

Canada's Best Workplaces

Top 50 medium companies with < 1000 employees in Canada

1

360incentives

INFORMATION TECHNOLOGY / SOFTWARE
www.360incentives.com
Head office: WHITBY, ON
Employees: 106 • Openings: Now: 6 / 2014: NA
Times on Cdn list: 2013, 2014

At 360incentives, new employees receive a rock star welcome on their first day! Upon arrival, *The Final Countdown* by Europe blares through the stereo as the new hire moves through the crowd, getting high-fives and being introduced over a megaphone.

2

Habanero Consulting Group

INFORMATION TECHNOLOGY / IT CONSULTING
www.habaneroconsulting.com
Head office: VANCOUVER, BC
Employees: 78 • Openings: Now: 2 / 2014: 3
Times on Cdn list: 2011, 2012, 2013, 2014

Habanero Consulting Group donates 1% of its profit to charity; two-thirds of this is committed to the Dr. Peter AIDS Foundation in a three-year corporate giving term. This regular donation commitment means DPAF can use funds in a more planned and deliberate manner.

3

Traction on Demand

INFORMATION TECHNOLOGY / IT CONSULTING
tractionondemand.com
Head office: BURNABY, BC
Employees: 85 • Openings: Now: 8 / 2014: 45
Times on Cdn list: 2014

Traction on Demand provides an area for employees to work with their children. Included are some toys, a crib and space for children to play and sleep while their parent is working. This creates flexibility for parents in difficult situations.

4

Environics Communications Inc.

W

PROFESSIONAL SERVICES / ADVERTISING & MARKETING
www.environicspr.com
Head office: TORONTO, ON
Employees: 77 • Openings: Now: 4 / 2014: 10
Times on Cdn list: 2007, 2008, 2009, 2010, 2014

At Environics Communications, employees receive \$5,000 towards a trip on their fifth anniversary (plus one additional week of vacation). After eight years, they receive another \$3,000. After 15 years, employees receive \$7,500 (and an additional week of vacation).

5

Vermilion Energy

MANUFACTURING & PRODUCTION / ENERGY
www.vermilionenergy.com
Head office: CALGARY, AB
Employees: 230 • Openings: Now: 23 / 2014: 24
Times on Cdn list: 2010, 2011, 2012, 2013, 2014
Also ranked in: France, The Netherlands

This year, Vermilion took a new approach to make their summer Staff Update more interactive. From across regional offices, staff broke into smaller groups and together generated 124 questions that were subsequently posted on the intranet and answered by executives.

6

Vega

W

MANUFACTURING & PRODUCTION / FOOD PRODUCTS
www.myvega.com
Head office: BURNABY, BC
Employees: 103 • Openings: Now: 7 / 2014: 15
Times on Cdn list: 2011, 2012, 2013, 2014

This year, Vega introduced a carpool and transit initiative with its head office employees. Each employee who leaves his or her vehicle behind in exchange for public transit or carpooling receives an incentive of \$75 a month.

7

Royal LePage Performance Realty

W

CONSTRUCTION & REAL ESTATE / REAL ESTATE
www.performance Realty.ca
Head office: OTTAWA, ON
Employees: 393 • Openings: Now: 0 / 2014: 1
Times on Cdn list: 2008, 2009, 2010, 2011, 2012, 2013, 2014

When a client contacts Royal LePage Performance Realty to acknowledge particularly great service received, the company prepares a certificate, has it signed by the client (whenever possible) and presents it to the agents in front of their peers.

8

True North Automation Inc.

INDUSTRIAL SERVICES / ENGINEERING
www.truenorthautomation.com
Head office: CALGARY, AB
Employees: 89 • Openings: Now: + / 2014: 25
Times on Cdn list: 2014

At True North Automation, they don't force senior technical staff to become people managers in order to earn a higher salary. Instead, people are compensated for experience and performance, which promotes equity between management and staff.

