

Authentic and genuine: Doing good in the community is the golden thread that runs through this year's Canada's Top 100 Employers

TORONTO, Nov. 9, 2018 - Canadians increasingly look to their employers to put their skills to work helping in the community as well as on the job – that's the message from the 2019 winners of the *Canada's Top 100 Employers* competition, announced this morning by Mediacorp Canada Inc.

“We are seeing more time off for employees to work in the community, more matching funds for their fundraising efforts, more donations in return for employees' volunteer hours – there's more robustness in these programs,” says Richard Yerema, Managing Editor at Mediacorp Canada Inc., which manages the competition.

Doing good in the community can prove inspiring to employees or potential applicants – particularly young people – who want to feel they are working for a higher purpose than their day-to-day role, he says. And it enhances the employer's reputation in society at large.

“But an employer's commitment to the community where it operates must be authentic and genuine,” says Yerema. “Today's generation can figure out everything an employer has done in five minutes on their phone – the scrutiny is rigorous and job-seekers are more selective.”

This year's competition saw a record number of employers take part in the selection process, with an increased number of applicants from all regions of the country. Mediacorp editors started by examining the recruitment histories of over 95,000 employers that it tracks for its popular job-search engine, Eluta.ca. From this pool, Mediacorp invited 9,801 employers to submit detailed applications, including a comprehensive review of their operations and HR practices that compares them to others in their industry and region. Employers interested in next year's competition may also request an application [online](#).

Community involvement is not the only trend visible in this year's list of *Canada's Top 100 Employers*. Anthony Meehan, Publisher at Mediacorp, notes that the federal government in late 2017 extended maternity and parental leave to 18 months from one year. Already, two of this year's winners – the City of Toronto and Vancity – have updated their policies to include a longer benefit top-up period for employees, following the federal change.

Meehan says he expects to see more employers follow suit in coming years, as they did when such benefits were first introduced. “As society changes, organizations with an ear to the ground are paying attention and supporting these changes internally,” he says.

Now entering its 20th year, the competition is an editorial project that recognizes employers with exceptional human resources programs and forward-thinking workplace policies. Editors at Mediacorp grade employers on eight criteria, which have remained consistent since the project's inception: (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. The editors

publish detailed reasons for selection and grades for each of these criteria, providing transparency in the selection of winners and a catalogue of best practices for employers and job-seekers alike.

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 regional and special-interest editorial competitions that reach over 15 million Canadians annually through a variety of magazine and newspaper partners, including *The Globe and Mail*. Mediacorp also operates [Eluta.ca](#), one of Canada's largest job search engines, which reaches over seven million unique visitors annually and features editorial reviews from the *Canada's Top 100 Employers* project. Together with Willis Towers Watson, Mediacorp hosts Canada's largest conference for senior-level HR professionals, the [Top Employer Summit](#). This year's conference features Sarah McLachlan and takes place November 19, 2018 at the Fairmont Pacific Rim hotel in Vancouver.

Attached is the full list of this year's Top 100 winners, which was announced in a [national magazine](#) published in *The Globe and Mail* this morning. The editors' detailed reasons for selecting each winner were also released today on the [competition homepage](#).

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For more information:

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CANADA'S TOP 100 EMPLOYERS 2019 WINNERS

3M Canada Company, *London ON*
 Aboriginal Peoples Television Network Inc. / APTN, *Winnipeg MB*
 Accenture Inc., *Toronto ON*
 AccorHotels, *Toronto ON*
 ACL Services Ltd., *Vancouver BC*
 Adobe Systems Canada Inc., *Ottawa ON*
 Agriculture Financial Services Corporation / AFSC, *Lacombe AB*
 Air Canada, *Saint-Laurent QC*
 Alberta Health Services / AHS, *Edmonton AB*
 ArcelorMittal Dofasco G.P., *Hamilton ON*
 Bank of Canada, *Ottawa ON*
 BASF Canada Inc., *Mississauga ON*
 BC Public Service, *Victoria BC*
 Bell Canada, *Verdun QC*
 Best Buy Canada Ltd., *Burnaby BC*

