

CANADA'S BEST WORKPLACES



Top 50 medium organizations with 50-999 employees in Canada

Legend: Best Workplace for 5+ years; Best Workplace for 10+ years; World's Best Multinational

1	Vega <i>MANUFACTURING & PRODUCTION / FOOD PRODUCTS</i> www.myvega.com Head office: BURNABY, BC Employees: 129 Times on Cdn list: 2011, 2012, 2013, 2014, 2015, 2016, 2017		GREEN COMMUTER INCENTIVE With sustainability being one of Vega's main focuses, employees who do not require a parking spot and use another method to get to work (public transit, car pool, walk/run/skip, bike, etc.) are given a \$75 green incentive each month.	
2	360insights <i>INFORMATION TECHNOLOGY / SOFTWARE</i> www.360insights.com Head office: WHITBY, ON Employees: 198 Times on Cdn list: 2013, 2014, 2015, 2016, 2017		THE AWKWARD BIRTHDAY HAT 360insights celebrates birthdays for the coming week on Friday morning during team huddle. They sing happy birthday, enjoy treats, and each birthday employee gets to wear an awkward birthday hat until noon to 'earn' the lunch of their choice.	
3	Habanero Consulting Group <i>INFORMATION TECHNOLOGY / IT CONSULTING</i> www.habanericonsulting.com Head office: VANCOUVER, BC Employees: 55 Times on Cdn list: 2011, 2012, 2013, 2014, 2015, 2016, 2017		ONE HABANERO Habanero works hard to create an exceptional workplace culture and employee experience that spans all its regions. People are connected to each other, regardless of where they work, which contributes to strong company-wide collaboration and client satisfaction.	
4	FreshBooks <i>INFORMATION TECHNOLOGY / SOFTWARE</i> www.freshbooks.com Head office: TORONTO, ON Employees: 244 Times on Cdn list: 2015, 2016, 2017		PORCHFEST Not only is PORCHFEST an acronym for FreshBooks' values, it's what they call their retreat to the Muskoka. FreshBookers bring their families and all costs are covered. There are no work related events at PORCHFEST – it's all about fun!	
5	Flipp Corporation <i>INFORMATION TECHNOLOGY / SOFTWARE</i> https://corp.flipp.com Head office: TORONTO, ON Employees: 257 Times on Cdn list: 2014, 2015, 2016, 2017		FLEXIBLE VACATION TIME Everyone at Flipp gets a minimum of three weeks vacation. This ensures people have enough time to rejuvenate. The policy is also flexible and allows the management team to give extra vacation time to people who are working really hard.	
6	Wynford/EventSimple <i>PROFESSIONAL SERVICES</i> • www.wynfordtwg.com / www.eventsimple.ca Head office: TORONTO, ON Employees: 81 Times on Cdn list: 2013, 2014, 2015, 2016, 2017		COMMUTER BENEFITS. Driving to get to Wynford/EventSimple offices? They fully subsidize employees' monthly parking fees. Alternately, if employees use public transit to get to work, they will provide them with a monthly transit allowance.	
7	Royal LePage Performance Realty <i>CONSTRUCTION, INFRASTRUCTURE & REAL ESTATE / REAL ESTATE</i> • www.performance Realty.ca Head office: OTTAWA, ON Employees: 410 • Times on Cdn list: 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017		ADMINISTRATIVE PROFESSIONALS DAY CELEBRATION. The CEO and Management team at Royal LePage Performance Realty hosts an administrative Staff appreciation dinner annually at their home. The Staff are waited on and, pampered by the managers and all leave with a gift as recognition of their contribution to the firm.	
8	Traction on Demand <i>INFORMATION TECHNOLOGY</i> • www.tractionondemand.com Head office: BURNABY, BC Employees: 273 Times on Cdn list: 2014, 2015, 2016, 2017		KIVA ACCOUNT. Traction On Demand provides all new hires with a KIVA micro loan account. KIVA Accounts help entrepreneurs in developing countries get a solid start and this practice reinforces to new employees how much Traction values building community.	