9

Klick Health

INFORMATION TECHNOLOGY / IT CONSULTING
www.klick.com
Head office: TORONTO, ON
Employees: 325 • Openings: Now: 100 / 2014: 150
Times on Cdn list: 2012, 2013, 2014

Every Friday, Klick Health employees hold Klick Tavern to raise a glass to the week's successes and to raise a little money for charity. Newbies serve the drinks, and everyone has the chance to socialize and unwind after a long week!

"Trust is the single most important ingredient in making a workplace great. Trust leads to better recruitment, lower turnover, greater innovation, higher productivity, more loyal customers and higher profits."

10

Protegra

INFORMATION TECHNOLOGY / IT CONSULTING
www.protegra.com
Head office: WINNIPEG, MB
Employees: 78 • Openings: Now: 1 / 2014: +
Times on Cdn list: 2008, 2009, 2010, 2011, 2012, 2014

Protegra offers a Stress Relief Lab, an onsite gym that allows employees to fit exercise into their schedules as it is convenient. The facilities are also accessible outside of office hours and employees are welcome to bring guests.

11

Lakeside Process Controls Ltd.

INDUSTRIAL SERVICES / ENGINEERING
www.lakesidecontrols.ca
Head office: MISSISSAUGA, ON
Employees: 179 • Openings: Now: 5 / 2014: 5
Times on Cdn list: 2011, 2012, 2013, 2014

Lakeside Process Controls has a unique Service Award program. Each employee receives a regulator (a core product in their industry) that is colour coded based on the decade in which the employee started, making it easy to identify long-term commitment.

12

Ariad Communications

W

ADVERTISING & MARKETING
www.ariad.ca
Head office: TORONTO, ON
Employees: 110 • Openings: Now: 3 / 2014: 5
Times on Cdn list: 2009, 2011, 2012, 2013, 2014

At Ariad Communications, the excitement of the first day is captured in a photo, which is added to the photo wall in the front lobby so the first thing visitors see is a showcase of Ariad's most valuable assets – its people!

13

The PEER Group Inc.

INFORMATION TECHNOLOGY / SOFTWARE
www.peergroup.com
Head office: KITCHENER, ON
Employees: 112 • Openings: Now: 5 / 2014: 5
Times on Cdn list: 2008, 2013, 2014

At The PEER Group, employees are encouraged to make lateral moves. Broad salary bands allow employees to move back and forth without a salary change. It also provides a safety net, allowing staff to return to their previous job with minimal risk.

14

Tri Fit Inc.

W

HEALTH CARE
www.trifit.com
Head office: OAKVILLE, ON
Employees: 74 • Openings: Now: 4 / 2014: 10
Times on Cdn list: 2011, 2012, 2013, 2014

As part of their commitment to recognizing important anniversaries, Tri Fit does something special at the five-year mark. Employees are presented with a framed, personalized poem composed by the company co-presidents and that is then read aloud.

15

SaskCentral (Credit Union Central of Saskatchewan)

W

FINANCIAL SERVICES & INSURANCE / INVESTMENTS
www.saskcu.com/saskcentral
Head office: REGINA, SK
Employees: 89 • Openings: Now: 2 / 2014: +
Times on Cdn list: 2007, 2008, 2010, 2011, 2012, 2013, 2014

In addition to receiving extensive job-related training, SaskCentral employees enrolled in a post-secondary program are eligible for 100% reimbursement on tuition and books, plus a financial bonus of \$350 is awarded upon completion.

16

Intelex Technologies Inc.

W

INFORMATION TECHNOLOGY / SOFTWARE
www.intelex.com
Head office: TORONTO, ON
Employees: 205 • Openings: Now: 40 / 2014: 125
Times on Cdn list: 2012, 2013, 2014

At Intelex Technologies, all employees have monthly 1:1 meetings with their immediate supervisor. This ensures month-to-month progress and that priorities are aligned with annual performance goals and targets. It's also a chance to review development opportunities.

17

The Capital Markets Company Limited (Capco)

PROFESSIONAL SERVICES / CONSULTING – MANAGEMENT
www.capco.com
Head office: TORONTO, ON
Employees: 168 • Openings: Now: 4 / 2014: 5
Times on Cdn list: 2014
Also ranked in: USA

Capco believes that vacation days are a time to relax and recharge. That is why they give a once-a-year \$1,000 Vacation Bonus when someone takes 10 consecutive workdays off.

