

Where to Look for Flexible/Remote Working Options in Canada

If you'd like to compensate me (Kaitlyn) for my efforts in curating this document, my tip jar is [here](#)

Places to look

1. LinkedIn-remote, hybrid filters
2. Indeed- search "Remote jobs in Canada"
3. Google-Search "companies with flexible work options in Canada"
4. Job Boards/Career Places- VPI Solutions, ACCES, The Career Foundation, Specialisterne Canada, Inclusion Canada-Ready, Willing and Able program, Career Edge, Canadian Association for Supported Employment, CultureAlly, Robert Half, [Spirit Omega](#), YWCA
5. Directories
 - a. <https://www.workforceplanningontario.ca/en/community-resources/ontario-work-from-homejob-board/>
 - b. Flex Jobs: <https://www.flexjobs.com/company-guide/canada>
 - c. Randstad: <https://www.randstad.ca/jobs/contract,permanent/remote/>
 - d. Zip Recruiter (remote section):
<https://www.ziprecruiter.com/jobs-search?search=&location=Remote+%28Canada%29&radius=25>
 - e. Charity Village:
https://charityvillage.com/search/#results/63bdb9dff4b4ca4a78098bb0?job_type=-Unpaid+Volunteer+Position&remote=include&page_num=1&kw=
 - f. Altis Recruitment (click off remote/hybrid):
<https://portal.altisrecruitment.com/jobsearch>
 - g. GC jobs (Remote section):
<https://www.jobbank.gc.ca/jobsearch/jobsearch?page=1&sort=M&fskl=100000&fskl=15141>
 - h. Talentify: <https://www.talentify.io/remote-jobs?query=canada>
6. Top Employer List:
<https://www.theglobeandmail.com/business/careers/top-employers/article-flexibility-is-key-for-canadas-top-100-employers-2023/>
7. Facebook Groups

- a. [Toronto Employment + Entrepreneurial Zone](#)
- b. [Monday Girl](#)
- c. [Toronto Professional Women's Meetup](#)

Workplace List (click on the name on the company to get to website)

***Have lots of/multiple remote/hybrid positions**

***4 day workweek**

***Ontario Mental Health Support Group member referral**

1. [Specialisterne Canada](#) (Neurodivergent friendly directory)
 - o Check out partners at the bottom of the page to get a feel for some neurodivergent friendly workplaces hiring.
 - i. [CIBC](#) (remote/flexible options section of their website)
 - ii. [Kinaxis](#)
 - iii. [KPMG](#) (extremely supportive with lots of paid time off)
 - o Add yourself to the talent pool
2. [Fable](#) (Leading accessibility platform powered by those with disabilities)
 - i. Add yourself to their talent pool by doing a spontaneous application
 - ii. Have remote positions for support staff.
3. [Clio](#)
4. [HiMama](#)
5. [Juno College](#)
 - o Very accommodating with 4-day work week
 - o Has a general application section as well
6. [Medavie Blue Cross](#)
 - o Have a general talent pool as well
7. [Nordia](#) (not flexible with time but is remote)
8. [AllState Canada](#) (hybrid work model)
9. [BMO](#)
 - o A lot of their jobs state "option to work remote with accommodations for scheduling"
 - o Tip: type remote into the job search bar
10. [Humi](#)
 - o Very accommodating policies and benefits
11. [The Leadership Agency](#)
 - o 4-day workweek and remote options
12. [Manulife](#)
13. [TELUS](#)
14. [LightHouse Labs](#)
 - o One of the most supportive workplaces with unlimited PTO

15. [Purpose Med](#)
16. [Numeris](#)
17. [Greenshield](#) (flex hybrid model)
18. [Freeform Solutions](#)
 - Hiring for web developer & system admin roles-contact is Stephanie
19. [Evenings and Weekends Consulting](#) (provides compensation for the interview process even)
20. [ORION](#) (check out National Research and Education Network as well)
21. [Fullscript](#)
22. [Multi Health Systems Inc](#)
23. [Praxis PR](#)
 - 4-day work week
24. [Inkblot Therapy](#)
 - Unlimited vacation policy
25. [CoLab Software](#)
 - Unlimited vacation policy
26. [Psychotherapy Matters](#)
 - For mental health professionals wanting to work remote
27. [AlayaCare](#)
 - Fairly open vacation policy and other great perks
28. [McLean & Company](#)
29. [Public Storage Canada](#) (bilingual customer service)
30. [F5 Networks](#) (security consultants-need some computer science experience)
31. [Parkinson Canada](#) (flex hybrid/remote model)
32. [In Social](#)
 - Digital marketing agency across Canada with flexibility
33. [Lifemark Health Group](#) (flex hybrid-role dependent)
34. [Pocket Health](#)
 - Unlimited wellness days
35. [Crohn's and Colitis Canada](#) (flex hybrid model)
36. [PwC Canada](#)
37. [Questrade Financial Group](#) (flex hybrid model)
38. [Thought Exchange](#)
 - Remote-first with open vacation policy as well
39. [Harris Computer Solutions](#)
40. [Q4](#)
 - Unlimited paid time off with lots of other benefits
41. [Art & Science](#)
42. [D2L](#)
43. [Dialogue](#)
44. The Northpine Foundation
45. [Yorkville University](#) (for some teaching positions)
46. [University of Toronto](#) (has flexible work arrangements)
47. [Voila](#) (need to be bilingual)