9	DevFacto Technologies Inc. <i>INFORMATION TECHNOLOGY / IT CONSULTING</i> • www.devfacto.com Head office: EDMONTON, AB Employees: 79 Times on Cdn list: 2015, 2017		HEALTHY WORKSTATIONS. Employees at DevFacto are provided a number of amenities to ensure their private office is a healthy and ergonomic. This includes natural light, ergonomic chairs, rising desks, access to a treadmill desk and \$300 to purchase anything else they need.	
10	Axonify Inc. <i>INFORMATION TECHNOLOGY / SOFTWARE</i> • www.axonify.com Head office: OAKVILLE, ON Employees: 119 Times on Cdn list: 2017		MONTHLY TEAM LUNCHEONS. Busy schedules often make team events difficult to coordinate but not at Axonify! Frequent and transparent communications are a priority so Axonify caters monthly team lunches, where all employees gather for updates, shout-outs, and to share and celebrate milestones.	
11	Klick Inc. <i>PROFESSIONAL SERVICES / ADVERTISING AND MARKETING</i> • www.klick-inc.com Head office: TORONTO, ON Employees: 600 • Times on Cdn list: 2012, 2013, 2014, 2015, 2016, 2017		WEEKLY TAVERN. Every Friday from 4:30 pm on, the Klick Café turns into a bar with new employees bartending. Bar policy is, "give what you want" and donations collected are given to charities chosen by employees. The partners provide the beverages and snacks!	
12	The Ian Martin Group <i>PROFESSIONAL SERVICES / STAFFING & RECRUITMENT</i> • www.ianmartin.com Head office: OAKVILLE, ON Employees: 103 Times on Cdn list: 2013, 2014, 2015, 2016, 2017		GET ACTIVE. In an effort to improve health and wellness at Ian Martin, each staff member is given a Garmin step tracking device and put on a team to increase physical activity. Staff can also sign up for Monday noon Yoga classes.	
13	SaskCentral (Credit Union Central of Saskatchewan) <i>FINANCIAL SERVICES & INSURANCE / INVESTMENTS</i> • www.saskcentral.com Head office: REGINA, SK Employees: 73 • Times on Cdn list: 2007, 2008, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017		GIFT DAY. All employees at SaskCentral have one paid day off during the year called a Gift Day. This day may be taken at any time during the year, with approval of the employee's supervisor.	
14	Kicking Horse Coffee <i>MANUFACTURING & PRODUCTION / FOOD PRODUCTS / BEVERAGES</i> • www.kickinghorsecoffee.com Head office: INVERMERE, BC Employees: 92 Times on Cdn list: 2015, 2016, 2017		FREE KICK ASS COFFEE! Kicking Horse Coffee keeps staff well fueled. All you can drink coffee, tea and lattes. One pound of coffee for home every week. 5 lbs of coffee to give to family and friends over the holidays. Talk about great "perks!"	
15	Sandvine <i>TELECOMMUNICATIONS</i> • www.sandvine.com Head office: WATERLOO, ON Employees: 273 • Times on Cdn list: 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017		GAME LOUNGES. Sandvine's main workspaces have a lounge area with video games and Netflix, foosball, ping pong or air hockey table, and space to take a break or have an informal conversation. Musical instruments are provided for impromptu jam sessions.	
16	Ariad Communications Inc. <i>PROFESSIONAL SERVICES / ADVERTISING AND MARKETING</i> • www.ariad.ca Head office: TORONTO, ON Employees: 99 • Times on Cdn list: 2009, 2011, 2012, 2013, 2014, 2015, 2016, 2017		FRESH FRUIT MONDAYS. Every Monday morning, Ariad supplies employees with bountiful bowls of fresh, seasonal fruit to grace the counters of the kitchen. Keenly anticipated, this tradition offers employees healthy snacking options throughout the week.	