18

Wynford/EventSimple

W

PROFESSIONAL SERVICES
www.wynfordtwg.com
Head office: TORONTO, ON
Employees: 71 • Openings: Now: 11 / 2014: 11
Times on Cdn list: 2013, 2014

The team at Wynford/Event Simple has created moments of stress relief for employees during the busy season. Random Acts of Refresh can range from bringing in massage chairs and mani-pedis, chocolate treats to start the day, or pancakes and mimosas 'just because'.

19

Credit Counselling Society

W

FINANCE & EDUCATION
www.nomoredebts.org
Head office: NEW WESTMINSTER, BC
Employees: 84 • Openings: Now: 4 / 2014: 6
Times on Cdn list: 2012, 2013, 2014

At Credit Counselling Society, the VP of Operations solicits feedback first-hand through small, informal meetings called Coffee with Gary. Local attendees get fresh coffee (made by Gary) and those in satellite offices are sent a coffee card to enjoy while participating remotely.

20

Online Business Systems

W

INFORMATION TECHNOLOGY / IT CONSULTING
www.obsglobal.com
Head office: WINNIPEG, MB
Employees: 271 • Openings: Now: 15 / 2014: 45
Times on Cdn list: 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014

Last year, Online Business Systems surveyed employees on their availability to travel for business to ensure the company was respecting work/life balance. Recognizing that travel can be a hardship, Online pays an extra \$500/month to those away from home more than 80 work hours per month.

21

Benefits by Design (BBD) Inc.

W

FINANCIAL SERVICES & INSURANCE / HEALTH INSURANCE
www.bbd.ca
Head office: KINGSTON, ON
Employees: 92 • Openings: Now: 3 / 2014: 4
Times on Cdn list: 2009, 2010, 2011, 2012, 2013, 2014

At Benefits by Design, employees can work out while they work. Each office has a treadmill desk, located in a private space, that can be booked by any employee. The treadmill desks are used by 30% of the team.

22

Urban Systems Ltd.

PROFESSIONAL SERVICES / CONSULTING ENGINEERING
www.urbansystems.ca
 Head office: KAMLOOPS, BC
 Employees: 398 • Openings: Now: 2 / 2014: 32
 Times on Cdn list: 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014

In 2011, Urban Systems introduced a Sustainability Charter that cements their commitment to being a living company – a company that believes in doing things right today in order to sustain opportunities for future generations and ensure the longevity of the firm.

23

Ontario Hospital Association

W

HEALTH CARE
www.oha.com
 Head office: TORONTO, ON
 Employees: 93 • Openings: Now: 4 / 2014: 10
 Times on Cdn list: 2011, 2012, 2013, 2014

In the summers, rather than using a temporary staffing agency, Ontario Hospital Association brings in employees' (high school or post-secondary) children. The program provides students with meaningful work experiences so they can build their resumé and skills in a safe environment.

24

Halsall Associates

PROFESSIONAL SERVICES / CONSULTING ENGINEERING
www.halsall.com
 Head office: TORONTO, ON
 Employees: 411 • Openings: Now: + / 2014: +
 Times on Cdn list: 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014

At Halsall Associates, a focus on continuous improvement has led to the development of bi-weekly Tech Sessions. Hosted by different practice groups and open to all employees, the Tech Sessions provide a democratic, free flow of information.

"Management at great workplaces go to great lengths to be open and transparent, offering access to information across the board, enabling and encouraging employees to contribute beyond the scope of a narrowly defined job."

25

The Ian Martin Group

PROFESSIONAL SERVICES / STAFFING & RECRUITMENT
www.ianmartin.com
 Head office: OAKVILLE, ON
 Employees: 127 • Openings: Now: 4 / 2014: 8
 Times on Cdn list: 2013, 2014

The Ian Martin Group wants to work with other organizations that are driven by a deeper purpose. Place it Forward is a program whereby any new client company is offered free recruiting services to give to their favourite charity.

