THE TOP 100 EMPLOYERS: A-E

From about 51,000 candidates, the editors of the 2004 edition of *Canada's Top 100 Employers* selected the following companies based on criteria ranging from vacations to philanthropy.

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Ceridian Canada Ltd., Winnipeg Payroll and human resources services1,352Non-management workstations located near windows, chance to win paid vacation to southern destination.CGI Group Inc., Montreal Information technology consultants16,500Past experience factored into vacation allowances. Training emphasis with tuition subsidies and in-house courses.Co-operative Trust Co. of Canada, Saskatoon Financial services to credit unions227Generous maternity benefits. Three weeks vacation and five personal days off in first year.Co-operators Life Insurance Co., Regina Insurance and investment services560A 36-hour workweek, maternity top-up payments (100 per cent for 15 weeks), paid day off to volunteer.CU Electronic Transaction Services, Regina Credit card and electronic transactions400Three weeks vacation in first year, tuition subsidies to part-time employees (see page 30).Crystal Decisions Inc., Vancouver Business software924Access to Whistler cabin for \$20 a night, opportunities around the world, subsidies for continuing studies.Dalsa Corp., Waterloo, Ont. Image sensors, digital camera systems169Head office in one of Canada's most livable cities, with high quality of life, low costs and no traffic.Dofasco Inc., Hamilton Steel manufacturer7,432Profit-sharing plan, recreation/education facility, three annual post-secondary scholarships (\$2,500 each) to employees' kids.Ecotrust Canada, Vancouver Environmental consultants11Maternity top-up payments for 26 weeks, occasional days off to go skiing when the conditioning systems to save energy.Environics Communications Inc., Toronto Public relations firm56 <td>Cascades Inc., Kingsey Falls, Que.</td> <td>11,741</td> <td>Subsidized sports team, access to company's resort condos,</td>	Cascades Inc., Kingsey Falls, Que.	11,741	Subsidized sports team, access to company's resort condos,
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Public relations firm and \$3,000 in spending money. Epcor Utilities Inc., Edmonton 3,500 Time off for volunteer work, thorough performance		56	
		30	
		3,500	

