

## Agility and flexibility, from the pandemic to today's labour market challenges: this year's 'Canada's Top Small & Medium Employers' are announced

TORONTO, April 5, 2022 – Fleet of foot and nimble, the nation's smaller employers adapted quickly to the pandemic and today are using the same agility to overcome the challenges of a tightening labour market. The best of these initiatives were recognized today, as *Canada's Top Small and Medium Employers (2022)* were announced by Mediacorp Canada Inc., organizers of the annual Canada's Top 100 Employers competition.

“Small and medium employers have the advantage of adaptability,” says Kristina Leung, Senior Editor at Mediacorp. “They are independent and have always served as a ‘laboratory’ for the kinds of best practices we eventually see at larger employers. As new ways of working emerge, such as the growing interest in hybrid work arrangements, smaller employers have the flexibility to experiment and come up with solutions that work for everyone.”

“Early in the pandemic, smaller employers were able to respond to employees’ needs quickly and with agility,” says Anthony Meehan, Publisher at Mediacorp. “Today, the new realities for employers include labour shortages across almost every sector, which has been made more acute by other employers offering remote work from further afield. Once again, small and medium employers are responding with agility by adopting many of the benefits previously seen only at larger, more established organizations.”

Notable initiatives singled out at this year's winners include:

- Along with moving all employees to work-from-home arrangements early in the pandemic, Kitchener, Ont.-based [WalterFedy](#) let employees take home needed tech and furniture along with introducing a special program to provide interest-free loans (up to \$1,000) for home office improvements.
- Toronto-based chat software firm [Ada Support](#) provides employees with a health spending account of up to \$2,000, allowing them to top up coverage to suit their personal needs, plus a separate wellness spending account of \$1,000 per year, which employees can spend as they see fit (e.g. fitness, books and app subscriptions).
- Early in the pandemic, Edmonton-based software firm [Silvacom](#) helped employees work from home by covering the cost of home-office equipment and expenses, while increasing employees’ flex spending account to help cover other costs.



- Although it has only 27 employees, St. John's-based health data firm [Sequence Bioinformatics](#) provides parental leave top-up for new mothers, fathers and adoptive parents to 65 per cent of salary for up to 52 weeks.
- Vancouver-based software security firm [GeoComply Solutions](#) starts new employees with four weeks of paid vacation allowance, while more experienced hires receive five weeks or more when they start at the company.
- [Jacob Bros Construction](#), based in Surrey, BC., encourages employees to get involved helping charities the company supports in the Lower Mainland, especially programs that support youth and underprivileged children, as well as local nonprofits that aim to alleviate homelessness.

Now in its 9th 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.

Founded in 1992, Mediagroup 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. Mediagroup also operates [Eluta.ca](#), one of Canada's largest job search engines, which reaches millions of job-seekers annually and features editorial reviews from the Canada's Top 100 Employers project.

The full list of *Canada's Top Small & Medium Employers* for 2022 was announced today in a [special magazine](#) co-published with The Globe and Mail. Detailed reasons for selection for each of the winners were released by the editors today and are accessible via the competition homepage: <https://www.canadastop100.com/sme/>

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## Canada's Top Small & Medium Employers 2022 Winners

Ada Support Inc., *Toronto ON*  
AET Group Inc., *Kitchener ON*  
Alida Inc., *Vancouver BC*  
Artis REIT, *Winnipeg MB*  
Atrema Technologies Inc., *Calgary AB*  
BAM Strategy, *Montréal QC*  
Bandzoogle, *Nepean ON*  
Beedie, *Burnaby BC*  
Binary Stream Software Inc., *Burnaby BC*  
Birchcliff Energy Ltd., *Calgary AB*  
BluEarth Renewables Inc., *Calgary AB*  
Bluedrop ISM, *St. John's NL*  
Briteweb Ltd., *Vancouver BC*  
Broadsign Canada Company, *Montréal QC*  
Carebook Technologies Inc., *Montréal QC*  
CBCL Limited, *Halifax NS*  
CHES Special Risk Inc., *Toronto ON*  
CoLab Software Inc., *St. John's NL*  
Copperleaf Technologies Inc., *Vancouver BC*  
Croesus Finansoft, *Laval QC*  
Crombie REIT, *New Glasgow NS*  
Crown Property Management Inc., *Toronto ON*  
Diamond Schmitt Architects Inc., *Toronto ON*  
Drone Delivery Canada Corporation, *Woodbridge ON*  
Duncan Craig LLP, *Edmonton AB*  
Durward Jones Barkwell & Company LLP, *St. Catharines ON*  
Eclipsys Solutions Inc., *Kanata ON*  
eSentire Inc., *Waterloo ON*  
ExperiencePoint Inc., *Toronto ON*  
FBM Architecture | Interior Design, *Halifax NS*  
Financeit Canada Inc., *Toronto ON*  
First Capital REIT, *Toronto ON*  
FISPAN Services Inc., *Vancouver BC*  
Flaman Sales Ltd., *Saskatoon SK*  
Fresche Solutions Inc., *Montréal QC*  
Freshbooks, *Toronto ON*  
Fresh Prep Foods Inc., *Vancouver BC*  
Fuller Landau LLP, *Toronto ON*  
Fundserv Inc., *Toronto ON*  
Genoa Design International Ltd., *Mount Pearl NL*  
GeoComply Solutions Inc., *Vancouver BC*  
Gould Industries Ltd., *Anjou QC*  
Great Little Box Company, The, *Richmond BC*  
Groundswell Cloud Solutions Inc., *Vancouver BC*  
GSoft, *Montréal QC*  
Hatfield Consultants LLP, *North Vancouver BC*  
Hudson Pacific Properties, *Vancouver BC*  
Humania Assurance Inc., *Saint-Hyacinthe QC*  
Integrated Sustainability, *Calgary AB*  
InvestorCOM Inc., *Brantford ON*