26

Sandvine

INFORMATION TECHNOLOGY / HARDWARE
www.sandvine.com
 Head office: WATERLOO, ON
 Employees: 280 • Openings: Now: 8 / 2014: 7
 Times on Cdn list: 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014

Sandvine has recently acquired the services of an onsite barber. Busy team members can swing by and get a quick clean up without taking much time out of their day.

27

PYR Software Limited

INFORMATION TECHNOLOGY / SOFTWARE
www.pyrsoftware.com
 Head office: RICHMOND HILL, ON
 Employees: 150 • Openings: Now: 15 / 2014: 35
 Times on Cdn list: 2014

At PYR Software, employees are served a three-course meal catered to the cafeteria daily. Coffee machines are stocked with a variety of coffees and teas and fruit and snacks are available in the main kitchen area.

28

LMC Diabetes & Endocrinology Ltd.

W

HEALTH CARE
www.lmc.ca
 Head office: TORONTO, ON
 Employees: 120 • Openings: Now: 5 / 2014 +
 Times on Cdn list: 2014

At LMC Diabetes and Endocrinology, salary grids are available for any employee to see. This includes core competencies, education and experience required in order to move up within the grid, providing employees with a clear, fair and transparent path for growth.

29

Hitachi Solutions Canada, Ltd. (formerly Ideaca)

INFORMATION TECHNOLOGY / IT CONSULTING
canada.hitachi-solutions.com
 Head office: TORONTO, ON
 Employees: 320 • Openings: Now: 30 / 2014: 50
 Times on Cdn list: 2011, 2012, 2013, 2014

At Hitachi Solutions Canada, new employees or those between projects can dip into the communal 'Job Jar' for a new assignment. This provides an opportunity to work with new teams, learn about the business and engage in important internal projects.

30

HR Downloads Inc.

PROFESSIONAL SERVICES / CONSULTING – MANAGEMENT
www.hrdownloads.com
 Head office: LONDON, ON
 Employees: 86 • Openings: Now: 6 / 2014: 25 to 30
 Times on Cdn list: 2011, 2012, 2014

At HR Downloads, an entire whiteboard wall is devoted to employee suggestions; it is affectionately called Out of the Boardinary and Into the Extraordinary Board of Ideas. The best ideas each month are implemented and the creator receives a small gift.

31

Pinchin Environmental Ltd.

PROFESSIONAL SERVICES / CONSULTING ENVIRONMENTAL
www.pinchin.com
 Head office: MISSISSAUGA, ON
 Employees: 317 • Openings: Now: 27 / 2014: 27
 Times on Cdn list: 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014

At Pinchin Environmental, employees receive Remuneration Statements to ensure they understand what is included in their overall compensation package. Listing perks and benefits encourages employees to sign up for things like fitness memberships, RRSP contributions and referral bonuses.

32

DEL Property Management Inc.

W

CONSTRUCTION, INFRASTRUCTURE & REAL ESTATE / PROPERTY MANAGEMENT
www.delpropertymanagement.com
 Head office: TORONTO, ON
 Employees: 350 • Openings: Now: 1 / 2014: 10
 Times on Cdn list: 2012, 2013, 2014

DEL Property Management has enlisted Weight Watchers to hold weekly sessions at the office to promote good health. Since implementing the program, DEL has lost a collective total of over 300 pounds and employees are feeling happier and healthier.

33

Fuller Landau LLP

ACCOUNTING
www.fullerllp.com
 Head office: TORONTO, ON
 Employees: 84 • Openings: Now: 3 / 2014: 7
 Times on Cdn list: 2006, 2007, 2008, 2009, 2010, 2011, 2013, 2014

At Fuller Landau, all employees are encouraged to bring new business to the firm and are generously rewarded for doing so. One of the incentives is an opportunity to receive up to 15% of annual billings collected on new business.

"Inspired employees will help you to achieve organizational objectives. The key is helping them learn and understand how their job has meaning for both the organization and for society, beyond earning a salary or making a profit for the business."

34

JMP Engineering Inc.

