

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.

COMPANY	CANADIAN EMPLOYEES	NOTABLE PERKS
Adacel Inc. , Brossard, Que. Air traffic control systems	176	Four vacation weeks in first year, opportunity to advance, offices in the U.S., Britain and Australia.
Advanced Book Exchange Inc. , Victoria Network of booksellers	91	Internet retailer allowed employees to decide where to locate the company's head office. They chose Victoria.
Algorithmics Inc. , Toronto Financial-services software developer	325	Two-week paid sabbaticals after five years, on top of four vacation weeks. On-site café and a rooftop patio.
Alta Systems , Toronto Animation and graphics software developer	350	Employees at Oscar-winning tech firm work in a downtown warehouse-style loft (see page 26).
AltaGas Services Inc. , Calgary Pipeline and energy services	347	Tuition subsidies, trade apprentices receive full salary while attending classes.
Amex Canada Inc. , Markham, Ont. Credit card and travel services	3,722	Up to six months of paid leave for staff to work for charities. On-site fitness centre. Flexible benefits plan.
ATS Automation Tooling Sys. , Cambridge, Ont. Automated manufacturing systems	1,897	Annual \$1,000 scholarships for 75 employees' kids, staff sports teams subsidized.
Banff Centre , Banff, Alta. Arts education centre	604	Salary top-up during maternity leave, tuition subsidies, on-site fitness facility and indoor climbing wall.
Bank of Montreal , Toronto Financial institution	25,358	Cash prizes (up to \$1,000) for top performers, financial aid for employees with personal difficulties.
BHP Billiton Diamonds Inc. , Vancouver N.W.T. diamond mine	802	Full on-site gym, golf simulators, all-you-can-eat cafeteria and herds of caribou roaming by.
BioWare Corp. , Edmonton Computer and video-game developer	139	Year-end week off on top of minimum three weeks vacation, paid time off when projects are completed.
Blake, Cassels & Graydon LLP , Toronto Law firm	998	Opportunities across Canada and overseas. Strong focus on employee development.
Blast Radius Inc. , Vancouver Communications consulting firm	157	Paid-sabbatical program after three years with company. Downtown office building houses a brewery.
Boehringer Ingelheim Can. , Burlington, Ont. Pharmaceutical company	567	Four weeks vacation after three years, solid benefits package and a unique deferred profit-sharing plan.
CAE Inc. , Toronto Flight training simulators	3,968	Huge on-site training centre, banking, dry cleaning and subsidized cafeteria (turkey sandwich costs \$1.50).
Canadian Broadcasting Corp. , Ottawa Public broadcaster	9,221	Media opportunities coast-to-coast-to-coast, in both official and eight Aboriginal languages.
Cara Operations Ltd. , Mississauga, Ont. Restaurants and catering	38,848	Gave 10 scholarships (up to \$3,500 each) and 40 bursaries (up to \$1,000 each) to employees' children in 2002.
Carlson Wagonlit Travel , Toronto Travel agency	692	Extra week of vacation, leave program, commuting subsidies for employees.
Cascades Inc. , Kingsey Falls, Que. Paper products	11,741	Subsidized sports team, access to company's resort condos, home-building grants (see page 32).
Ceridian Canada Ltd. , Winnipeg Payroll and human resources services	1,352	Non-management workstations located near windows, chance to win paid vacation to southern destination.
CGI Group Inc. , Montreal Information technology consultants	16,500	Past 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 unions	227	Generous maternity benefits. Three weeks vacation and five personal days off in first year.
Co-operators Life Insurance Co. , Regina Insurance and investment services	560	A 36-hour workweek, maternity top-up payments (100 per cent for 15 weeks), paid day off to volunteer.
CJ Electronic Transaction Services , Regina Credit card and electronic transactions	400	Three weeks vacation in first year, tuition subsidies to part-time employees (see page 30).
Crystal Decisions Inc. , Vancouver Business software	924	Access to Whistler cabin for \$20 a night, opportunities around the world, subsidies for continuing studies.
Dalsa Corp. , Waterloo, Ont. Image sensors, digital camera systems	565	Opportunities in Germany, Japan, the U.S., with generous relocation assistance plan. ESL classes for new Canadians.
Diagnostic Chemicals Ltd. , Charlottetown Pharmaceutical company	169	Head office in one of Canada's most livable cities, with high quality of life, low costs and no traffic.
Dofasco Inc. , Hamilton Steel manufacturer	7,432	Profit-sharing plan, recreation/education facility, three annual post-secondary scholarships (\$2,500 each) to employees' kids.
Ecotrust Canada , Vancouver Environmental consultants	21	Maternity top-up payments for 26 weeks, occasional days off to go skiing when the conditions are perfect.
Enmax Corp. , Calgary City-owned utility	1,488	Head office in renovated warehouse has motion-controlled lighting and air conditioning systems to save energy.
Enviroics Communications Inc. , Toronto Public relations firm	56	After five years, extra week of paid vacation, airline tickets and \$3,000 in spending money.
Epcor Utilities Inc. , Edmonton Electricity, water and gas supplier	3,500	Time off for volunteer work, thorough performance management program that includes the CEO.