iQmetrix, *Vancouver BC*  
 ISA Cybersecurity Inc., *Etobicoke ON*  
 Jacob Bros Construction Inc., *Surrey BC*  
 Johnston Group Inc., *Winnipeg MB*  
 Keirton Inc., *Surrey BC*  
 Keystone Environmental Ltd., *Burnaby BC*  
 LANDRY et associés, *Montréal QC*  
 Lane Technologies Inc., *Toronto ON*  
 Larochelle Groupe Conseil Inc., *Montréal QC*  
 LBMX Inc., *London ON*  
 Litco Law, *Calgary AB*  
 Logient, *Montréal QC*  
 Loopio Inc., *Toronto ON*  
 LPI Mechanical Inc., *Brampton ON*  
 LuminUltra Technologies Ltd., *Fredericton NB*  
 MacroHealth Canada, *Vancouver BC*  
 McDougall Gauley LLP, *Saskatoon SK*  
 MetOcean Telematics Ltd., *Dartmouth NS*  
 Mission Group Enterprises Ltd., *Kelowna BC*  
 Nakisa Inc., *Montréal QC*  
 Nicola Wealth Management Ltd., *Vancouver BC*  
 Noseworthy Chapman Chartered Professional Accountants, *St. John's NL*  
 Olympia Financial Group Inc., *Calgary AB*  
 PDFTron Systems, Inc., *Vancouver BC*  
 Perley-Robertson, Hill & McDougall LLP / s.r.l., *Ottawa ON*  
 Points, *Toronto ON*  
 PrairieCoast Equipment, *Mission BC*  
 Prevue HR Systems Inc., *Vancouver BC*  
 Promotion, *Oakville ON*  
 PSB BOISJOLI LLP, *Mont-Royal QC*  
 RecycleSmart Solutions Inc., *Richmond BC*  
 Redbrick Technologies Inc., *Victoria BC*  
 Rewind, *Orléans ON*  
 R.F. Binnie & Associates Ltd., *Burnaby BC*  
 Richter LLP, *Montréal QC*  
 Righteous Gelato Ltd., *Calgary AB*  
 Rogers Insurance Ltd., *Calgary AB*  
 RTDS Technologies Inc., *Winnipeg MB*  
 R.V. Anderson Associates Limited, *Toronto ON*  
 Sensei Labs Inc., *Toronto ON*  
 Sequence Bioinformatics Inc., *St. John's NL*  
 Silvacom Ltd., *Edmonton AB*  
 SilverChef Rentals Inc., *Vancouver BC*  
 Sionna Investment Managers Inc., *Toronto ON*  
 SkyWatch Space Applications Inc., *Kitchener ON*  
 Smart & Biggar, *Ottawa ON*  
 Startec, *Calgary AB*  
 SysGen Solutions Group Ltd., *Calgary AB*  
 System1 Canada ULC, *Guelph ON*  
 Tehama Inc., *Ottawa ON*  
 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*  
Vena Solutions Inc., *Toronto ON*  
VERB Interactive Inc., *Halifax NS*  
Visier Inc., *Vancouver BC*  
Voonyx Inc., *Québec QC*  
WalterFedy Inc., *Kitchener ON*  
Wesgroup Equipment LP, *Surrey BC*  
Zymeworks Inc., *Vancouver BC*