THE TOP 100: E-M

	ANADIAN PLOYEES	NOTABLE PERKS
Ernst & Young LLP, Toronto Audit, tax, corporate finance services	3,108	Bonuses for referrals and course completions; maternity top-ups and other family-friendly benefits.
Export Development Canada, Ottawa Crown export agency	1,010	Terrific maternity benefits, \$1 million in scholarships awarded annually to students studying in international trade.
Fairmont Hotels & Resorts Inc., Toronto Luxury hotels and resorts	11,208	Work in Quebec City, Jasper, Whistler. Employees of the year win trips for two to any Fairmont property worldwide.
Frank Russell Canada Ltd., Toronto	79	Four weeks vacation in first year, eight-week paid sabbatical
Investment management services Fuller Landau LLP, Toronto	143	after 10 years, international opportunities. Forty-eight hours of paid personal leave annually,
Accounting, business consulting General Dynamics Canada Ltd., Ottawa	1,345	post-tax-season bash, opportunities to win paid vacations. Free Christmas turkeys, access to Ottawa Senators tickets,
Defence electronics manufacturer Gennum Corp., Burlington, Ont.	527	funding for six-team employee hockey league. Top-performer awards of up to \$12,000 each, generous
Silicon integrated circuits Georgian College, Barrie, Ont.		share purchase plan. On-site daycare, maternity top-up and flexible work options,
Community college		overseas teaching opportunities, fitness facility.
Great-West Life Assurance Co., Winnipeg Insurance and investment services	4,000	Discounted mortgage rates. On-site cafeteria endorsed by the Heart and Stroke Foundation.
Halsall Associates Ltd., Toronto Consulting engineering firm	148	Projects in Canada, the U.S., Bermuda and the Caribbean. Transit subsidies and carpooling program.
Halton Region Conservation Auth., Milton, Ont. Environmental protection agency	339	Free passes for staff and charitable organizations to CRCA system of skiing, mountain biking and hiking trails.
Hamilton Police Service, Hamilton Law enforcement agency	1,084	Family Issues Committee helps improve work-life balance. Employer promotes career growth and opportunities.
Hewlett-Packard Can., Mississauga, Ont.	4,019	Use of company's resort properties. Fitness facility and
Computer products Husky Energy Inc., Calgary	2,880	
Petroleum company iAnywhere Solutions Inc., Waterloo, Ont.	207	(up to \$1,500 each) to employees' children each year. Up to \$6,000 per year for professional development, and
Mobile and wireless access software IBM Canada Ltd., Markham, Ont.		flexible hours to take courses during the workday. Three weeks vacation after first year, four paid personal
Computing products and services		days off each year, on-site daycare.
Ikea Canada LP, Burlington, Ont. Home furnishings retailer	3,350	On-site subsidized YMCA daycare centre, flexible work programs, intranet site lists jobs around the world.
IMS Health Canada Ltd., Montreal Health-care information supplier	316	Employee-nominated performance awards. Health benefits include wellness subsidy and help to quit smoking.
Industrial Accident Prevention Assn., Toronto Promotes safe, healthy workplaces	225	Three paid days off a year for charitable work, home office support for telecommuting, maternity top-up payments.
Intuit Canada Ltd., Edmonton Personal finance, accounting software	533	Head office has billiard tables, patios, three nap rooms. Employees can buy stock at 15-per-cent discount.
KPMG LLP, Toronto	4,283	Cash awards and gifts for top performers, job exchange
Accounting and professional services firm L'Union Canadienne, Compagnie d'assurances	325	with overseas affiliates, \$5,000 adoption benefit. Employee lounge with TV, music, billiards. Automatic raises
Sillery, Que. Insurance Law Society of Upper Canada, Toronto	375	for completing academic, professional accreditations. Offices in buildings dating from 1832, access in winter
Governing body for legal profession MacDonald, Dettwiler & Ass., Richmond, B.C.		to nearby skating rink, in-house training programs.
Information systems		Training budget for every employee, yoga at on-site fitness facility, after-work golf at course across the street.
Maritime Travel Inc., Halifax Travel agency	371	Company reduced staff post-Sept. 11 but maintained their benefits and rehired when market improved.
Matrikon Inc., Edmonton Software and consulting services	340	Opportunities around the world, games room with two foosball tables, enlightened performance review program.
MEI Computer Technology Group, Montreal Software for retail applications	70	Leave of absence program gave one staffer time to build a log cabin and another to pursue a career in music.
Merck Frosst Canada Ltd., Montreal	1,926	Maternity salary top-up to 100 per cent for 18 weeks,
Pharmaceutical company Meridian Technologies Inc., Strathroy, Ont.	540	two on-site daycare centres. Employees help design training programs. Tuition subsidies,
Components for automotive industry City of Mississauga, Mississauga, Ont.	6,032	training rotations at company's facility in Italy. Offices have skating in winter, Japanese garden in summer.
Municipal government Mitra Imaging Inc., Waterloo, Ont.		On-site daycare and flexible work options. Global career prospects, electronic noise suppression
Imaging and information technology		system to reduce workplace distractions, tuition subsidies.
Montgomery Sisam Associates Inc., Toronto Architectural firm		Travel to different architectural sites every year. Senior architects serve as mentors to junior designers.
MSM Transportation Inc., Bolton, Ont. Freight transportation	86	Overnight retreats at cottages in Muskoka region, bonus holidays and free trips to California.
Murray Automotive Group, Winnipeg Automotive dealerships	790	Tuition subsidies, in-house training, discounts on new cars, paid time off for employees who volunteer.
Automotive dealerships		paid time on for employees with volunteer.

