

Answering the pandemic with agility: ‘Canada’s Top Small & Medium Employers’ for 2021 are announced

TORONTO, April 6, 2021 – In the face of daunting economic and organizational challenges brought about by the pandemic, many of Canada’s leading small and medium employers have responded by staying fleet of foot, building on past innovations to care for their employees and the communities where they operate. The best of these initiatives were recognized this morning, as Canada’s Top Small & Medium Employers for 2021 were announced by Mediacorp Canada Inc., organizers of the annual Canada’s Top 100 Employers project.



“These companies have proven to be extremely agile,” says Richard Yerema, Managing Editor of the Canada’s Top 100 Employers project. “Not only were they able to transition employees to working from home right out of the gate, but many already had policies in place that allowed for flexible work. It was simply a matter of extending existing benefits, such as home office allowances and internet subsidies, to make the full transition.”

“This year’s winners provide important benefits that help employees find peace of mind during this time,” adds Kristina Leung, Senior Editor of the project. “Nearly 80 per cent offer paid sick days, 65 per cent provide financial support to make mental health services more accessible, and over 50 per cent enable employees to personalize levels of health benefits coverage through health and wellness spending accounts.”

Now in its 8th year, Canada’s Top Small & Medium Employers is an editorial competition that recognizes the small and medium enterprises (SMEs) that offer the nation’s best workplaces and forward-thinking human resources policies. Employers are evaluated by the editors at Canada’s Top 100 Employers using the same criteria as the Top 100 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 offers 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 affiliated companies, and be a commercial, for-profit business.

Here are a few examples of the unique programs and policies the editors noted at this year’s winners:

- System1 Canada ULC maintains a special employee relief fund to help employees in need of additional financial support.

- Carebook Technologies Inc. allows employees to bring office equipment home and, during the pandemic, provided an extra \$150 for other items to support productivity, mental health and physical health. Employees also receive two paid personal days every six weeks.
- During the pandemic, Johnston Group Inc. hired a clinical psychologist to help address concerns related to work from home challenges; the company also maintained its annual bonus plan to recognize individual employee efforts.
- R.V. Anderson Associates Limited hosted virtual social events to help keep employees connected while they worked from home – including mental health coffee breaks and virtual games and pub nights – and extended health and financial benefits to cover mental health and financial planning services.
- As part of the health benefits plan at Vidyard, the company offers a health spending account of \$250 per year; the company recently increased its wellness spending account from \$600 to \$1,000 per year to assist staff working from home.
- Points offers virtual training to help employees adjust to work from home – topics include leading through uncertain times, mental health and well-being; in addition, the company organizes virtual wellness events three times per week.

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 millions of Canadians annually through a variety of magazine and newspaper partners. Mediacorp also operates Eluta.ca, one of Canada's largest job search engines, which reaches millions of unique visitors annually and features editorial reviews from the Canada's Top 100 Employers project. The company also publishes The Career Directory, now in its 28th year – a free online guide for recent college and university graduates looking for employers hiring candidates from their educational background.

The full list of Canada's Top Small & Medium Employers was announced in a special magazine published this morning and featured online in The Globe and Mail. Detailed reasons for selection, with hundreds of additional stories and photos, were also released this morning and are accessible via the competition homepage.

###

Further information:

Stephanie Leung, Assistant Editor, Tel. 416-964-6069 x5334
<https://www.canadastop100.com/sme/>

SOURCE: Mediacorp Canada Inc.