17	Fuller Landau LLP <i>PROFESSIONAL SERVICES / ACCOUNTING, BOOKKEEPING AND AUDITING</i> • www.fullerllp.com Head office: TORONTO, ON Employees: 125 • Times on Cdn list: 2006, 2007, 2008, 2009, 2010, 2011, 2013, 2014, 2015, 2016, 2017		TAX SEASON PERKS. To recognize employees' hard work during tax season, Fuller Landau brings in a weekly massage therapist, daily catered dinners, and a variety of healthy snacks. An extra perk? Weekly smoothies, served up by the Partners and delivered on a cart, every Friday!	
18	Amaya Software <i>INFORMATION TECHNOLOGY / SOFTWARE</i> • www.amayasoftware.com Head office: RICHMOND HILL, ON Employees: 260 Times on Cdn list: 2014, 2015, 2016, 2017		HARD WORK PAYS OFF. After a successful rollout or completed project that greatly benefits Amaya Software, all employees who worked on the project receive either a spot bonus cash award and the opportunity to enjoy a weekend away with their spouse up to \$2,500.	
19	AppCentrica Inc. <i>INFORMATION TECHNOLOGY</i> • www.appcentrica.com Head office: TORONTO, ON Employees: 53 Times on Cdn list: 2017		MINI-RETIREMENT. AppCentrica offers a mini-retirement program every three years: an extended 5 or 6 week vacation and a bonus to fund their adventure. "AppCentricans" have returned with great stories and photos from Africa, Japan, South America, Iceland, the Caribbean and other fabulous places.	
20	Online Business Systems <i>INFORMATION TECHNOLOGY / IT CONSULTING</i> • www.obsglobal.com Head office: WINNIPEG, MB Employees: 253 • Times on Cdn list: 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017		VET AWARDS. Vet Awards at Online Business Systems recognize Onlineers celebrating milestone anniversaries – 5, 10, 15 years, etc. They receive their choice of gift from a large selection of items valued up to \$5,000, and are honoured at annual Holiday Parties.	
21	Beyond Technologies <i>INFORMATION TECHNOLOGY / IT CONSULTING</i> • www.beyondtechnologies.com Head office: MONTREAL, QC Employees: 125 Times on Cdn list: 2015, 2017		3 EXTRA DAYS OFF AT CHRISTMAS. Beyond Technologies bridges the gap between the stat holidays of Boxing Day & New Years with three paid days off. Basically this is an extra week of vacation to spend with family, friends or however employees want!	
22	eXplorance Inc. <i>INFORMATION TECHNOLOGY / SOFTWARE</i> • www.explorance.com Head office: MONTREAL, QC Employees: 120 Times on Cdn list: 2014, 2015, 2016, 2017		UNLIMITED TIME OFF. At eXplorance, mutual respect is key to their culture. Employees are given unlimited time off and simply must keep the company's interests at heart. They also shut down for a week in the summer to ensure everyone enjoys the sun!	
23	Points International Ltd. <i>INFORMATION TECHNOLOGY / SOFTWARE</i> • www.points.com Head office: TORONTO, ON Employees: 182 Times on Cdn list: 2015, 2016, 2017		POINTS SUMMER FUN. At Points, their version of the company picnic lasts two whole months! Get 10 fellow employees from across the company to sign up for an activity and Points will cover the tab! It's an opportunity for Pointsters to mingle with other departments and build relationships.	
24	The PEER Group Inc. <i>INFORMATION TECHNOLOGY / SOFTWARE</i> • www.peergroup.com Head office: KITCHENER, ON Employees: 102 Times on Cdn list: 2008, 2013, 2014, 2015, 2016, 2017		ERGONOMIC EXCELLENCE. Everyone at PEER Group gets a \$1,000 Aeron chair plus ergonomic keyboards, foot rests and sit/stand options if required. Cubicles are full height. For multi-tasking like a boss, multiple 22-24" LCD displays sport a superb 1920 x 1080 full HD resolution.	
25	Simply Green Home Services Inc. <i>RETAIL</i> • www.mysimplygreen.com Head office: TORONTO, ON Employees: 66 Times on Cdn list: 2016, 2017		SIMPLY SPOTLIGHT. At Simply Green they have a weekly award recognizing the team member who best exemplifies their values. Recipients receive a \$100 bonus, their photo is taken and displayed across all offices with an additional mention in the Monthly Newsletter.	
