

CANADA'S BEST WORKPLACES

**TOP 50 MEDIUM COMPANIES WITH < 1000 EMPLOYEES IN CANADA** continued from page 6

Legend: +: hiring but number not available; NA: info not available; **W** Top 25 best workplaces for women

**28** **LMC Diabetes & Endocrinology Ltd.**

**W** **HEALTH CARE**  
www.lmc.ca  
Head office: TORONTO, ON  
Employees: 120 • Openings: Now: 5 / 2014 +  
Times on Cdn list: 2014

At LMC Diabetes and Endocrinology, salary grids are available for any employee to see. This includes core competencies, education and experience required in order to move up within the grid, providing employees with a clear, fair and transparent path for growth.

**29** **Hitachi Solutions Canada, Ltd. (formerly Ideaca)**

**INFORMATION TECHNOLOGY / IT CONSULTING**  
canada.hitachi-solutions.com  
Head office: TORONTO, ON  
Employees: 320 • Openings: Now: 30 / 2014: 50  
Times on Cdn list: 2011, 2012, 2013, 2014

At Hitachi Solutions Canada, new employees or those between projects can dip into the communal 'Job Jar' for a new assignment. This provides an opportunity to work with new teams, learn about the business and engage in important internal projects.

**30** **HR Downloads Inc.**

**PROFESSIONAL SERVICES / CONSULTING – MANAGEMENT**  
www.hrdownloads.com  
Head office: LONDON, ON  
Employees: 86 • Openings: Now: 6 / 2014: 25 to 30  
Times on Cdn list: 2011, 2012, 2014

At HR Downloads, an entire whiteboard wall is devoted to employee suggestions; it is affectionately called Out of the Boardinary and Into the Extraordinary Board of Ideas. The best ideas each month are implemented and the creator receives a small gift.

**31** **Pinchin Environmental Ltd.**

**PROFESSIONAL SERVICES / CONSULTING ENVIRONMENTAL**  
www.pinchin.com  
Head office: MISSISSAUGA, ON  
Employees: 317 • Openings: Now: 27 / 2014: 27  
Times on Cdn list: 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014

At Pinchin Environmental, employees receive Remuneration Statements to ensure they understand what is included in their overall compensation package. Listing perks and benefits encourages employees to sign up for things like fitness memberships, RRSP contributions and referral bonuses.

**32** **DEL Property Management Inc.**

**W** **CONSTRUCTION, INFRASTRUCTURE & REAL ESTATE / PROPERTY MANAGEMENT**  
www.delpropertymanagement.com  
Head office: TORONTO, ON  
Employees: 350 • Openings: Now: 1 / 2014: 10  
Times on Cdn list: 2012, 2013, 2014

DEL Property Management has enlisted Weight Watchers to hold weekly sessions at the office to promote good health. Since implementing the program, DEL has lost a collective total of over 300 pounds and employees are feeling happier and healthier.

**33** **Fuller Landau LLP**

**ACCOUNTING**  
www.fullerllp.com  
Head office: TORONTO, ON  
Employees: 84 • Openings: Now: 3 / 2014: 7  
Times on Cdn list: 2006, 2007, 2008, 2009, 2010, 2011, 2013, 2014

At Fuller Landau, all employees are encouraged to bring new business to the firm and are generously rewarded for doing so. One of the incentives is an opportunity to receive up to 15% of annual billings collected on new business.

*"Inspired employees will help you to achieve organizational objectives. The key is helping them learn and understand how their job has meaning for both the organization and for society, beyond earning a salary or making a profit for the business."*

**34** **JMP Engineering Inc.**

**PROFESSIONAL SERVICES / CONSULTING ENGINEERING**  
www.jmpeng.com  
Head office: LONDON, ON  
Employees: 68 • Openings: Now: 4 / 2014: 16  
Times on Cdn list: 2013, 2014

At JMP Engineering, employees receive a plaque each time they complete a year of service. The plaque is engraved with a significant achievement or contribution the employee made during the previous year.

