

THE TOP 100



Generous vacations, staff discounts, on-site daycare and more. Here are the companies that put employees first.

BY RICHARD YEREMA

Every year the competition gets bigger and tougher, as the winners raise the bar on what Canadian workers can expect from their employers. These are the companies that understand what it takes to attract the best talent, and to boost the bottom line.

(X) Indicates number of Canadian full-time employees

CONSUMER SERVICES

ABEBOOKS INC.

Online network of booksellers, Victoria. Employer matches RSP contributions; share purchase plan for all workers. (94)

FAIRMONT HOTELS INC.

Luxury hotels & resorts, Toronto. Discounted rates at the company's hotels and resorts for employees and their families and friends; website to review worldwide job postings. (8,811)

IKEA CANADA LP

Home furnishings retailer, Burlington, Ont. On-site daycare at head office; flexible work programs available; career opportunities in over 35 countries. (1,401)

L'ORÉAL CANADA INC.

Cosmetics company, Montreal. Downtown workplace has specialty coffee bar and discount cosmetics boutique; on-site daycare; international training courses in Paris and New York City. (1,200)

MARS CANADA INC.

Foodmaker, Bolton, Ont. Canadian candy maker offers snacks at cost in its store; vacation purchase program; one-on-one on-site fitness training. (479)



PROCTER & GAMBLE INC.

Consumer products, Toronto. Workers can increase vacation days by transferring unused credits from health benefits plan; flexible work options. (2,018)

INDUSTRIAL AND RESOURCES

ALBERTA-PACIFIC FOREST INDUSTRIES INC.

Pulp facility, Boyle, Alta. Property has a 16-hectare trout pond, walking trail and driving range; offers tuition subsidies. (455)

ALTAGAS INCOME TRUST

Energy company, Calgary. Workers get long summer weekends and extra days off at Christmas; pay continues while doing apprenticeship training. (357)

BOEING CANADA TECHNOLOGY LTD.

Aerospace composite manufacturer, Winnipeg. The aircraft firm's Winnipeg division provides financial help for foreign-trained workers to complete educational equivalency programs; matches RSP contributions. (1,274)

CAE INC.

Flight simulation manufacturer, Montreal. Full tuition subsidies to outside institutions; profit sharing, year-end bonuses and share-purchase plans; mat leave top-ups to 75% of salary for 18 weeks. (3,062)

CEMENTATION CANADA INC.

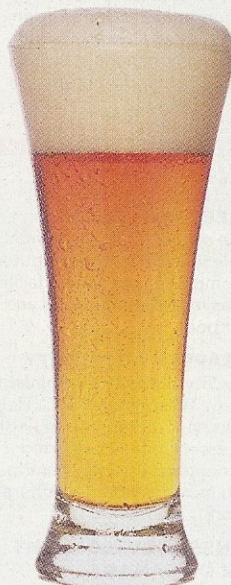
Mine contracting firm, North Bay, Ont. Weekly volleyball games for workers and spouses plus curling and golfing tournaments; at holiday party, a worker won a free trip to Cuba. (755)

ENBRIDGE INC.

Natural gas distribution, Calgary. Vacation starts at three weeks, plus 12 more paid days off per year; four separate health benefit plans. (3,522)

EPCOR UTILITIES INC.

Electricity, water and gas supplier, Edmonton. Workers can take five personal days off each year in hourly increments. (2,582)



GENERAL DYNAMICS CANADA LTD.

Defence contractor, Ottawa. Maintains outdoor rink for skating and afternoon shinny games; offers scholarships for employees' children; free Christmas turkeys. (2,031)

GREAT LITTLE BOX CO. LTD.

Box manufacturer, Vancouver. Books are open to employees; all employees go on free trips when profit goals reached; retiree health coverage. (170)

NEW FLYER INDUSTRIES LTD.

Transit bus maker, Winnipeg. Full salaries for apprentices during their training; birthdays off with pay; wellness week. (1,288)

NORTH ATLANTIC REFINING LTD.

Fuel production, Come By Chance, Nfld. Employee discounts on gasoline and home heating fuel; uses employee firefighting and safety skills to train volunteer departments. (620)

PCL CONSTRUCTORS INC.

General contractor, Edmonton. Employee-owned firm with a "promote from within" strategy; new \$30-million training facility; huge hockey tournament. (1,678)

SHELL CANADA LTD.

Petroleum company, Calgary. Discount on gas purchases; paid tuition for outside personal interest courses. (4,751)

SPRUCELAND MILLWORKS INC.

Lumber products, Acheson, Alta. Recently all staff got a "prosperity bonus" of \$1,000 for each year of service; workday ends when production target reached. (157)

SUNCOR ENERGY INC.

Energy company, Calgary. Up to 17 paid personal days on top of vacation; scholarships up to \$1,800 for workers' kids; flexible health benefits. (5,483)

TOYOTA MOTOR MANUFACTURING CANADA INC.

Automobile manufacturer, Cambridge, Ont. Employees get \$1,000 off vehicle purchase; great fitness facilities; huge prizes at Christmas party. (4,611)

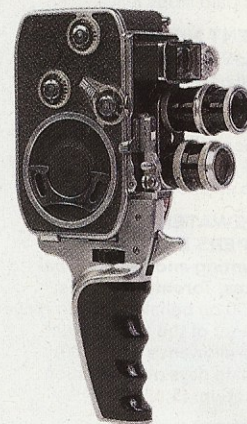
TRICAN WELL SERVICE LTD.

Oil and gas well equipment, Calgary. Parental top-ups to 100% of salary for 36 weeks; phased-in retirement leave program. (1,537)

PROFESSIONAL SERVICES & COMMUNICATIONS

BLAKE, CASELS & GRAYDON LLP

Law firm, Toronto. Overseas career opportunities; \$1 million student scholarship program; employee-directed short films and musical performances at the Christmas party. (815)



CERIDIAN CANADA LTD.

Human resources management, Winnipeg. Workers nominate an employee for firm-paid southern vacation; pet insurance subsidy; profit-sharing plans. (1,250)

DELOITTE & TOUCHE LLP

Accounting, audit, tax, management services, Toronto. International experience program allows employees to work for up to two years in foreign offices; achievement rewards include weekend trips and house-cleaning services. (7,474)

GOLDER ASSOCIATES LTD.

Engineering consultants, Burnaby, B.C. Global employee exchange program in 140 countries; parental and adoptive leave top-up payments. (2,028)