Canada's Top Small & Medium Employers 2021 Winners

AET Group Inc., *Kitchener ON*
 Altek Industrial Supply Inc., *Edmonton AB*
 Aquatic Informatics Inc., *Vancouver BC*
 Artis REIT, *Winnipeg MB*
 BAM Strategy, *Montréal QC*
 Beedie, *Burnaby BC*
 Bellin Treasury Services Ltd., *Vancouver BC*
 Binary Stream Software Inc., *Burnaby BC*
 Bits In Glass Inc., *Edmonton AB*
 BluEarth Renewables Inc., *Calgary AB*
 Broadsign Canada Company, *Montréal QC*
 Carebook Technologies Inc., *Montréal QC*
 Cascadia Metals Ltd., *Delta BC*
 CBCL Limited, *Halifax NS*
 CHES Special Risk Inc., *Toronto ON*
 Cloudworks Consulting Services Inc., *Toronto ON*
 CoLab Software Inc., *St. John's NL*
 Connected, *Toronto ON*
 Copperleaf Technologies Inc., *Vancouver BC*
 Croesus Finansoft, *Laval QC*
 CrowdRiff Inc., *Toronto ON*
 Diamond Schmitt Architects Inc., *Toronto ON*
 Distributel Communications Limited, *Etobicoke ON*
 Drone Delivery Canada Corporation, *Woodbridge ON*
 Duncan Craig LLP, *Edmonton AB*
 East Side Games, *Vancouver BC*
 eSentire Inc., *Waterloo ON*
 ExperiencePoint Inc., *Toronto ON*
 FBM Architecture | Interior Design, *Halifax NS*
 FinancialCAD Corporation / FINCAD, *Surrey BC*
 First Capital REIT, *Toronto ON*
 Flaman Sales Ltd., *Saskatoon SK*
 Fresche Solutions Inc., *Montréal QC*
 FreshBooks, *Toronto ON*
 Fuller Landau LLP, *Toronto ON*
 Fundserv Inc., *Toronto ON*
 Great Little Box Company, The, *Richmond BC*
 Groundswell Cloud Solutions Inc., *Vancouver BC*
 Humania Assurance Inc., *Saint-Hyacinthe QC*
 Illumiti Inc., *Thornhill ON*
 Integrated Sustainability, *Calgary AB*
 InvestorCOM Inc., *Brantford ON*
 ISAAC Instruments Inc., *Saint-Bruno QC*
 Jacob Bros Construction Inc., *Surrey BC*
 Johnston Group Inc., *Winnipeg MB*
 Keirton Inc., *Surrey BC*
 Keystone Environmental Ltd., *Burnaby BC*
 Lane Technologies Inc., *Toronto ON*
 Larochelle Groupe Conseil Inc., *Montréal QC*
 Litco Law, *Calgary AB*
 Loopio Inc., *Toronto ON*

McDougall Gauley LLP, *Saskatoon SK*
MetOcean Telematics Limited, *Dartmouth NS*
Nicola Wealth Management Ltd., *Vancouver BC*
Noseworthy Chapman Chartered Professional Accountants, *St. John's NL*
Olympia Financial Group Inc., *Calgary AB*
Payworks Inc., *Winnipeg MB*
Perley-Robertson, Hill & McDougall LLP / s.r.l., *Ottawa ON*
Points, *Toronto ON*
PrairieCoast Equipment, *Mission BC*
Prevue HR Systems Inc., *Vancouver BC*
Priestly Demolition Inc., *King ON*
Promation, *Oakville ON*
Prophix Software Inc., *Mississauga ON*
PSB Boisjoli LLP, *Mont-Royal QC*
Ratehub Inc., *Toronto ON*
Redbrick Technologies Inc., *Victoria BC*
Reid's Heritage Homes Ltd., *Cambridge ON*
Replicon Inc., *Calgary AB*
R.F. Binnie & Associates Ltd., *Burnaby BC*
Righteous Gelato Ltd., *Calgary AB*
Rogers Insurance Ltd., *Calgary AB*
R.V. Anderson Associates Limited, *North York ON*
Security Compass Ltd., *Toronto ON*
Silvacom Ltd., *Edmonton AB*
SilverChef Rentals Inc., *Vancouver BC*
Sionna Investment Managers Inc., *Toronto ON*
Sourced Group Inc., *Toronto ON*
Startec, *Calgary AB*
Superior Glove Works Limited, *Acton ON*
SysGen Solutions Group Ltd., *Calgary AB*
System1 Canada ULC, *Guelph ON*
Talk Shop Media Inc. / TSM, *Vancouver BC*
Theratechnologies Inc., *Montréal QC*
theScore, *Toronto ON*
Thinkific Labs Inc., *Vancouver BC*
TrackTik Software Inc., *Montréal QC*
Translational Research In Oncology, *Edmonton AB*
Trisura Guarantee Insurance Company, *Toronto ON*
Uberflip, *Toronto ON*
Uken Inc., *Toronto ON*
VERB Interactive Inc., *Halifax NS*
Vidyard, *Kitchener ON*
Visier Inc., *Vancouver BC*
Voonyx Inc., *Québec QC*
WalterFedy Inc., *Kitchener ON*
Wesgroup Equipment LP, *Surrey BC*
Working Group Inc., The, *Toronto ON*
ZE PowerGroup Inc., *Richmond BC*
Zymeworks Inc., *Vancouver BC*