

## Stronger DNA, constantly changing: ‘Canada’s Top 100 Employers’ for 2024 are announced.

TORONTO, Nov. 17, 2023 – As Canadians increasingly recognize, many of the traditional workplace practices that existed before the pandemic seem destined never to return. The ‘new normal’ at the nation’s best employers is now to be always looking forward, ensuring their organizations stay flexible, adaptable, and focused on constant improvement. That’s the message from the winners of this year’s *Canada’s Top 100 Employers* competition, [announced today](#) by Mediacorp Canada Inc.



“There’s been a lot of conversation around whether we will ever return to pre-pandemic work norms, but for top employers, there’s no looking back – only forward,” says Kristina Leung, managing editor of the *Canada’s Top 100 Employers* project. “This year’s winners have shown a clear focus on three key pillars: creating new ways of working, anticipating employees’ needs, and focusing on future skills development. The best employers have emerged from the pandemic with stronger DNA and constantly change to improve their workplaces.”

The employers selected as this year’s finalists understand that retention and employee satisfaction isn’t something that just happens, but something they actively need to develop and improve. These employers anticipate employees’ needs before they become a necessity and make improvements continuously.

“Winning employers inherently understand that there is no one-size-fits-all solution,” says Richard Yerema, executive editor of the *Canada’s Top 100 Employers* project. “The best employers have always been adaptable and proactive when listening to what employees need, want and value in doing their jobs.” He adds, “This has been especially important over the past few years, with employees working overtime to manage the challenges and rapid change in work styles, while ensuring their organizations stay relevant and thrive.”

Since the pandemic, there has also been increased attention to health and safety issues in the workplace, particularly around mental health. This year’s winners have taken this heightened awareness and turned it into new health and safety initiatives that adapt to the needs of flexible work schedules.

Now in its 24<sup>th</sup> edition, *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.

Founded in 1992, Mediagroup 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. Mediagroup also operates [Eluta.ca](http://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 (2024)* was announced today in a [special magazine](#) published by Mediagroup and distributed in The Globe and Mail. Detailed reasons for selection, explaining why each of the winners was chosen, were also released on the [competition homepage](#).

Follow the conversation about today's announcement on our widely followed [LinkedIn page](#) and other social media:

#CanadasTop100Employers

#TopEmployers2024

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## **Canada's Top 100 Employers 2024 Winners**

ABB Canada, *Saint-Laurent QC*

Aboriginal Peoples Television Network Inc. / APTN, *Winnipeg MB*

Adobe Systems Canada Inc., *Ottawa ON*

Agriculture Financial Services Corporation / AFSC, *Lacombe AB*

ArcelorMittal Dofasco G.P., *Hamilton ON*

AstraZeneca Canada Inc., *Mississauga ON*

Bank of Canada, *Ottawa ON*

BASF Canada Inc., *Mississauga ON*

Bayer Inc., *Mississauga ON*

BC Public Service, *Victoria BC*

BDO Canada LLP, *Toronto ON*

Bell Canada, *Verdun QC*

Boston Consulting Group of Canada Limited, *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*  
 Canadian National Railway Company, *Montréal QC*  
 Canadian Pacific Kansas City / CPKC, *Calgary AB*  
 Carleton University, *Ottawa ON*  
 Cascades Canada Inc., *Kingsey Falls QC*  
 CIBC, *Toronto ON*  
 Citi Canada, *Mississauga ON*  
 Clio, *Burnaby BC*  
 College of Physicians and Surgeons of British Columbia, The, *Vancouver BC*  
 Covenant House Vancouver, *Vancouver BC*  
 Creative Options Regina, Inc., *Regina SK*  
 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*  
 Employment and Social Development Canada, *Gatineau QC*  
 Enbridge Inc., *Calgary AB*  
 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*  
 FreshBooks, *Toronto ON*  
 GHD Canada Holdings Inc., *Waterloo ON*  
 Graham Construction, *Calgary AB*  
 HarperCollins Canada Ltd. and Harlequin Enterprises ULC, *Toronto ON*  
 Hatch Ltd., *Mississauga ON*  
 Hospital for Sick Children, The, *Toronto ON*  
 IGM Financial Inc., *Winnipeg MB*  
 Imperial Oil Limited, *Calgary AB*  
 Innovation, Science and Economic Development Canada, *Ottawa ON*  
 Inter Pipeline Ltd., *Calgary AB*  
 Irving Oil, *Saint John NB*  
 Kellanova Canada Inc., *Mississauga ON*  
 Keurig Dr Pepper Canada, *Montréal QC*  
 Keyera Corp., *Calgary AB*  
 KPMG LLP, *Toronto ON*  
 Labatt Breweries of Canada, *Toronto ON*  
 League Inc., *Toronto ON*  
 Loblaw Companies Ltd., *Brampton ON*  
 Loopio Inc., *Toronto ON*  
 L'Oréal Canada Inc., *Montréal QC*  
 Manulife, *Toronto ON*  
 Mars Canada, *Bolton ON*  
 Mawer Investment Management Ltd., *Calgary AB*

McElhanney Ltd., *Vancouver BC*  
McMillan LLP, *Toronto ON*  
Medavie Inc., *Moncton NB*  
Medtronic Canada ULC, *Brampton ON*  
Mistplay Inc., *Montréal QC*  
Mondelez Canada Inc., *Toronto ON*  
Nutrien Inc., *Saskatoon SK*  
OpenText Corporation, *Waterloo ON*  
PCL Construction, *Edmonton AB*  
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*  
Ross Video Ltd., *Nepean ON*  
Royal Bank of Canada, *Toronto ON*  
Samsung Electronics Canada Inc., *Mississauga ON*  
SAP Canada Inc., *Vancouver BC*  
Saputo Inc., *Saint-Léonard QC*  
SaskEnergy Incorporated, *Regina SK*  
Schneider Electric Canada Inc., *Mississauga ON*  
Shell Canada Limited, *Calgary AB*  
Simon Fraser University, *Burnaby BC*  
Sobeys Inc., *Mississauga ON*  
Stryker Canada ULC, *Waterdown ON*  
TD Bank Group, *Toronto ON*  
Teck Resources Limited, *Vancouver BC*  
Toyota Motor Manufacturing Canada Inc. / TMMC, *Cambridge ON*  
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*  
Vancouver Coastal Health, *Vancouver BC*  
Verafin Inc., *St. John's NL*  
West Fraser Timber Co. Ltd., *Vancouver BC*  
World Vision Canada, *Mississauga ON*  
Yukon, Government of, *Whitehorse YT*