THE TOP 100: N-Z

	NADIAN PLOYEES	NOTABLE PERKS
Nature's Path Foods Inc., Richmond, B.C.	100	Free healthy breakfast, company-sponsored wellness
Organic and natural breakfast foods	227	program, on-site fitness facility.
Neill and Gunter Ltd., Fredericton Design and consulting engineering	337	Job opportunities across Canada and the U.S. Top performers can win access to company's chalet in Maine.
Ont. Municipal Employees Retirement Board Toronto Pension fund manager	424	Big bonuses (\$4.7 million distributed last year). Work 45 minutes extra each day and take off every second Friday.
Parklane Ventures Ltd., Coquitlam, B.C.	45	Maternity salary top-ups and flexible work options.
Home builder Patheon Inc., Mississauga, Ont.	1 940	Four-per-cent discount on company homes. Career opportunities around the world, head office with
Pharmaceutical company	1,040	on-site fitness facility.
PCL Constructors Inc., Edmonton General contractor	961	Employee-owned. Promote-from-within policy, annual hockey tournament for staff teams.
Pfizer Canada Inc., Montreal	1,091	Fitness centre, extended health benefits and language
Pharmaceutical company Power Measurement Ltd., Saanichton, B.C.	250	training. Head office incorporates feng shui design principles. Office on Vancouver Island only minutes away from beautiful
Power meters and energy controls	230	beaches, jogging paths and coastal hiking trails.
Procter & Gamble Inc., Toronto Consumer products	2,071	Maternity leave top-ups to 95 per cent of salary for 15 weeks, flexible work options.
Qunara Inc., Winnipeg	213	Maternity salary top-ups and flexible work options.
Information technology consulting firm	252	Benefits cover part-timers who work 15 hours or more. Departmental meetings in exotic locations such as Cancún,
Recruitsoft, Inc., Quebec City Recruitment and staff management software	232	tuition subsidies and in-house training courses.
Rogers Communications Inc., Toronto	17,450	Skills training, employee discounts on company products,
Integrated communications company SAS Institute (Canada) Inc., Toronto	154	on-site fitness centre, cafeteria and a rooftop patio. Top salespeople can win paid vacations and use of a Porsche.
Data warehousing and business software		Four days off annually to volunteer in the community.
SaskTel, Regina	4,206	Opportunities in Saskatchewan and around the world.
Communications services Seaspan International Ltd., North Vancouver	1.657	Staff in smaller centres has access to on-line training. Free access to on-site fitness facility and personal trainers,
Marine transportation	1,001	job opportunities around the world.
Shell Canada Ltd., Calgary	3,903	Generous pensions, maternity top-ups and discounted financial
Integrated petroleum company Sierra Systems Group Inc., Vancouver	756	services at the company's credit union. Staff sports and recreational activities, in-house intranet
Information technology consulting		education program, Stanley Park nearby.
South East Regional Health Auth., Moncton, N.B. Healthcare service provider	2,123	Solid benefits, comprehensive performance reviews, extensive in-house education program (see page 24).
Spielo Manufacturing Inc., Moncton, N.B.	398	Strong career growth potential. Head office with on-site
Lottery and casino equipment	1 440	fitness centre and billiards in the employee lounge.
Standard Aero Ltd., Winnipeg Gas turbine engine repair	1,445	Jobs in U.S., Mexico, Europe, Asia and Australia. Staff hockey, baseball, curling, fishing derby.
Sun Life Financial Inc., Toronto	8,712	Tuition subsidies, company-paid life coach to sort out work
Insurance and financial services Suncor Energy Inc., Calgary	3.462	or personal issues, up to \$2,500 in bonuses. With 17 annual personal days off, employees get the equivalent
Integrated energy company	-,	of six weeks vacation.
TDL Group Ltd., Oakville, Ont. Tim Hortons restaurants	1,077	Committed to charity (Tim Hortons Children's Foundation). In-house training programs.
Telvent Canada Ltd., Calgary	328	Half-day Fridays in summer. Snowboarding, whitewater raft-
Information management, simulation systems Teranet Inc., Toronto	866	ing trips. Company has its own specialty beer. Referral bonuses (up to \$2,000). Anniversaries (five, 10 and
Electronic land registration systems	000	15 years) come with five, 10 and 15 days of extra vacation.
Toronto Transit Commission, Toronto Public transit system	10,165	Thirty-five-hour workweek, free commuting, in-house education program.
Trillium Health Centre, Mississauga, Ont.	3,747	Benefits for part-timers, maternity top-up payments, 10
Health-care facility	0.500	post-secondary scholarships (\$1,000 each) for employees' kids.
University Health Network, Toronto Academic health sciences centre	9,562	Maternity top-ups, on-site fitness centre, subsidized daycare, post-secondary scholarships, sushi bar in food court.
Urban Systems Ltd., Kamloops, B.C.	175	Company charitable foundation supports disadvantaged
Engineers, planners, landscape architects	1 410	youth. Strong emphasis on employee development.
Vancouver City Savings Credit Union Vancouver Credit union	1,418	Flexible benefits plan, transit subsidies, discounted car loans for hybrid-fuel vehicles.
Wardrop Engineering Inc., Winnipeg Engineering and consulting firm	364	Cash bonuses that can double salaries, banking overtime for time off later, expanded benefits.
City of Waterloo, Waterloo, Ont.	857	Free access to city recreational facilities, health benefits
Municipal government		cover retired employees.
Yamaha Motor Canada Ltd., Toronto Leisure vehicles	180	Motorcycles, snowmobiles, ATVs available on weekends. Top performers eligible for trips for two to Caribbean.
Zenon Environmental Inc., Oakville, Ont.	636	Fitness centre, subsidized cafeteria with healthy menu,
Filtration systems		forest trails for walking, running or cycling.