PROFESSIONAL SERVICES / CONSULTING ENGINEERING
www.jmpeng.com
 Head office: LONDON, ON
 Employees: 68 • Openings: Now: 4 / 2014: 16
 Times on Cdn list: 2013, 2014

At JMP Engineering, employees receive a plaque each time they complete a year of service. The plaque is engraved with a significant achievement or contribution the employee made during the previous year.

35

LGM Financial Services Inc.

FINANCIAL SERVICES & INSURANCE / GENERAL INSURANCE
www.lgm.ca
 Head office: VANCOUVER, BC
 Employees: 132 • Openings: Now: 5 / 2014: 3
 Times on Cdn list: 2008, 2009, 2010, 2011, 2012, 2013, 2014

At LGM Financial Services, every employee celebrating an anniversary in a given month receives a handwritten note from the CEO. In addition, milestone anniversaries at 5, 10 and 15 years are rewarded with a \$1,000 travel voucher.

36

Rittal Systems Ltd.

ELECTRICAL ENCLOSURES & ACCESSORIES
www.rittal.ca
 Head office: MISSISSAUGA, ON
 Employees: 51 • Openings: Now: 0 / 2014: 0
 Times on Cdn list: 2014

Each month, Rittal Systems displays pictures of the employees who contributed to the company's success on information boards, the intranet and in the company newsletter.

37

Ames Tile & Stone Ltd.

W

CONSTRUCTION & REAL ESTATE / HOUSING
www.amestile.com
 Head office: BURNABY, BC
 Employees: 129 • Openings: Now: 2 / 2014: 6
 Times on Cdn list: 2008, 2009, 2010, 2011, 2012, 2013, 2014

Ames Tile and Stone has a Termination Bonus Policy that encourages new employees, who feel they aren't the right fit, to resign within 12 months of their start date and receive a cash bonus; thereby signalling commitment from those who stay.

38

Globalive Communications Corp.

TELECOMMUNICATIONS
www.globalive.com
 Head office: TORONTO, ON
 Employees: 150 • Openings: Now: 3 / 2014: 5
 Times on Cdn list: 2006, 2008, 2009, 2014

Globalive encourages active volunteerism of all employees through their charitable arm, the SHAMBA foundation. They host monthly "SHAMBA Nights" – fundraisers that facilitate volunteer opportunities, resulting in team building and recognition of Globalive staff for their community involvement.

39

eXplrance

INFORMATION TECHNOLOGIES / SOFTWARE
www.explrance.com
 Head office: MONTREAL, QC
 Employees: 62 • Openings: Now: 7 / 2014: 20
 Times on Cdn list: 2014

At eXplrance, all employees, regardless of their role, enjoy the same generous benefits, which include a bonus, stock options, medical benefits, transportation allowance, RRSP contributions and financial advisory services.

40

Brand Momentum Inc.

W

PROFESSIONAL SERVICES / ADVERTISING & MARKETING
www.brandmomentum.ca
 Head office: MISSISSAUGA, ON
 Employees: 652 • Openings: Now: 43 / 2014: up to 300
 Times on Cdn list: 2012, 2014

Brand Momentum supports a philanthropic arm called Life Momentum, which aids underprivileged youth by funding educational programs, skills training and internships for disadvantaged youth through the Remix Project, and in Tanzania through the International Development and Relief Fund.

41

IndustryBuilt Software

INFORMATION TECHNOLOGY / SOFTWARE
www.industrybuilt.com
 Head office: MISSISSAUGA, ON
 Employees: 74 • Openings: Now: 6 / 2014: 2
 Times on Cdn list: 2014

To reinforce company focus, and help employees see how they can contribute, IndustryBuilt Software has translated their corporate vision into the Top 10 Strategic Outcomes; these were subsequently made into postcards and t-shirts for all employees.

42

Wishabi Inc.

TECHNOLOGY / SOFTWARE
www.wishabi.com
 Head office: TORONTO, ON
 Employees: 82 • Openings: Now: 18 / 2014: 35
 Times on Cdn list: 2014

Wishabi conducts a formal performance review process every four months, which is tied to a 10% bonus. Wishabi believes performance and bonuses should be held frequently to foster better engagement, tracking of goals and greater feedback.

