



## D.L.G.L. Ltd. ranks #1 on the list of best workplaces in Canada

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D.L.G.L. Ltd. ranked #1 on this year's 50 **Best Workplaces in Canada**. This list and related stories appeared in a special national report on Monday April 28<sup>th</sup>, 2008 in the *Globe and Mail*.

D.L.G.L. specializes in the conception, implementation and complete support of advanced, user-friendly, integrated HR / Payroll / Time Capture & Scheduling / Pension / Recruitment Systems for large and very large employers, using the best available proven industry standard tools, with a total commitment to quality before volume.

D.L.G.L. is all about its Philosophy, a quality of life, for employees, for clients, for shareholders, for suppliers. Our culture is based on competency and trust, mutual respect, freedom and personal initiative. D.L.G.L. cares about the well being of its employees and their family by not imposing excessive work schedules and not undertaking unreasonable contracts, sources of the psychological stress, and offering top notch training counsel and installations to keep the body in good shape.

"We've inverted the values of governance," say President Jacques Gu nette. "Normally what you hear in the marketplace is that the corporation must create value for the shareholders. That provides license to do almost anything, including crazy business plans that call for uncontrollable growth."

"We've turned that around completely, and said, let's put together an organization that creates value for the employees. Let's make sure that our employees are happy," says Mr. Gu nette. "The first consequence of this is that they stick around, gain experience and get very good at what they do. And that allows us to manufacture excellent products, and to deliver very good services. The result is that we create a lot of value for our clients in that process. And once you've done that, there should be value for the shareholders."

"We've found," he says understatedly, "that this works much better than the other model."

This list of "Best Workplaces in Canada" is compiled by Great Place to Work<sup> </sup> Institute Canada. The competition process is based on two criteria: two-thirds of the total score comes from a 57-statement survey completed by a random selection of employees, along with their open-ended comments about their organization; the remaining one-third of the score comes from an in-depth review of the organization's culture, including an evaluation of HR policies and procedures. This offers a rigorous representation of the organization from an employee perspective, and an overall portrait of the workplace culture. Together, they provide crucial data relative to the five trust-building dimensions of a great place to work<sup> </sup>: credibility, respect, fairness, pride, and camaraderie.

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