 109,000 (974 in CA)
Previous years on list: NA

Novartis employees enjoy free access to telemedicine with nurses and doctors online for prescriptions and medical advice as needed. Access is available Monday to Friday.

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