Canada Revenue Agency / CRA, *Ottawa ON*
Canadian Heritage, *Gatineau QC*
Canadian Nuclear Laboratories Ltd., *Chalk River ON*
Canadian Tire Corporation Limited, *Toronto ON*
Cargill Limited, *Winnipeg MB*
CBCL Limited, *Halifax NS*
Ceridian HCM Inc., *North York ON*
Children's Aid Society of Toronto, *Toronto ON*
CIBC, *Toronto ON*
Cisco Systems Canada Co., *Toronto ON*
College of Physicians and Surgeons of British Columbia, The, *Vancouver BC*
CWB National Leasing Inc., *Winnipeg MB*
Desjardins Group / Mouvement des caisses Desjardins, *Lévis QC*
Diamond Schmitt Architects Inc., *Toronto ON*
Digital Extremes Ltd., *London ON*
Emera Inc., *Halifax NS*
Export Development Canada, *Ottawa ON*
Fidelity Canada, *Toronto ON*
Ford Motor Company of Canada, Limited, *Oakville ON*
Graham Group, *Calgary AB*
Hatch Ltd., *Mississauga ON*
Hospital for Sick Children, The, *Toronto ON*
House of Commons Administration, *Ottawa ON*
Innovatia Inc., *Saint John NB*
Innovation, Science and Economic Development Canada, *Ottawa ON*
Intact Financial Corporation, *Toronto ON*
Irving Oil, *Saint John NB*
ISM Canada, *Regina SK*
Ivanhoé Cambridge Inc., *Montréal QC*
K+S Potash Canada GP, *Saskatoon SK*
Keurig Canada Inc., *Montréal QC*
Keyera Corp., *Calgary AB*
KPMG LLP, *Toronto ON*
L'Oréal Canada Inc., *Montréal QC*
Labatt Brewing Company Limited, *Toronto ON*
Left of the Dot Media Inc., *Maple Ridge BC*
Loblaw Companies Limited, *Brampton ON*
Mars Inc., *Bolton ON*
Mattamy Homes Limited, *Toronto ON*
McCarthy Tétrault LLP, *Toronto ON*
Modern Niagara Group Inc., *Kanata ON*
Mountain Equipment Co-op, *Vancouver BC*
Médecins Sans Frontières / Doctors Without Borders (MSF) Canada, *Toronto ON*
National Energy Board, *Calgary AB*
Nature's Path Foods, Inc., *Richmond BC*
NAV CANADA, *Ottawa ON*

Norton Rose Fulbright Canada LLP, *Vancouver BC*
OpenText Corporation, *Waterloo ON*
PCL Construction, *Edmonton AB*
Pembina Pipeline Corporation, *Calgary AB*
PepsiCo Canada, *Mississauga ON*
Pfizer Canada Inc., *Kirkland QC*
Procter & Gamble Inc., *Toronto ON*
R.F. Binnie & Associates Ltd., *Burnaby BC*
Rio Tinto, *Montréal QC*
Rogers Communications Inc., *Toronto ON*
Royal Bank of Canada, *Toronto ON*
Salesforce, *Toronto ON*
Samsung Electronics Canada Inc., *Mississauga ON*
SAP Canada Inc., *Vancouver BC*
SaskTel, *Regina SK*
Schneider Electric Canada Inc., *Mississauga ON*
Sekisui Diagnostics PEI Ltd., *Charlottetown PE*
Shopify Inc., *Ottawa ON*
Simon Fraser University, *Burnaby BC*
Stryker Canada Inc., *Dundas ON*
Suncor Energy Inc., *Calgary AB*
Sunnybrook Health Sciences Centre, *Toronto ON*
TD Bank Group, *Toronto ON*
Teck Resources Limited, *Vancouver BC*
Thomson Reuters Canada Limited, *Toronto ON*
Toronto, City of, *Toronto ON*
Toyota Motor Manufacturing Canada Inc. / TMMC, *Cambridge ON*
Ubisoft Canadian Studios, *Toronto ON*
University of New Brunswick / UNB, *Fredericton NB*
University of Toronto, *Toronto ON*
University of Waterloo, *Waterloo ON*
Université de Montréal, *Montréal QC*
Vancouver City Savings Credit Union, *Vancouver BC*
Verafin Inc., *St. John's NL*
Vidéotron Ltée, *Montréal QC*
West Fraser Timber Co. Ltd., *Vancouver BC*
World Vision Canada, *Mississauga ON*
Xerox Canada Ltd., *North York ON*
Yukon, Government of, *Whitehorse YT*