- Has a talent pool, so anyone can apply
- 48. [Caat Pension Plan](#) (flex hybrid model)
- 49. [Wattpad](#)
- 50. [Vena Solutions](#)
- 51. [Altis Recruitment](#)
- 52. [Procom](#)
- 53. [Interac](#)
 - Flex hybrid: choice and remote or in-office for most roles
- 54. [Perpetua](#) (hybrid)
- 55. [Top Hat](#)
- 56. [Canadian Blood Services](#) (flex hybrid model)
- 57. [Canadian Partnership Against Cancer](#)
- 58. [Feed Ontario](#) (flex hybrid model)
- 59. [KOHO](#)
- 60. [Kids Help Phone](#) (flex hybrid model, with some remote roles)
- 61. [Youth Wellness Hubs Ontario](#)
- 62. [Think Shift](#)
- 63. [Cystic Fibrosis Canada](#) (flex hybrid model)
- 64. [Service Rocket](#) (hybrid model)
- 65. [Canadian Red Cross](#)
- 66. [Findhelp](#) (resource navigators)
- 67. [Jack.org](#) (more hybrid but does have remote positions and flex schedule)
- 68. [Bench Sci](#) (remote-first culture)
- 69. [Girlboss](#)
- 70. [Georgian College](#) (support staff have hybrid model)
- 71. [Queen's University](#) (has some remote roles)
- 72. [Self Decode](#)
- 73. [Palette Skills](#)
- 74. [Everest Clinical Research](#)
- 75. [Classroom Champions](#) (if looking for client success role)
 - Pretty open PTO
- 76. [Flahmingo](#)
- 77. [Descartes](#)
- 78. [Flipp](#)
- 79. [Hunger Hub](#)
- 80. [Jane App](#)
- 81. [Thrive Health](#)
- 82. [Canadian Medical Association](#)
- 83. [Greenspace Health](#)
- 84. [Maple](#)
- 85. [Freshbooks](#)
- 86. [Community-Based Research Centre](#)
- 87. [Commonsku](#)
- 88. [Staples Canada](#) (customer service/support staff have remote/hybrid model)

89. [Mental Health Commission of Canada](#) (allows for flex arrangement in Canada/Ontario for some roles)
90. [Tucows](#)
91. [Ecobee](#)
92. [Shinydocs](#)
93. Region of Peel (dependent on position)
94. City of Mississauga (dependent on position)
95. [AmerisourceBergen](#)
96. [Narcity Media](#)
97. [Unity Health Toronto](#) (research and some other admin positions can be hybrid)
98. [Stepped Care Solutions](#)
99. [Alzheimer Society of Canada](#) (flex hybrid model)
100. [Alzheimer Society of Toronto](#) (flex hybrid model)
101. [SunLife](#)
102. [JDRE Canada](#) (remote-first environment)
103. [MS Society of Canada](#)
104. [Mental Health Research Canada](#)
105. [WealthSimple](#)
106. Ontario Library Association
107. [Diabetes Canada](#)
108. [Lung Health Canada](#) (hybrid model)
109. [Canadian Mental Health Association](#)-CMHA National (hybrid but flextime available)
110. SunnyBrook Health Sciences Centre
111. [Felix Health](#)
 - Have an office in Toronto but are open to candidates across Canada for most roles
112. [Bench Accounting](#)
 - Unlimited flex and health days
113. [Dooly](#)
 - Unlimited sick days
114. [Ada Support](#)
 - Unlimited PTO and remote-first culture
115. [Amex Bank of Canada](#) (hybrid model)
116. [ICON plc](#)
117. [Spotify](#)
118. [Sutherland](#)
119. [World Vision](#)
120. [PointClickCare](#) (hybrid work model)
 - Flexible PTO policies
121. [VIQ Solutions](#)
122. [Hopper](#)
 - Unlimited time off
123. [Geotab](#)
124. [Moneris](#)

125. [Bank of Canada](#)
126. [OpenText](#)
127. [MetaLab](#)
 - Unlimited vacation and other great benefits
128. [Paramount Commerce](#)
129. [Paper Education](#)
130. [League Inc](#)
131. [Loopio](#)
132. [ICES](#)
133. [Telus Health](#)
134. [Evolving Web](#)
135. [Info-Tech Research Group](#)
136. [Venture for Canada](#)
137. [Contentfly \(now Draft\)](#)
138. [Later](#)
139. [Borrowwell](#)
140. [Rogers Communications](#)
141. [Rise](#) (mental health organization)
142. [Rise](#) (bilingual client support positions)
143. [Metis Nation of Ontario](#)
144. [Treewalk](#)
145. [Neurotrack](#)
146. [Desjardins](#)
147. [Sendinblue](#)
148. [Let's Talk Science](#)
149. [MediaTown Marketing](#)
150. [Carriers Edge](#)
151. [Boa Digital Marketing agency](#)
152. Guy & Associates Global HR Consulting
153. [Innergy Corporate Yoga Inc](#)
154. [Ontario Native Women's Association \(Hybrid/remote\)](#)
155. [Grid Dynamics](#)
156. [Mave & Chez](#)
157. [CARE Canada](#)
158. [Inbox DONE](#) (self-employment)
159. [Oxfam Canada](#)
160. [Eating Disorders Nova Scotia](#)
161. [MakeWay](#)
162. [Egale Canada](#)
163. [Pride at Work Canada](#)
164. [Canadian Centre for Gender + Sexual Diversity](#)
165. [CBI Health](#)
166. [CAA](#)
167. [The Chemical Institute of Canada](#)

