

The ‘Holy Grail’ of employers: Canada’s Top Small & Medium Employers for 2018 are announced

TORONTO, April 13, 2018 – For many Canadians, working at a smaller employer means giving up the kind of benefits and security that usually come with a job at a larger organization. Not so, say the winners of this year’s *Canada’s Top Small & Medium Employers*, announced this morning by the editors of Canada’s Top 100 Employers at Mediacorp Canada Inc. Not only is it possible to have the best of both worlds, but some SMEs are leading the way, combining the entrepreneurial feel of working at a small organization with the kinds of perks and benefits once offered only by larger employers.



“For most working Canadians, it really is like finding the Holy Grail,” says Richard Yerema, Managing Editor of the Canada’s Top 100 Employers project at Mediacorp Canada Inc. “These employers offer fun, interesting, engaged workplaces where you can still get benefits like good maternity top-up or a decent retirement savings plan. It’s an attractive combination for employees looking to get the best of both worlds.”

“This year, we’ve seen tremendous growth at many of the SME winners,” says Anthony Meehan, Publisher at Mediacorp. “It’s not uncommon to see year-over-year employment growth of 50% at some of the winners, providing tremendous advancement opportunities for their staff. It’s one of the reasons that small and medium employers have created more than 90% of the private-sector jobs in the past decade.”

Now in its 5th year, *Canada’s Top Small & Medium Employers* is an editorial competition that recognizes the small and medium enterprises (SMEs) with the nation’s best workplaces and forward-thinking human resources policies. Employers were evaluated by the editors at Canada’s Top 100 Employers using the same criteria as the national competition: (1) Physical Workplace; (2) Work Atmosphere & Social; (3) Health, Financial & Family Benefits; (4) Vacation & Time Off; (5) Employee Communications; (6) Performance Management; (7) Training & Skills Development; and (8) Community Involvement. Employers are compared to other organizations in their industry to determine which offer the most progressive and forward-thinking programs. The annual competition is open to any employer with its head office or principal place of business in Canada. Employers must have less than 500 employees worldwide, including employees at affiliates, and be a commercial, for-profit enterprise.

Here are a few of the more interesting initiatives noted this year by the editors:

- Vancouver-based software developer **ACL Services** offers a dynamic workplace culture, with regular summer barbecues and “BYOMs Thursdays” (bring your own items to grill) to employee-led “#disruptive-creativity” classes to help employees get to know each

other.

- Edmonton-based homebuilder **Rohit Group of Companies** hosts an annual company “Rotreat”, closing operations for three days and journeying to a five-star resort in Invermere, BC, for activities that include snowshoeing, bowling, a games lounge and karaoke.
- Video game developer **Big Viking Games**, based in London, Ontario, encourages employees to recognize their co-workers’ successes through a unique system that uses “Vikoins” – coins awarded to peers for excellent work – which can be used to buy premium snacks and drinks from the kitchen, offsite events, or on items from the onsite Viking store.
- Located in Toronto’s trendy Leslieville area, accounting software developer **Wave** offers a great workspace with an employee lounge featuring video games, foosball, free snacks, sparkling water on tap and a beer fridge – there are even onsite massages and instructor-led yoga/pilates classes offered.
- Toronto-based video game developer **Uken Studios** offers generous maternity and parental leave top-up payments for new moms and dads, including adoptive parents – to 100% of salary for up to 17 weeks – with flexible work hours and telecommuting work options to help employees balance their lives outside work.
- Retail software developer **Thinkwrap Commerce**, based in Kanata, Ontario, builds an ownership culture among employees through a share purchase plan and offers a variety of financial incentives, including year-end bonuses and profit-sharing for some employees, plus referral bonuses up to \$1,000.
- Software developer **Voonyx Inc.**, based in Lac-Beauport, Québec, offers new employees four weeks of starting vacation allowance, together with paid time-off during the winter holidays and up to four additional company-wide paid days off each year.
- Engineering firm **CBCL Limited**, based in Halifax, allows all employees to share in the company’s success through a profit-sharing plan – and offers other financial incentives, including signing bonuses for some employees, year-end bonuses for all employees and referral bonuses of up to \$1,000.

Founded in 1992, Mediacorp Canada Inc. is the nation’s largest publisher of employment periodicals. Since 1999, the Toronto-based publisher has managed the [Canada’s Top 100 Employers](#) project, which includes 18 other regional and special-interest editorial competitions that reach over 13 million Canadians annually through a variety of magazine and newspaper partners. Mediacorp also operates [Eluta.ca](#), the largest Canadian job search engine, which includes editorial reviews from the Canada’s Top 100 Employers project and is now used by 7 million users in Canada each year. Together with Willis Towers Watson, Mediacorp also hosts the [Top Employer Summit](#), Canada’s largest conference for senior-level HR professionals.

More stories from the winners of this year's *Canada's Top Small & Medium Employers* competition can be found in the [special magazine](#) published this morning in The Globe and Mail. The winning employers will be honoured at a special luncheon in Toronto today. The full list of this year's winners is attached; the editors' detailed reasons for selecting each of the winners were released this morning and are accessible via the [competition homepage](#).

