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A quarter century of change: ‘Canada’s Top 100 Employers’ celebrates a milestone anniversary with the announcement of its 2025 winners

TORONTO, Nov. 15, 2024 – After 25 years, you might wonder whether there is anything new under the sun that the editors of *Canada’s Top 100 Employers* haven’t seen at organizations that take part in the annual competition. The same editors publish over one million words annually, explaining why each of the winners was chosen for the national competition, along with a series of regional and special-interest projects. Tolstoy managed to complete *War and Peace* in a spartan 587,000 words, so what is it about the *Canada’s Top 100 Employers* project, organized by Mediacorp Canada Inc., that manages to capture readers’ interest and inspire employers after so many years?



“Twenty-five years ago, it wasn’t easy for readers to find information on best practices in the workplace,” says Richard Yerema, executive editor. “The idea behind the competition was to create more transparency about what employers offered in terms of their benefits and culture, so we could start a conversation about work and workplaces.”

“We see the competition winners adapting to reflect how Canada is changing,” says Kristina Leung, managing editor of the project. “The best employers recognize that traditional benefits – such as paid time off for religious holidays, medical or health benefits, or even cultural events organized for employees – need to reflect the nation as it is today, not how it might have been when these programs were created.”

At times in the project’s 25-year history, events like the pandemic bring about wholesale changes in workplace programs at speed, such as the adoption of remote or hybrid work policies by employers. This area continues to evolve, with employers and employees both keeping a close eye on the effectiveness and benefits of such policies.

“Year after year, the effect of publishing what the nation’s best employers offer is that other organizations take note and start raising the bar on their own,” says Anthony Meehan, publisher at Mediacorp. “The result is that, each year, the competition becomes more challenging for employers and earning a place on the list isn’t easy.”

To see how this principle has improved the project, consider how some of the important metrics have changed over the years. For example, in the competition’s first edition – 25 years ago – only eight of the winners offered paid vacation allowance of four weeks or more to start. Today, a remarkable 31 winners are at this level and the number continues to grow.

Or consider the steady improvements to maternity top-up pay, a benefit the competition has followed closely. In the past 15 years, among applicants to the competition, the number of organizations offering some kind of maternity top-up has increased by almost 40%. This year, nearly three-quarters of the employers that applied for the 2025 competition offer this important workplace benefit – a remarkable improvement for employees across the country.

Similar improvements can be seen across dozens of other workplace benefits and workplace policies evaluated by the editors, from assisting with retirement planning to making it easier for employees to volunteer at local charities.

Now celebrating its 25th year, *Canada's Top 100 Employers* is an editorial competition that recognizes employers with exceptional human resources programs and forward-thinking workplace 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 employer, private or public, with its principal place of business in Canada.

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 100 Employers (2025)* was announced today in a special magazine published by Mediacorp Canada Inc. and distributed nationally in The Globe and Mail. Mediacorp editors also released their detailed reasons for selecting each of this year's winners, as well as stories and photos of their initiatives, which are accessible via the competition homepage.

Join the discussion about today's announcement on social media:
LinkedIn: https://bit.ly/3a11Fkf
Instagram & Facebook: @topemployers
X/Twitter: @top_employers
Hashtags: #CanadasTop100Employers, #topemployers2025

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Further information:
Chantel Watkins, Assistant Editor, chantel.watkins@mediacorp.ca

