

Leaving their mark and out-manoeuvring larger competitors: this year's 'Canada's Top Small & Medium Employers' are announced

TORONTO, April 2, 2024 – It's often the smaller employers that leave the biggest mark when it comes to creating better workplaces for Canadians – and it shouldn't come as a surprise that the nation's small and medium enterprises (SMEs) are more than holding their own against larger employers. That's the message from this year's *Canada's Top Small & Medium Employers*, announced this morning by Mediacorp Canada Inc., organizers of the annual Canada's Top 100 Employers project.

Limited to smaller enterprises with under 500 employees, *Canada's Top Small & Medium Employers* focuses on SMEs that are often resource-constrained, both in terms of finances and organizational capacity. However, they are nimble and have more dexterity: they adopt initiatives faster than large employers, in many cases based on employee feedback and being closer to front-line operations. In addition, SMEs are often more willing to try bold HR initiatives that are untested elsewhere.

“What's remarkable about the employers on this year's list is how quickly and effectively they've worked to create rewards and other programs developed from employee input,” says Kristina Leung, managing editor of the Canada's Top 100 Employers project. “SMEs have enviable levels of customization, flexibility and speed-of-implementation that are difficult for larger employers to match.”

“There's an interesting relationship we see between SMEs and larger employers,” says Richard Yerema, executive editor at the Canada's Top 100 Employers project. “SMEs are often the trendsetters, taking risks on initiatives like enhanced paid time-off, flexible hours and hybrid work options long before these types of improvements are considered by larger employers. As employers of all sizes compete to attract and retain staff, the best SMEs take notice of what larger employers are offering employees, such as parental leave top-up, mental health programs, and even retirement assistance. Both groups of employers end up moving the dial to ensure that programs improve and benefit all their employees.”

Now in its 11th 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. Editors at Mediacorp review employers on eight criteria, which have remained consistent since the project's inception: (1) 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' for these criteria, providing transparency in the selection of winners and a catalogue of best practices for



employers and job-seekers alike. The competition is open to any enterprise in Canada that: (a) has less than 500 employees worldwide, including staff at affiliated companies; and (b) is a commercial, for-profit business, i.e. non-profit organizations aren't considered SMEs under the Statistics Canada [definition](#).

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 19 regional and special-interest editorial competitions that reach millions of 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, used by millions of job-seekers annually to find new job postings and discover what the nation's best employers are offering.

The full list of *Canada's Top Small & Medium Employers (2024)* was announced today in a special magazine published by Mediacorp Canada Inc. Detailed 'reasons for selection' for each of this year's winners, as well as stories and photos of their initiatives, were released today by the editors and are accessible via the [competition homepage](#).

Join the discussion about today's announcement on social media:

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Hashtags: #topSME, #topemployers2024

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Further information:

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Canada's Top Small & Medium Employers 2024 Winners