26	Gardiner Roberts LLP <i>PROFESSIONAL SERVICES / LEGAL</i> • www.grllp.com Head office: TORONTO, ON Employees: 133 Times on Cdn list: 2009, 2010, 2011, 2012, 2015, 2017		SICK/QUET ROOM. Employees at Gardiner Roberts who are feeling tired or ill can use the sick room to rest up. It's equipped with a bed, emergency first aid equipment, medication, adjustable lighting, and is strategically located in a quiet area.	
27	O2E Brands Inc. <i>PROFESSIONAL SERVICES / HOME SERVICES</i> • www.o2ebrands.com Head office: VANCOUVER, BC Employees: 374 • Times on Cdn list: 2007, 2009, 2011, 2012, 2014, 2015, 2016, 2017		SALES CENTER INCENTIVES. O2E Brands runs a highly motivating incentive program that recognizes, hourly, daily, weekly and monthly goals. Sales Agents can win cash and great prizes including ipads, trips, travel vouchers, TV's and paid days off work.	
28	Vermilion Energy <i>MANUFACTURING & PRODUCTION / ENERGY</i> • www.vermilionenergy.com Head office: CALGARY, AB Employees: 205 • Times on Cdn list: 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017		FLOOR CAFES. Each floor in the Vermilion Energy office is furnished with two kitchens, and each is equipped with a cappuccino/coffee machine, TV screen with BNN, café seating, free juice, tea and coffee, and a filtered water dispenser.	
29	Eagle Professional Resources Inc. <i>PROFESSIONAL SERVICES / STAFFING & RECRUITMENT</i> • www.eagleonline.com Head office: TORONTO, ON Employees: 94 Times on Cdn list: 2015, 2016, 2017		3 DAYS TO CELEBRATE YOU. Eagle staff enjoy three days off to celebrate who they are! First on their birthday. The second to celebrate their ethnic, cultural, or religious background (Diversity & Inclusion Day). The third to get involved in their communities (Volunteer Day).	
30	Experis-Veritaaq <i>INFORMATION TECHNOLOGY / IT CONSULTING</i> • www.experis-veritaaq.ca Head office: OTTAWA, ON Employees: 85 Times on Cdn list: 2015, 2016, 2017		HOLIDAY GIFT EXCHANGE. Teams at Experis-Veritaaq draw names and get together later in December to exchange gifts. It's always lots of laughs and great fun for the team and recipients trying to guess whom the purchaser was. Sometimes it's obvious, sometimes not!	
31	BlueCat <i>INFORMATION TECHNOLOGY</i> • www.bluecatnetworks.com Head office: TORONTO, ON Employees: 230 Times on Cdn list: 2017		EMPLOYEE APPRECIATION WEEK. BlueCat believes in the power of appreciation and regularly appreciate employees. In March they celebrate for an entire week with events like a chocolate fountain, burrito lunch, onsite massage therapy, personalized thank you cards, free breakfast, yoga classes, and desk drops.	
32	Industrybuilt Software <i>INFORMATION TECHNOLOGY / SOFTWARE</i> • www.industrybuilt.com Head office: MISSISSAUGA, ON Employees: 89 Times on Cdn list: 2014, 2015, 2016, 2017		GREAT TECH TOOLS. Industrybuilt is a technology company, through and through. That means their employees are provided with the latest gear and gadgets needed to stay on top of their game. Phones, tablets, webcams, web meeting accounts... all provided.	
33	Resolver Inc. <i>INFORMATION TECHNOLOGY / SOFTWARE</i> • www.resolver.com Head office: TORONTO, ON Employees: 115 Times on Cdn list: 2017		SUPPORTIVE COMMUTING CULTURE. At Resolver's Toronto office, they can proudly say that 0% of their employees drive to work. To promote this commitment to commuting, they provide indoor bike racks and flexible start times as a way to support alternate commuting options.	