**35** **LGM Financial Services Inc.**

**FINANCIAL SERVICES & INSURANCE / GENERAL INSURANCE**  
www.lgm.ca  
Head office: VANCOUVER, BC  
Employees: 132 • Openings: Now: 5 / 2014: 3  
Times on Cdn list: 2008, 2009, 2010, 2011, 2012, 2013, 2014

At LGM Financial Services, every employee celebrating an anniversary in a given month receives a handwritten note from the CEO. In addition, milestone anniversaries at 5, 10 and 15 years are rewarded with a \$1,000 travel voucher.

**36** **Rittal Systems Ltd.**

**ELECTRICAL ENCLOSURES & ACCESSORIES**  
www.rittal.ca  
Head office: MISSISSAUGA, ON  
Employees: 51 • Openings: Now: 0 / 2014: 0  
Times on Cdn list: 2014

Each month, Rittal Systems displays pictures of the employees who contributed to the company's success on information boards, the intranet and in the company newsletter.

**37** **Ames Tile & Stone Ltd.**

**W** **CONSTRUCTION & REAL ESTATE / HOUSING**  
www.amestile.com  
Head office: BURNABY, BC  
Employees: 129 • Openings: Now: 2 / 2014: 6  
Times on Cdn list: 2008, 2009, 2010, 2011, 2012, 2013, 2014

Ames Tile and Stone has a Termination Bonus Policy that encourages new employees, who feel they aren't the right fit, to resign within 12 months of their start date and receive a cash bonus; thereby signalling commitment from those who stay.

**38** **Globalive Communications Corp.**

**TELECOMMUNICATIONS**  
www.globalive.com  
Head office: TORONTO, ON  
Employees: 150 • Openings: Now: 3 / 2014: 5  
Times on Cdn list: 2006, 2008, 2009, 2014

Globalive encourages active volunteerism of all employees through their charitable arm, the SHAMBA foundation. They host monthly "SHAMBA Nights" – fundraisers that facilitate volunteer opportunities, resulting in team building and recognition of Globalive staff for their community involvement.

**39** **eXplorance**

**INFORMATION TECHNOLOGIES / SOFTWARE**  
www.explorance.com  
Head office: MONTREAL, QC  
Employees: 62 • Openings: Now: 7 / 2014: 20  
Times on Cdn list: 2014

At eXplorance, all employees, regardless of their role, enjoy the same generous benefits, which include a bonus, stock options, medical benefits, transportation allowance, RRSP contributions and financial advisory services.

**40** **Brand Momentum Inc.**

**W** **PROFESSIONAL SERVICES / ADVERTISING & MARKETING**  
www.brandmomentum.ca  
Head office: MISSISSAUGA, ON  
Employees: 652 • Openings: Now: 43 / 2014: up to 300  
Times on Cdn list: 2012, 2014

Brand Momentum supports a philanthropic arm called Life Momentum, which aids underprivileged youth by funding educational programs, skills training and internships for disadvantaged youth through the Remix Project, and in Tanzania through the International Development and Relief Fund.

**41** **IndustryBuilt Software**

**INFORMATION TECHNOLOGY / SOFTWARE**  
www.industrybuilt.com  
Head office: MISSISSAUGA, ON  
Employees: 74 • Openings: Now: 6 / 2014: 2  
Times on Cdn list: 2014

To reinforce company focus, and help employees see how they can contribute, IndustryBuilt Software has translated their corporate vision into the Top 10 Strategic Outcomes; these were subsequently made into postcards and t-shirts for all employees.

**42** **Wishabi Inc.**

**TECHNOLOGY / SOFTWARE**  
www.wishabi.com  
Head office: TORONTO, ON  
Employees: 82 • Openings: Now: 18 / 2014: 35  
Times on Cdn list: 2014

Wishabi conducts a formal performance review process every four months, which is tied to a 10% bonus. Wishabi believes performance and bonuses should be held frequently to foster better engagement, tracking of goals and greater feedback.



CDW Canada is proud to be named one of Canada's Best Workplaces for the fifth year in a row, standing strong with top Canadian corporate brands. We couldn't do it without the drive, passion and expertise of our coworkers who will continue to fuel our growth for years to come. As a national technology solution provider in a vibrant and fast paced industry, we're always looking for People Who Get IT to join our team.



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