Canada's Top 100 Employers
2025 Winners

1Password, *North York ON*
ABB Canada, *Saint-Laurent QC*
Aboriginal Peoples Television Network Inc. / APTN, *Winnipeg MB*
Alberta Blue Cross, *Edmonton AB*
AstraZeneca Canada Inc., *Mississauga ON*
Bank of Canada, *Ottawa ON*
BASF Canada Inc., *Mississauga ON*
BC Public Service, *Victoria BC*
BDO Canada LLP, *Toronto ON*
Bell Canada, *Verdun QC*
BHP Canada Inc., *Saskatoon SK*
Blake, Cassels & Graydon LLP, *Toronto ON*
Boston Consulting Group Canada ULC, *Toronto ON*
British Columbia Investment Management Corp. / BCI, *Victoria BC*
Business Development Bank of Canada, *Montréal QC*
CAE Inc., *Saint-Laurent QC*
Canada Energy Regulator, *Calgary AB*
Carleton University, *Ottawa ON*
Cascades Canada ULC, *Kingsey Falls QC*
CIBC, *Toronto ON*
Citi Canada, *Mississauga ON*
Clio, *Burnaby BC*
College of Physicians and Surgeons of Ontario, The, *Toronto ON*
Co-operators Group Limited, The, *Guelph ON*
Danone Canada, *Boucherville QC*
Dash Hudson Inc., *Halifax NS*
Dentons Canada LLP, *Calgary AB*
Desjardins Group / Mouvement Desjardins, *Lévis QC*
Diamond Schmitt Architects Inc., *Toronto ON*
Digital Extremes Ltd., *London ON*
Emera Inc., *Halifax NS*
Employment and Social Development Canada, *Gatineau QC*
Enbridge Inc., *Calgary AB*
ETRO Construction Ltd., *Burnaby BC*
Export Development Canada, *Ottawa ON*
EY, *Toronto ON*
Fidelity Canada, *Toronto ON*
Ford Motor Company of Canada Ltd., *Oakville ON*
Fowler Bauld & Mitchell Ltd. / FBM, *Halifax NS*
GHD Ltd., *Waterloo ON*
Graham Construction, *Calgary AB*
HarperCollins Canada Ltd. and Harlequin Enterprises ULC, *Toronto ON*
Hatch Ltd., *Mississauga ON*
Henkel Canada Corp., *Mississauga ON*
Hospital for Sick Children, The, *Toronto ON*
IGM Financial Inc., *Winnipeg MB*
Innovation, Science and Economic Development Canada, *Ottawa ON*
Interior Health Authority, *Kelowna BC*
Inter Pipeline Ltd., *Calgary AB*
Irving Oil, *Saint John NB*

Keurig Dr Pepper Canada, *Montréal QC*
Keyera Corp., *Calgary AB*
Labatt Breweries of Canada, *Toronto ON*
LBMX Inc., *London ON*
Loblaw Companies Ltd., *Brampton ON*
L'Oréal Canada Inc., *Montréal QC*
Manulife Financial Corporation, *Toronto ON*
Mars Canada, *Bolton ON*
Mawer Investment Management Ltd., *Calgary AB*
McElhanney Ltd., *Vancouver BC*
Medavie Inc., *Moncton NB*
Medtronic Canada ULC, *Brampton ON*
Michelin North America (Canada) Inc., *New Glasgow NS*
Mondelez Canada Inc., *Toronto ON*
Nestlé Canada Inc., *North York ON*
Novo Nordisk Canada Inc., *Mississauga ON*
Nutrien Ltd., *Saskatoon SK*
PCL Construction, *Edmonton AB*
Plusgrade Inc., *Montréal QC*
Pomerleau Inc., *Montréal QC*
Procter & Gamble Inc., *Toronto ON*
Provincial Credit Union Ltd., *Charlottetown PE*
Questrade Financial Group, *North York ON*
Rio Tinto, *Montréal QC*
Roche Canada, *Mississauga ON*
Royal Bank of Canada, *Toronto ON*
Samsung Electronics Canada Inc., *Mississauga ON*
SAP Canada Inc., *Vancouver BC*
Saputo Inc., *Montréal QC*
SaskEnergy Incorporated, *Regina SK*
Schneider Electric Canada Inc., *Mississauga ON*
Seaspan ULC, *North Vancouver BC*
Second Harvest Canada, *Etobicoke ON*
Shell Canada Limited, *Calgary AB*
Simon Fraser University, *Burnaby BC*
Sobeys Inc., *Mississauga ON*
StandardAero Ltd., *Winnipeg MB*
Stryker Canada ULC, *Waterdown ON*
TD Bank Group, *Toronto ON*
Teck Resources Limited, *Vancouver BC*
Toyota Motor Manufacturing Canada Inc. / TMMC, *Cambridge ON*
UAP Inc., *Montréal QC*
United Way British Columbia, *Burnaby BC*
Université de Montréal, *Montréal QC*
University of New Brunswick / UNB, *Fredericton NB*
Vancouver City Savings Credit Union, *Vancouver BC*
Verafin Solutions ULC, *St. John's NL*
West Fraser Timber Co. Ltd., *Vancouver BC*
World Vision Canada, *Mississauga ON*
Yukon, Government of, *Whitehorse YT*