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*For immediate release*

## Engaged employees drive better business results for the Best Small & Medium Employers in Canada

*Queen's School of Business Announces 2014's list of the 50 Best Small & Medium Employers in Canada in partnership with Aon Hewitt*

Toronto, ON – November 7, 2013 – Employee engagement is a key driver of better business results for Canadian SMEs, according to Queen's University's School of Business, which today released its annual list of the 50 Best Small & Medium Employers in Canada. The list is based on a study of 154 small and midsize businesses conducted in partnership with Aon Hewitt, the global human resource consulting and outsourcing business of Aon plc (NYSE:AON). This year's list (see below) also appears today on the website of PROFIT magazine ([www.PROFITguide.com](http://www.PROFITguide.com)).

The average engagement score for this year's 50 Best Small & Medium Employers was 84 per cent, the same as last year; other participants in the study had an average score of 62 per cent.

"Employee engagement is more than just an HR buzzword," said Einar Westerlund, director of project development at the Queen's Centre for Business Venturing, part of the Queen's School of Business. "We measure engagement by getting direct feedback from employees, and all the research shows that high engagement translates into better business results for any size company."

### **Why Employee Engagement Matters**

According to Aon Hewitt's definition of employee engagement, employees are engaged when they "say, stay and strive": they speak positively about the organization to others, are committed to remaining with their current employer, and are motivated by their organizations' leaders to contribute to business success.

"Everything we see in our research shows that employee engagement is strongly connected with productivity", said Neil Crawford, Aon Hewitt's leader of the Best Employers in Canada study. "Engaged employees are less likely to call in sick, less likely to seek employment elsewhere, and more likely to generate higher revenue. For growing companies, they can make the difference between success and failure."

To be eligible to participate in the *Best Small & 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. A total of 282 organizations participated in the two 2013 studies.

**To learn more about the *Best Small & Medium Employers in Canada* study and register online to participate, please visit [www.bsmestudycanada.com](http://www.bsmestudycanada.com).**

### The 50 Best Small & Medium Employers in Canada of 2014

Ranking	50 Best Employers in Canada – 2014	Ranking	50 Best Employers in Canada – 2014
1	DLGL Blainville (QC)	26	Windsor Family Credit Union Windsor (ON)
2	Arrow Professional Services Inc., Scarborough (ON)	27	C.S.T. Consultants Inc. Toronto (ON)
3	DevFacto Edmonton (AB)	28	National Leasing Winnipeg (MB)
4	Habanero Consulting Group Vancouver (BC)	29	Unitron Hearing Kitchener (ON)
5	RL Solutions Toronto (ON)	30	Klick Health Toronto (ON)
6	G Adventures Toronto (ON)	31	Vista Projects Calgary (AB)
7	Cybertech Group of Companies Edmonton (AB)	32	Travel Alberta Calgary (AB)
8	Protegra Winnipeg (MB)	33	Jayman Group of Companies Calgary (AB)
9	Advanceit Montreal (QC)	34	Innovation Place Saskatoon (SK)
10	BuildDirect Vancouver (BC)	35	Macadamian Technologies Inc. Gatineau (QC)
11	Achievers Toronto (ON)	36	Benefits by Design Inc. (BBD) Port Coquitlam (BC)
12	Gibraltar Solutions Inc. Mississauga (ON)	37	GEF Seniors Housing Edmonton (AB)
13	Colleges of Applied Arts and Technology Pension PI Toronto (ON)	38	Brigil Gatineau (Hull) (QC)
14	Ryan ULC Mississauga (ON)	39	Powerline Plus Ltd. Toronto (ON)
15	OPTIMUS   SBR Inc. Toronto (ON)	40	iQmetrix Regina (SK)
16	CBCI Telecom Canada Inc Lachine (QC)	41	Intelx Technologies Inc. Toronto (ON)
17	Solvera Solutions Regina (SK)	42	BlueShore Financial North Vancouver (BC)
18	Edelman Public Relations Worldwide Canada Inc. Toronto (ON)	43	Allteck Line Contractors Inc Langley (BC)
19	College of Physicians & Surgeons of Alberta Edmonton (AB)	44	Edmonton Southside Primary Care Network Edmonton (AB)
20	Mennonite Savings and Credit Union Kitchener (ON)	45	Nurse Next Door Home Care Services Vancouver (BC)
21	The Sovereign General Insurance Company Calgary (AB)	46	The Municipal Infrastructure Group Vaughan (ON)
22	The Berkeley Halifax (NS)	47	Phonak Canada Mississauga (ON)
23	Intuit Canada Mississauga (ON)	48	Etelesolv.com Inc Lachine (QC)
24	IHG Mississauga (ON)	49	Reid's Heritage Group Cambridge (ON)
25	StarTech.com Ltd. London (ON)	50	Midwest Surveys Inc. Calgary (AB)

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### 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 administers 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.bsmestudycanada.com](http://www.bsmestudycanada.com).

### About Aon Hewitt

Aon Hewitt empowers organizations and individuals to secure a better future through innovative talent, retirement and health solutions. We advise, design and execute a wide range of solutions that enable clients to cultivate talent to drive organizational and personal performance and growth, navigate retirement risk while providing new levels of financial security, and redefine health solutions for greater choice, affordability and wellness. Aon Hewitt is the global leader in human resource solutions, with over 30,000 professionals in 90 countries serving more than 20,000 clients worldwide. For more information on Aon Hewitt, please visit [www.aonhewitt.com](http://www.aonhewitt.com).

### About Aon

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