

News From Aon

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For immediate release

Canada's Best Small and Medium Employers Drive Business Results with High Employee Engagement

Aon Hewitt and Queen's School of Business announces 2015 list of the Best Small and Medium Employers in Canada

TORONTO (Nov. 13, 2014) – Canadian SMEs can realize better business results by keeping their employees highly engaged, according to Aon Hewitt and Queen's University's School of Business, who have released the 2015 list of the *Best Small and Medium Employers in Canada*. The list is based on data collected as part of the annual Aon Hewitt Best Employers in Canada Study, which gathered almost 350,000 employee and leader surveys from 259 Canadian organizations. The study measures several key drivers of employee engagement – from leadership and HR practices to the ability of a company to recognize employee accomplishments and provide career opportunities.

The average engagement score for the companies on the 2015 list of *Best Small and Medium Employers* – which are currently featured on ProfitGuide.com, Canada's leading outlet dedicated to entrepreneurial business – was 84%, unchanged from last year; other SME participants in the study had an average score of 64%.

"What we consistently find when we look at employee engagement is that companies with the strongest engagement scores tend to pull away from the pack, and not just in terms of overall employee commitment to success," said Queen's Einar Westerlund. "The companies on this year's list are also driving better business results. All the research we've done shows that high engagement means stronger performance. Small and medium-sized organizations rely on top performance from each and every employee to ensure overall success – there is very little margin for error."

The primary requirement for being recognized as a *Best Small and Medium Employer* is creating and sustaining a highly engaged workforce, measured by asking employees at participating companies directly through a survey. According to Aon Hewitt's definition, employees are engaged when they "say, stay and strive": they speak positively about their employer to others, are committed to staying with their current employer, and are motivated by their organization's leaders, managers, culture and values to "go above and beyond" to contribute to business success. The survey also measures how well organizations perform in six key areas that influence engagement: Employment Brand (the strength of a company's reputation as an employer); Leadership (which organizations have highly effective senior managers and leaders); Performance (how well an organization manages, recognizes and provides opportunities for employees); The Work (how well an organization equips employees to do their jobs); Company Practices (leadership development, HR practices, etc.) and The Basics (including supporting work/life balance).

"Whatever the size of the company, strong employee engagement helps companies achieve consistent, long-term high performance," said Neil Crawford, Partner and Leader of Aon Hewitt's *Best Employers in Canada* study. "For SMEs, the fact that highly engaged employees are more productive, less likely to be absent and less likely to seek work elsewhere can be a huge factor in the company's success or failure, particularly in its start-up phase."

To be eligible to participate in the *Best Small and Medium Employers in Canada* study, organizations must have been in business in Canada for at least three years and have between 50 and 399 permanent, Canadian-based employees. Employers with 400 or more employees may take part in the companion *Best Employers in Canada* study.

To learn more about the Best Small & Medium Employers in Canada study and register online to participate, please visit www.bsmestudycanada.com.

The 2015 Best Small and Medium Employers in Canada

Organization	
Achievers – Toronto, ON	IQmetrix – Vancouver, BC
Allteck Line Contractors Inc. – Langley, BC	Klick Health – Toronto, ON
Arrow Professional Services – Scarborough, ON	Mennonite Savings and Credit Union – Kitchener, ON
Assumption Life – Moncton, NB	National Leasing – Winnipeg, MB
Back in Motion Rehab Inc. – Surrey, BC	Nulogy – Toronto, ON
Benefits by Design Inc. (BBD) – Port Coquitlam, BC	Nurse Next Door – Vancouver, BC
BlueShore Financial – North Vancouver, BC	OPTIMUS - SBR Inc. – Toronto, ON
BuildDirect – Vancouver, BC	Powerline Plus Ltd. – Toronto, ON
Bull, Housser & Tupper, LLP – Vancouver, BC	Protegra – Winnipeg, MB
Canadian Internet Registration Authority – Ottawa, ON	Quadra Chemicals Ltd. – Vaudreuil-Dorion, QC
CBCI Telecom Canada Inc. – Lachine, QC	RL Solutions – Toronto, ON
CUMIS – Burlington, ON	RLB LLP – Guelph, ON
Cybertech Group of Companies – Edmonton, AB	Ryan ULC – Mississauga, ON
D.L.G.L. Ltd. – Blainville, QC	Solvera Solutions – Regina, SK
DevFacto Technologies – Edmonton, AB	StarTech.com – London, ON
Edmonton Southside Primary Care Network – Edmonton, AB	Streamline Mechanical – Sherwood Park, AB
Etelesolv – Lachine, QC	Summit Pipeline Services ULC – Rosslyn, ON
FIRMA Foreign Exchange Corporation – Edmonton, MB	The Berkeley – Halifax, NS
Forensic Technology WAI Inc. – Cote St. Luc, QC	The Dilawri Group – Winnipeg, MB
GEF Seniors Housing – Edmonton, AB	The Jayman Group of Companies – Calgary, AB
Gibraltar Solutions Inc. – Mississauga, ON	The Sovereign General Insurance Company – Calgary, AB
Global Relay Communications Inc. – Vancouver, BC	TIC Travel Insurance Coordinators Ltd. – Toronto, ON
Grantek Systems Integration – Burlington, ON	Unitron – Kitchener, ON
Habanero Consulting Group – Vancouver, BC	Vigilant Global – Montreal, QC
Innovation Place – Saskatoon, SK	YWCA Metro Vancouver – Vancouver, BC

About Queen’s Centre for Business Venturing (QCBV)

Based at Queen’s School of Business, Canada’s leading business school, QCBV’s mandate is to be the leading and definitive source of knowledge and expertise in the creation, leadership and management of new ventures. Further, it strengthens and helps build Canadian SMEs by focusing its efforts on serving the broader SME community through research, providing advisory services and support, and creating and delivering innovative curriculum. QCBV partners with Aon Hewitt on the annual Best Small & Medium Employers in Canada study. We are dedicated to increasing the odds of success for Canadian organizations and their leaders. Please visit www.qsb.ca/qcbv.

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