THE TOP 100: E-M

COMPANY	CANADIAN EMPLOYEES	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 Investment management services	79	Four weeks vacation in first year, eight-week paid sabbatical after 10 years, international opportunities.
Fuller Landau LLP , Toronto Accounting, business consulting	143	Forty-eight hours of paid personal leave annually, post-tax-season bash, opportunities to win paid vacations.
General Dynamics Canada Ltd. , Ottawa Defence electronics manufacturer	1,345	Free Christmas turkeys, access to Ottawa Senators tickets, funding for six-team employee hockey league.
Gennum Corp. , Burlington, Ont. Silicon integrated circuits	527	Top-performer awards of up to \$12,000 each, generous share purchase plan.
Georgian College , Barrie, Ont. Community college	1,246	On-site daycare, maternity top-up and flexible work options, 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. Computer products	4,019	Use of company's resort properties. Fitness facility and heart-friendly meals in on-site cafeteria.
Husky Energy Inc. , Calgary Petroleum company	2,880	Ten paid personal days off each year, 50 scholarships (up to \$1,500 each) to employees' children each year.
iAnywhere Solutions Inc. , Waterloo, Ont. Mobile and wireless access software	207	Up to \$6,000 per year for professional development, and flexible hours to take courses during the workday.
IBM Canada Ltd. , Markham, Ont. Computing products and services	19,840	Three weeks vacation after first year, four paid personal 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 Accounting and professional services firm	4,283	Cash awards and gifts for top performers, job exchange with overseas affiliates, \$5,000 adoption benefit.
L'Union Canadienne, Compagnie d'assurances Sillery, Que. Insurance	325	Employee lounge with TV, music, billiards. Automatic raises for completing academic, professional accreditations.
Law Society of Upper Canada , Toronto Governing body for legal profession	375	Offices in buildings dating from 1832, access in winter to nearby skating rink, in-house training programs.
MacDonald, Dettwiler & Ass. , Richmond, B.C. Information systems	1,571	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 Pharmaceutical company	1,926	Maternity salary top-up to 100 per cent for 18 weeks, two on-site daycare centres.
Meridian Technologies Inc. , Strathroy, Ont. Components for automotive industry	540	Employees help design training programs. Tuition subsidies, training rotations at company's facility in Italy.
City of Mississauga , Mississauga, Ont. Municipal government	6,032	Offices have skating in winter, Japanese garden in summer. On-site daycare and flexible work options.
Mitra Imaging Inc. , Waterloo, Ont. Imaging and information technology	325	Global career prospects, electronic noise suppression system to reduce workplace distractions, tuition subsidies.
Montgomery Sisam Associates Inc. , Toronto Architectural firm	53	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.

THE TOP 100: N-Z

COMPANY	CANADIAN EMPLOYEES	NOTABLE PERKS
Nature's Path Foods Inc. , Richmond, B.C. Organic and natural breakfast foods	100	Free healthy breakfast, company-sponsored wellness 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. Home builder	45	Maternity salary top-ups and flexible work options. Four-per-cent discount on company homes.
Patheon Inc. , Mississauga, Ont. Pharmaceutical company	1,840	Career opportunities around the world, head office with 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 Pharmaceutical company	1,091	Fitness centre, extended health benefits and language training. Head office incorporates feng shui design principles.
Power Measurement Ltd. , Saanichton, B.C. Power meters and energy controls	250	Office on Vancouver Island only minutes away from beautiful 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 Information technology consulting firm	213	Maternity salary top-ups and flexible work options. Benefits cover part-timers who work 15 hours or more.
Recruitsoft, Inc. , Quebec City Recruitment and staff management software	252	Departmental meetings in exotic locations such as Cancún, tuition subsidies and in-house training courses.
Rogers Communications Inc. , Toronto Integrated communications company	17,450	Skills training, employee discounts on company products, on-site fitness centre, cafeteria and a rooftop patio.
SAS Institute (Canada) Inc. , Toronto Data warehousing and business software	154	Top salespeople can win paid vacations and use of a Porsche. Four days off annually to volunteer in the community.
SaskTel , Regina Communications services	4,206	Opportunities in Saskatchewan and around the world. Staff in smaller centres has access to on-line training.
Seaspan International Ltd. , North Vancouver Marine transportation	1,657	Free access to on-site fitness facility and personal trainers, job opportunities around the world.
Shell Canada Ltd. , Calgary Integrated petroleum company	3,903	Generous pensions, maternity top-ups and discounted financial services at the company's credit union.
Sierra Systems Group Inc. , Vancouver Information technology consulting	756	Staff sports and recreational activities, in-house intranet 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. Lottery and casino equipment	398	Strong career growth potential. Head office with on-site fitness centre and billiards in the employee lounge.
Standard Aero Ltd. , Winnipeg Gas turbine engine repair	1,449	Jobs in U.S., Mexico, Europe, Asia and Australia. Staff hockey, baseball, curling, fishing derby.
Sun Life Financial Inc. , Toronto Insurance and financial services	8,712	Tuition subsidies, company-paid life coach to sort out work or personal issues, up to \$2,500 in bonuses.
Suncor Energy Inc. , Calgary Integrated energy company	3,462	With 17 annual personal days off, employees get the equivalent 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 Information management, simulation systems	328	Half-day Fridays in summer. Snowboarding, whitewater rafting trips. Company has its own specialty beer.
Teranet Inc. , Toronto Electronic land registration systems	866	Referral bonuses (up to \$2,000). Anniversaries (five, 10 and 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. Health-care facility	3,747	Benefits for part-timers, maternity top-up payments, 10 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. Engineers, planners, landscape architects	175	Company charitable foundation supports disadvantaged 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. Municipal government	857	Free access to city recreational facilities, health benefits 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. Filtration systems	636	Fitness centre, subsidized cafeteria with healthy menu, forest trails for walking, running or cycling.