#

Further information:

Kristina Leung, Senior Editor, Mediacorp Canada Inc., 416-964-6069 x1464

Canada's Top Small & Medium Employers 2018 Winners

/N SPRO Inc., *Montréal QC*
 A Thinking Ape Entertainment Ltd., *Vancouver BC*
 Abilis Solutions, *Montréal QC*
 Absorb Software Inc., *Calgary AB*
 Accompass, *Toronto ON*
 ACL Services Ltd., *Vancouver BC*
 AGNORA Inc., *Collingwood ON*
 Archon Systems Inc., *Toronto ON*
 BBG Management Corporation, *Ottawa ON*
 Beedie Development Group, *Burnaby BC*
 Benevity, Inc., *Calgary AB*
 Big Viking Games, *London ON*
 BIMM Management Inc., *Toronto ON*
 CBCL Limited, *Halifax NS*
 Chandos Construction Ltd., *Edmonton AB*
 Clio, *Burnaby BC*
 Cole Engineering Group Ltd., *Markham ON*
 Community Trust Company, *Mississauga ON*
 Connected Lab Inc., *Toronto ON*
 Cority Software Inc., *Toronto ON*
 Cowell Motors Ltd., *Richmond BC*
 CREIT Management LP, *Toronto ON*
 Croesus Finansoft Inc., *Laval QC*
 Crombie REIT, *New Glasgow NS*
 Deep Foundations Contractors Inc., *Stouffville ON*
 Diabsolut Inc., *Pointe-Claire QC*
 Diamond Schmitt Architects Inc., *Toronto ON*
 District M Inc., *Montréal QC*
 Drake Hotel Properties, *Toronto ON*
 eSentire Inc., *Cambridge ON*
 EventMobi, *Toronto ON*

Flaman Sales Ltd., *Saskatoon SK*
Fleet Complete, *Toronto ON*
Fresche Solutions Inc., *Montréal QC*
FreshBooks, *Toronto ON*
Frozen Mountain Software Ltd., *Surrey BC*
Fuller Landau LLP, *Toronto ON*
Fusion Project Management Ltd., *Vancouver BC*
Great Little Box Company, The, *Richmond BC*
GroupHEALTH Global Benefit Solutions Inc., *Surrey BC*
GSOFT, *Montréal QC*
Harbour Air Group, *Richmond BC*
Harvard Developments Inc., *Regina SK*
Hyperwallet Systems Inc., *Vancouver BC*
Integrated Sustainability Consultants Ltd., *Calgary AB*
Intelligent Mechatronic Systems Inc. / IMS, *Waterloo ON*
InvestorCOM Inc., *Brantford ON*
iQmetrix, *Vancouver BC*
Jacob Bros Construction Inc., *Surrey BC*
Kanetix Ltd., *Toronto ON*
Keystone Environmental Ltd., *Burnaby BC*
Kinaxis Inc., *Ottawa ON*
Lawton Partners Financial Planning Services Limited, *Winnipeg MB*
Left Coast Naturals, *Burnaby BC*
Martino Contractors Ltd., *Concord ON*
McDougall Insurance Brokers Limited, *Belleville ON*
McLeod Law LLP, *Calgary AB*
Messagepoint Inc., *Toronto ON*
Natural Resource Solutions Inc., *Waterloo ON*
Next Level Games Inc., *Vancouver BC*
Nicola Wealth Management Ltd., *Vancouver BC*
Norima Consulting Inc., *Winnipeg MB*
North Atlantic, *St. John's NL*
Northforge Innovations Inc., *Gatineau QC*
Olympia Financial Group Inc., *Calgary AB*
Perley-Robertson, Hill & McDougall LLP / s.r.l., *Ottawa ON*
Peterson, *Vancouver BC*
Points, *Toronto ON*
Prophix Software Inc., *Mississauga ON*
ProServeIT Corporation, *Mississauga ON*
Pushor Mitchell LLP, *Kelowna BC*
R.F. Binnie & Associates Ltd., *Burnaby BC*
Reliable Controls Corporation, *Victoria BC*
Rocky Mountaineer, *Vancouver BC*
Rohit Group of Companies, *Edmonton AB*
Roma Moulding Inc., *Woodbridge ON*
Sales Beacon Consulting Inc., *Chester NS*

Silvacom Ltd., *Edmonton AB*
Smart & Biggar/Fetherstonhaugh, *Ottawa ON*
Solink Corporation, *Kanata ON*
Startec, *Calgary AB*
SysGen Solutions Group Ltd., *Calgary AB*
TextNow Inc., *Waterloo ON*
theScore, Inc., *Toronto ON*
Thinkwrap Commerce Inc., *Kanata ON*
Traction on Demand, Inc., *Burnaby BC*
Trico Homes Inc., *Calgary AB*
Trihedral Engineering Limited, *Bedford NS*
Trisura Guarantee Insurance Company, *Toronto ON*
Uberflip, *Toronto ON*
Uken Studios Inc., *Toronto ON*
Upstream Works Software Ltd., *Vaughan ON*
Valard Geomatics Ltd., *Edmonton AB*
VelocityEHS Canada, *Oakville ON*
Verafin Inc., *St. John's NL*
Voonyx Inc., *Lac-Beauport QC*
Wave, *Toronto ON*
Welch LLP, *Ottawa ON*
Wesgroup Equipment LLP, *Surrey BC*
Wild Rose Brewery, *Calgary AB*