34	Ames Tile & Stone Ltd. <i>CONSTRUCTION, INFRASTRUCTURE & REAL ESTATE / HOUSING</i> • www.amestile.com Head office: NEW WESTMINSTER, BC Employees: 149 • Times on Cdn list: 2006, 2007, 2008, 2009, 2011, 2012, 2013, 2014, 2015, 2016, 2017		DISCOUNTED MERCHANDISE. Not only are staff at Ames Tile and Stone owners of the company through their share purchase program, they may also purchase company products for their own use at Cost + 5%. Family and Friends receive a 40% discount off retail.	
35	DNE Resources <i>PROFESSIONAL SERVICES / CONSULTING ENVIRONMENTAL</i> • www.dneresources.com Head office: MONTREAL, QC Employees: 86 Times on Cdn list: 2015, 2016, 2017		THE DNE GONG. Employees that make a sale have a chance to hit the gong and let everyone know there is a new DNE customer. Following the gong hit, EVERYONE (even if in a meeting with a client) stops to clap – it's just the DNE way.	
36	True North Automation <i>INDUSTRIAL SERVICES / ENGINEERING</i> • www.truenorthautomation.com Head office: CALGARY, AB Employees: 70 Times on Cdn list: 2014, 2016, 2017		TEAM BUILDING EVENTS. True North Automation hosts many events throughout the year to bring the team together. Their Stampede party is always a favourite as is the summer family BBQ – all fully catered with great food, beverages, music and fun!	
37	T4G Ltd. <i>INFORMATION TECHNOLOGY / IT CONSULTING</i> • www.t4g.com Head office: TORONTO, ON Employees: 229 • Times on Cdn list: 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017		GREEN VEHICLE INCENTIVE PROGRAM. T4G is concerned about the environment and they encourage employees to purchase energy efficient vehicles. A \$1,000 subsidy is provided toward the purchase of a new or pre-owned "green" vehicle with a total before-tax purchase price of no more than \$50,000.	
38	Capri Insurance <i>FINANCIAL SERVICES & INSURANCE / GENERAL LIABILITY</i> • www.capri.ca Head office: KELLOWNA, BC Employees: 289 Times on Cdn list: 2009, 2010, 2011, 2012, 2013, 2016, 2017		SICK DAY POLICY. Capri Insurance has no sick day policy. Empowerment and family are strong values at the company, so rather than adhering to policy, employees are trusted to take time off when they need to for a sick day, a family event or an emergency.	
39	Lakeside Process Controls Ltd. <i>INDUSTRIAL SERVICES / ENGINEERING</i> • www.lakesidecontrols.ca Head office: MISSISSAUGA, ON Employees: 220 Times on Cdn list: 2011, 2012, 2013, 2014, 2015, 2016, 2017		INCOME TAX FILING SERVICES. Lakeside hires a Chartered Accountant each year to file employee tax returns. Employees can meet with the Accountant during business hours to have their returns completed. Spouses are also eligible to use this service.	
40	Beedie Development Group <i>CONSTRUCTION, INFRASTRUCTURE & REAL ESTATE</i> • www.beediegroup.ca Head office: BURNABY, BC Employees: 197 Times on Cdn list: 2016, 2017		BEEDEE FIT PROGRAM. At Beedie's onsite fitness centre, the Beedie Fit Program covers the cost of personal training for groups of three or more. Yoga, stretch and Pilates classes are also free. Admission fees for Gran Fondos, triathlons and marathons are also reimbursed.	
41	JMP Engineering Inc. <i>PROFESSIONAL SERVICES / CONSULTING ENGINEERING</i> • www.jmpeng.com Head office: LONDON, ON Employees: 90 Times on Cdn list: 2013, 2014, 2015, 2016, 2017		CHRISTMAS AND SUMMER PROFIT SHARING. When financially feasible, JMP endeavors to share 10% of before tax profits with employees. They do this twice a year – Christmas and Summer – and the profit sharing payments are based on the preceding six month period.	
42	Big Viking Games <i>INFORMATION TECHNOLOGY / SOFTWARE</i> • www.bigvikinggames.com Head office: LONDON, ON Employees: 110 Times on Cdn list: 2015, 2016, 2017		MILESTONE CELEBRATIONS. Big Viking enjoys celebrating milestones. Each new colleague gets a welcome dinner with all of their colleagues during their first week. Vikings get movie tickets on their birthday. New baby-Vikings receive a gift between \$100 - \$120.	