Absorb Software Inc., *Calgary AB*

Acuitas Therapeutics, Inc., *Vancouver BC*

Alida Inc., *Vancouver BC*

AME Group, *Victoria BC*

Andgo Systems, *Saskatoon SK*

Aspect Structural Engineers Canada Ltd., *Vancouver BC*

Auvik Networks Inc., *Waterloo ON*

Bandzoogle, *Ottawa ON*

BCV Asset Management Inc., *Winnipeg MB*

Belliveau Veinotte Inc., *Bridgewater NS*

Binary Stream Software Inc., *Burnaby BC*

Birchcliff Energy Ltd., *Calgary AB*

Black & White Zebra Industries Inc., *Vancouver BC*

BluEarth Renewables Inc., *Calgary AB*

Bluedrop ISM Ltd., *St. John's NL*

Boughton Law Corporation, *Vancouver BC*

Broadsign Canada Company, *Montréal QC*
 C3 Solutions Inc., *Montréal QC*
 Cardinal Capital Management Inc., *Winnipeg MB*
 CBCL Limited, *Halifax NS*
 Century Group Lands Corp., *New Westminster BC*
 C.F. Crozier & Associates Inc. / CFCA, *Collingwood ON*
 CHES Special Risk Inc., *Toronto ON*
 Christie InnoMed Inc., *Saint-Eustache QC*
 CoLab Software Inc., *St. John's NL*
 Computer Room Services Corporation / CRSC, *Ajax ON*
 CPCS Transcom Limited, *Ottawa ON*
 Croesus Finansoft Inc., *Laval QC*
 Crombie REIT, *New Glasgow NS*
 Crowe BGK LLP, *Westmount QC*
 Crown Property Management Inc., *Toronto ON*
 Dash Hudson Inc., *Halifax NS*
 Diamond Schmitt Architects Inc., *Toronto ON*
 Dixon Mitchell Investment Counsel Inc., *Vancouver BC*
 Drake Hotel Properties (DHP) Inc., *Toronto ON*
 Duncan Craig LLP, *Edmonton AB*
 Durward Jones Barkwell & Company LLP, *St Catharines ON*
 Eclipsys Solutions Inc., *Kanata ON*
 ExperiencePoint Inc., *Toronto ON*
 Fengate Capital Management, *Toronto ON*
 First Capital REIT, *Toronto ON*
 Fowler Bauld & Mitchell Ltd. / FBM, *Halifax NS*
 Fresche Solutions Inc., *Montréal QC*
 Fresh Prep Foods Inc., *Vancouver BC*
 Fuller Landau LLP, *Toronto ON*
 Gould Industries Ltd., *Montréal QC*
 Granite REIT, *Toronto ON*
 Great Little Box Company Ltd., *Richmond BC*
 Hatfield Consultants LLP, *North Vancouver BC*
 Humania Assurance Inc., *Saint-Hyacinthe QC*
 Integrated Sustainability Consultants Ltd., *Calgary AB*
 InvestorCOM Inc., *Brantford ON*
 ISA Cybersecurity Inc., *Toronto ON*
 Johnston Group Inc., *Winnipeg MB*
 Lakefield LLP, *Saskatoon SK*
 Lawrie Insurance Group Inc., *Hamilton ON*
 Lawson Lundell LLP, *Vancouver BC*
 LBMX Inc., *London ON*
 Litco Law, *Calgary AB*
 Longboard Architectural Products Inc., *Abbotsford BC*
 Loopio Inc., *Toronto ON*
 LPI Mechanical Inc., *Brampton ON*
 Mawer Investment Management Ltd., *Calgary AB*
 MCAN Financial Group, *Toronto ON*
 McDougall Gauley LLP, *Saskatoon SK*
 MetOcean Telematics Ltd., *Dartmouth NS*
 Metro Compactor Service Inc., *Brampton ON*
 Mission Group Enterprises Ltd., *Kelowna BC*
 Mistplay Inc., *Montréal QC*
 Multiview Financial, *Ottawa ON*
 Mysa Smart Thermostats, *St. John's NL*
 Nelligan O'Brien Payne LLP, *Ottawa ON*

Nicola Wealth Management Ltd., *Vancouver BC*
 Noseworthy Chapman Chartered Professional Accountants, *St. John's NL*
 NS Sports Media Pros Ltd. / Covers, *Halifax NS*
 Nulogy Corporation, *Toronto ON*
 Obsidian Energy Ltd., *Calgary AB*
 Office Interiors, *Dartmouth NS*
 Olympia Financial Group Inc., *Calgary AB*
 Open Farm Inc., *Toronto ON*
 Orangutech Inc., *Ottawa ON*
 Osedea Inc., *Montréal QC*
 Outshine, *Halifax NS*
 Pacific Coastal Airlines Ltd., *Richmond BC*
 PageFreezer Software Inc., *Vancouver BC*
 Patlon Aircraft & Industries Ltd., *Georgetown ON*
 Payworks Inc., *Winnipeg MB*
 PBX Engineering Ltd., *Vancouver BC*
 Perley-Robertson, Hill & McDougall LLP / s.r.l., *Ottawa ON*
 Petal Solutions Inc., *Québec QC*
 Peterson Investments (Canada) Inc., *Vancouver BC*
 Pink Triangle Press, *Toronto ON*
 Podium Development Corp., *Toronto ON*
 Prevue HR Systems Inc., *Vancouver BC*
 ProCogia, *Vancouver BC*
 ProServeIT Corporation, *Oakville ON*
 PSB BOISJOLI LLP, *Montréal QC*
 PUC Services Inc., *Sault Ste. Marie ON*
 Pure Industrial, *Toronto ON*
 Purpose Unlimited, *Toronto ON*
 Redbrick Technologies Inc., *Victoria BC*
 R.F. Binnie & Associates Ltd., *Burnaby BC*
 Riva International, Inc., *Edmonton AB*
 Rodan Energy Solutions Inc., *Mississauga ON*
 RTS Canada Inc., *Richmond BC*
 R.V. Anderson Associates Limited, *Toronto ON*
 Silvacom Group, The, *Edmonton AB*
 SilverChef Rentals Inc., *Vancouver BC*
 Smythe LLP, *Vancouver BC*
 Sterling Capital Brokers Ltd., *Toronto ON*
 Sutton Special Risk, Inc., *Toronto ON*
 Tatham Engineering Limited, *Collingwood ON*
 Thrive Health, *West Vancouver BC*
 Translational Research In Oncology, *Edmonton AB*
 Trialto Wine Group Ltd., *Vancouver BC*
 Trico Homes Inc., *Calgary AB*
 Trisura Guarantee Insurance Company, *Toronto ON*
 UV Insurance, *Drummondville QC*
 Ventana Construction Corporation, *Burnaby BC*
 VERB Interactive Inc., *Halifax NS*
 Vidir Solutions, Inc., *Arborg MB*
 Wesgroup Equipment LP, *Surrey BC*
 Weston Consulting Inc., *Vaughan ON*
 Willson International Ltd., *Mississauga ON*
 Yulu Public Relations Inc., *Vancouver BC*