43

Immigrant Settlement & Integration Services (ISIS)

W

IMMIGRANT SETTLEMENT

www.isisns.ca

Head office: HALIFAX, NS

Employees: 127 • Openings: Now: 2 / 2014: +
Times on Cdn list: 2014

At Immigrant Settlement & Integration Services, all permanent employees are eligible for three paid Religious Floating Days per year. These days enable employees to take paid leave to celebrate their own religious days wherever they fall in the calendar.

44

Trico Homes Inc.

CONSTRUCTION & REAL ESTATE / HOUSING

www.tricohomes.com

Head office: CALGARY, AB

Employees: 122 • Openings: Now: 5 / 2014: +
Times on Cdn list: 2006, 2007, 2008, 2010, 2011, 2012, 2013, 2014

At Trico Homes' monthly staff lunches, different types of ethnic cuisine are selected to celebrate diversity. Out of this, two editions of the Trico Cuisine Employee Cookbook have evolved, which are sold to raise funds for charity.

45

T4G Limited

INFORMATION TECHNOLOGY / IT CONSULTING

www.t4g.com

Head office: TORONTO, ON

Employees: 249 • Openings: Now: + / 2014: +
Times on Cdn list: 2008, 2009, 2010, 2011, 2012, 2013, 2014

At T4G, monthly all-hands meetings are held live by video conference for all satellite and home offices. This is followed by Executive Office Hours, where executives set aside time to address follow-up questions by email, phone or online.

“Employees who trust their managers give their best work freely, and their extra effort goes right to the company’s bottom line. Managers who trust their employees allow innovative ideas to bubble up from all levels of the company. Employees who trust each other report a sense of camaraderie and even the feeling of being part of a family.”

46

SOLID General Contractors

GENERAL CONTRACTOR

www.solidgc.ca

Head office: MARKHAM, ON

Employees: 56 • Openings: Now: 5 / 2014: 3
Times on Cdn list: 2014

At SOLID General Contractors, on an employee's first day, the owner buys lunch for the whole office. Celebratory team lunches are also held to recognize individual birthdays and always include a cake.



VEGA

47

Toyotoshi Group Canada

RETAIL

www.toyotoshigroupcanada.com

Head office: MISSISSAUGA, ON

Employees: 338 • Openings: Now: 10 / 2014: 40
Times on Cdn list: 2013, 2014

Toyotoshi Group Canada recently implemented a quarterly Shake Up Day, which gives employees the opportunity to try a different position for one day. This builds understanding of and respect for all positions – and it has been extremely popular!

48

Windsor Family Credit Union

FINANCIAL SERVICES & INSURANCE / BANKING / CREDIT SERVICE

www.wfcu.ca

Head office: WINDSOR, ON

Employees: 168 • Openings: Now: 16 / 2014: +
Times on Cdn list: 2007, 2008, 2011, 2014

In order to have all employees in attendance, Windsor Family Credit Union sometimes must call meetings after hours. If an employee has to pay for a babysitter to attend, they will be reimbursed for babysitting costs.

49

1-800-GOT-JUNK?

INDUSTRIAL SERVICES /

WASTE / REFUSE / RECYCLING MANAGEMENT

www.1800gotjunk.com

Head office: VANCOUVER, BC

Employees: 173 • Openings: Now: 22 / 2014: 57
Times on Cdn list: 2007, 2009, 2011, 2012, 2014

To ensure the corporate vision is clear and accessible, 1-800-GOT-JUNK has a framed document called the Painted Picture in the lobby of their corporate office. It details what the company will accomplish and how it will look, feel and act by 2016.

50

Immigrant Services Society of British Columbia

SOCIAL SERVICES & GOVERNMENT AGENCIES

www.issbc.org

Head office: VANCOUVER, BC

Employees: 298 • Openings: Now: 3 / 2014: +
Times on Cdn list: 2007, 2009, 2010, 2011, 2012, 2013, 2014

Immigrant Services Society of British Columbia's most recent commitment to diversity is the creation of a Sacred Space room where staff can go to say prayers, meditate or do whatever their religion requires of them.