43	HRdownloads Inc. <i>PROFESSIONAL SERVICES</i> • www.hrdownloads.com Head office: LONDON, ON Employees: 78 Times on Cdn list: 2011, 2012, 2014, 2016, 2017		FRIDAY TEAMBUILDING. At HRdownloads, the entire company gathers together every Friday morning to announce department milestones, celebrate employee achievements of the past week, and participate in a teambuilding exercise. This fun and relaxed weekly meeting helps the entire company stay connected and celebrate successes.	
44	Scott Builders Inc. <i>CONSTRUCTION & REAL ESTATE</i> • www.scottbuilders.com Head office: RED DEER, AB Employees: 216 Times on Cdn list: 2011, 2012, 2015, 2016, 2017		TEAM BUILDING EVENTS AND CELEBRATIONS. Employees at Scott Builders enjoy many company-sponsored events like paintball, bowling, family picnics, skating, hockey, and golf. They are also treated to weekly staff BBQs in the summer and monthly birthday celebrations with cake and goodies.	
45	Intellex Technologies Inc. <i>INFORMATION TECHNOLOGY / SOFTWARE</i> • www.intellex.com Head office: TORONTO, ON Employees: 357 Times on Cdn list: 2012, 2013, 2014, 2015, 2016, 2017		SUBSIDIZED VENDING MACHINES. In the likelihood Intellexians get snack-y, they can head to the vending machines for steeply discounted drinks, snacks, and chocolate. There are few days that aren't made better by a 35 cent full-size Kit-Kat bar.	
46	Urban Systems Ltd. <i>PROFESSIONAL SERVICES / CONSULTING ENGINEERING</i> • www.urbansystems.ca Head office: KAMLOOPS, BC Employees: 360 • Times on Cdn list: 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017		PUBLIC TRANSIT SUBSIDY. Urban Systems provides a 100% transit subsidy to encourage using public transit for travel to and from work. Hybrid courtesy vehicles and bikes are available in some locations to further encourage employees to leave vehicles at home and use transit.	
47	Capital Engineering <i>PROFESSIONAL SERVICES / CONSULTING ENGINEERING</i> • www.capitaleng.ca Head office: EDMONTON, AB Employees: 80 Times on Cdn list: 2012, 2013, 2015, 2016, 2017		SHOWING OF THE LATEST CHRISTMAS MOVIE. Capital Engineering rents a movie that everyone for Christmas and shows the latest kids' Christmas movie complete with popcorn and pop for everyone. It's a great event for staff and their families to get together for some family-fun before the holidays.	
48	Saskatchewan Research Council <i>SOCIAL SERVICES AND GOVERNMENT AGENCIES</i> • www.src.sk.ca Head office: SASKATOON, SK Employees: 360 Times on Cdn list: 2017		ONE TEAM COFFEE BREAKS. Saskatchewan Research Council celebrates significant accomplishments and external recognition achieved as a result of teamwork. All employees join together for a coffee break, in person or by video, for a short presentation and time to visit over coffee and snacks.	
49	Toyotoshi Group Canada - Quebec Operations <i>RETAIL</i> • www.toyotoshigroupcanada.com Head office: MISSISSAUGA, ON Employees: 173 Times on Cdn list: 2017		JOB ROTATION DAY. Toyotoshi Group Canada - Quebec Operations invites all employees to try a new position that they are interested in. Called Rotation Day, this is a special day designed to help people understand other roles in the organization.	
50	NEI Investments <i>FINANCIAL SERVICES & INSURANCE / INVESTMENTS</i> • www.neinvestments.com Head office: TORONTO, ON Employees: 105 Times on Cdn list: 2016, 2017		FITNESS PAY. Not only does NEI Investments offer discounted Goodlife memberships to each employee but they also have a fitness reimbursement allowance. Employees can receive reimbursement up to \$2,500 for any fitness activity they are involved in.	