

## The 2017 Aon Best Employers in Canada recognizes 16 leaders in workplace excellence from Eastern Canada

*Research shows that a focus on engaging employees and culture translates into business success*

**MONTREAL (December 7, 2016)** – [Aon Hewitt](#), the global talent, retirement and health solutions business of [Aon plc](#) (NYSE:AON), today released the results of its [2017 Aon Best Employers in Canada Study](#), which found that 79 companies across the country set the mark for engaging employees, demonstrating effective leadership, building a performance culture and leveraging the strength of their employer brand. The results are based on the opinions of almost 680,000 employees across approximately 200 Canadian organizations. Now in its 18<sup>th</sup> year, the study found 16 organizations in Eastern Canada (Quebec and the Atlantic provinces) that achieved Aon Best Employer status this year, including seven large organizations (more than 400 employees) and nine small and medium-sized enterprises (organizations with between 50 and 399 employees).

### **The business benefits of being an Aon Best Employer are compelling**

Globally, Aon Best Employers drive four percentage points higher operating profit than the average organization and six percentage points higher sales growth. They also have a third less staff turnover and more internal promotions than their counterparts.

“We’ve found that there are three top cultural dimensions that contribute to succeeding for a high growth organization,” says Francine Tremblay, Associate Partner, Talent, Rewards & Performance at Aon Hewitt in Montreal. “Aon Best Employers consistently demonstrate that to maintain a high level of employee engagement the organization needs to be open and transparent, consensus-driven and encourage individual empowerment.”

Among the perennial eastern companies making the cut is Desjardins Group, with six years as an Aon Best Employer. “This recognition has a lot of meaning for Desjardins, since it has been awarded by our own employees. In an industry as competitive as ours, this recognition positions us as an employer who listens and is committed to its employees, inspires their passion and coaches them through their work-related challenges,” says Marie-Huguette Cormier, Senior Vice President, Human Resources and Communications, Mouvement Desjardins. “To be a Platinum Best Employer is perfectly aligned with our ambition to also be the first in the hearts and minds of our customers, since motivated and engaged employees provide a better experience to our members and customers – our number 1 priority.”

### **Aon Best Employers engage their top talent**

Our research on engaging and retaining top performers found that high performers score seven percentage points higher on “Intentions to Stay” than employees who are not high performers. Among Platinum-level Aon Best Employers in Canada, only seven percent of employees describe themselves as disengaged, versus the Canadian average of 15%. Aon Best Employers that are high-growth firms are also more likely than average (+16%) to focus on organizational and HR effectiveness programs, and are also two times more likely to focus on culture than average growth firms (56% versus 28%).

CIMA+ Partenaire de genie has been an Aon Best Employer for nine years. “For a company like ours which provides professional engineering services, it is important to count on a skilled and efficient workforce. This is the reason why CIMA+ has participated 10 times in the Aon Hewitt’s national survey. By checking the pulse of our resources’ level of commitment, we get critical information about our practices and our various programs. This allows us then to make the necessary adjustments to motivate our team,” explains Eric Dumouchel, Vice President, Human Resources. “Our employees are committed and motivated in their work; they strive to excel and to offer quality services to our clients. It is also thanks to them that we can achieve our ambitious business plan, affirms François Plourde, President and Chief Executive Officer. “We are proud to have again reached the Platinum level among all the companies considered as a Best Employer. This allows us to be among the most sought-after engineering company for employment opportunities.”

## Eastern Canada’s 2017 Aon Best Employers in Canada

### Platinum award recipients

CIMA+ Partenaire de génie	Mouvement Desjardins
Cossette Communication Inc.	Polygon Security Inc. (Viking, Fireflex, SCS)
Maritime Travel	

### Gold award recipients

Banque Nationale (BN)	BBA Inc.
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### Platinum Small and Medium-sized Employer award recipients

Addenda Capital Inc.	Financière des professionnels
Assomption Vie	The Berkeley Retirement Residences
CBCI TELECOM CANADA INC	Vigilant
DLGL Technologies Corporation	

### Gold Small and Medium-sized Employer award recipients

Boa-Franc S.E.N.C.	Cimpl Inc.
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For the Canadian list check out the Aon Best Employers in Canada list that appears in the December 7 edition of *La Presse* or read the media releases for our Aon Best Employers in Canada recipients (organizations with more than 400 employees) and our Aon Best Small and Medium-sized Employers in Canada (organizations with between 50 and 399 employees).

### About the Aon Best Employers in Canada Study

The methodology behind the Aon Best Employers in Canada Study reflects more than 20 years of learnings and best practices from Aon Best Employer and employee engagement studies conducted all over the world, relying on data collected in more than 150 markets from over 5,000 organizations in 68 industries, including over 735,000 employees and more than 600 companies of all sizes in Canada. Using the stringent global standards developed for Aon’s Global Best Employer Program, each participant’s employee survey scores on engagement, leadership, performance culture and employment brand were assessed against Aon Hewitt’s Canadian Survey Database and the opinions of Canadian workers. Organizations who score in the top 25% of the Canadian database achieved the Platinum level, while those who score in the top third achieved Gold level. On average, 80% of employees were engaged at Platinum-level Aon Best Employers this year. At the Gold-level, 72% of employees were engaged.

**About Aon**

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