



Best Employers
for New Canadians

2008

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Replicon Inc.

<http://www.replicon.com>

Employer Description

Founded in 1996, Replicon Inc. develops web-based software that helps organizations analyze business productivity, including online timesheet software, vacation tracking / human resource scheduling software and expense management software. The company's software is used by over 6700 customers in 58 countries.

Established: 1996 **Major hiring locations:** Calgary **Full-Time Employees:** 83 **Worldwide:** 128
International locations: USA, India **Workforce engaged on a contract basis:** 1% **Employees who are visible minorities:** 26% **Of managers:** 60%

Replicon Inc. was selected as one of the Best Employers for New Canadians (2008) for:

- ▶ Using on-site skills testing to eliminate cultural barriers during the hiring process
- ▶ Providing work placements to new Canadians enrolled in bridging programs at local colleges
- ▶ Mentoring new Canadian hires to help them adjust to the Canadian workplace

Our Reasons for Selection:

Eliminating Cultural Recruitment Barriers

At Replicon, recruiters evaluate candidates based on their educational credentials and work experience, no matter where they were acquired. In some cases, an on-site skills test is administered, which ensures new Canadian candidates are evaluated on par with Canadian candidates so that cultural barriers do not affect the hiring and selection process.

Working With Bridging Programs

Replicon provides work placement opportunities to students enrolled in the Corporate Readiness Training Program at Bow Valley College. The program helps skilled immigrant professionals re-enter their fields in Canada by providing them with occupation-specific job search advice and work placements with an employer in their field of expertise.

Creatively managing workplace diversity is a key ingredient in enhancing success.

A primary valuation of a company is its people, as we now operate in a *global workplace*; not just an 'office'.

– CEO, Raj Narayanaswamy

Adjust to Canadian Workplace Culture

To help new Canadian hires make the transition to the Canadian workplace, Replicon operates an employee mentor program. New employees are paired with a "buddy" who addresses any concerns or questions they may have about working or living in Canada.