- 168. [Rural Development Network](#)
- 169. [Dapper Labs](#)
- 170. [Certn](#)
- 171. [Achievers](#)
 - Unlimited vacation time
- 172. [Commerce Labs](#)
- 173. [Alimentiv](#)
- 174. [Insurance Bureau of Canada](#)
- 175. [Concentrix](#) (remote but not flexible with time)
- 176. [Clinia](#)
- 177. [Deel](#)
- 178. [Vista](#)
- 179. [Toronto Hydro](#) (hybrid model)
- 180. [Flight Centre Travel Group](#)
- 181. [Stantec](#)
- 182. [Press Books](#)
 - Fill out the spontaneous application
- 183. [Coconut Software](#)
- 184. [Goosechase](#)
- 185. [Procurify](#)
- 186. [GBL](#) (software jobs)
- 187. [JAYU](#) (flex hybrid with 4 day work week)
- 188. [Mayday](#)
- 189. [Financial Horizons](#)
- 190. [Parks Canada](#) (HR pool)
- 191. [CWB Group Insurance Bureau of Canada](#)
- 192. [Discourse](#)
- 193. [Home and Community Care Support Services](#) (hybrid model)
- 194. [Insurance Supermarket](#)
- 195. [Teleperformance](#)
- 196. [Corus Entertainment](#)
- 197. [Kickoff](#) (online personal trainer)
- 198. [FlexNetworks](#)
- 199. [Deloitte](#)
- 200. [Atlas Institute for Veterans and Families](#)
- 201. [MaRS Discovery District](#) (hybrid model)
- 202. [Cuso International](#)
- 203. [Softchoice](#)
- 204. [Creative Circle](#) (marketing)
- 205. [Zonda Home Canada](#)
- 206. [Rivalry](#)
 - Open time off policy
- 207. [Sitel Group](#)
- 208. [Royal Bank of Canada](#) (flexible work arrangements)

- 209. [Uplevel Solutions](#)
- 210. [Royal College of Dental Surgeons of Canada](#) (hybrid model)
- 211. [Bausch + Lomb](#)
- 212. [Triple P International](#) (Remote Coordinator roles)
- 213. [Geoverra](#)
- 214. [360 Insights](#)
- 215. [PrecisionOS](#)
- 216. [Shared Services Canada](#)
- 217. [Ample Insight Inc](#)
- 218. [O2E Brands](#)
- 219. [EF Educational Tools](#)
- 220. [Stericycle](#)
- 221. [All school](#) (teachers set your own rate and teach online)
- 222. [Wagepoint](#)
- 223. [The Canadian Olympic Committee](#) (up to 3 days of remote work a week)
- 224. [TriOS College Business Technology Healthcare](#)
- 225. [Viral Nation](#) (tech+marketing agency)
- 226. [Waypoint Centre for Mental Healthcare](#) (hybrid in Penetanguishene, ON)
- 227. [Faire](#)
- 228. [Newfold Digital](#)
- 229. [Entrepreneurs' Organization](#)
- 230. [Mobials Inc](#)
- 231. [Statistics Canada](#) (Interviewer positions. They hire for other roles as well on a rolling basis. Check their website)
- 232. [DOT & Company-digital marketing agency](#)
- 233. [Vecima networks](#)
- 234. [Homewood Health](#)
- 235. [Aplin Canada](#)
- 236. [Compugen Inc](#)
- 237. [Jojo Fun](#) (Event Coordinator)
- 238. [TD Bank](#) (flexible work arrangements)
- 239. [Vecima networks](#)
- 240. [OCS Ontario Cannabis Store](#) (hybrid-1 day in office or remote roles)
- 241. [Canada FASD Research Network](#)
- 242. [Transcom](#) (customer service roles)
- 243. [Linds & Associates](#) (law jobs-hybrid model)
- 244. [Bayshore Healthcare](#) (flex hybrid/remote roles in admin/customer/finance)
- 245. [Canon Canada](#)
- 246. [RSPS](#) (medical place)
- 247. [Best Access Doors](#)
- 248. [Vanguard](#) (hybrid model)
- 249. [Vista](#)
- 250. [Ontario College of Teachers](#) (flex hybrid-dependent on position)
- 251. [Starling Minds Mental Health](#)

252. [Insight Global](#) (recruiting, account management, sales, customer services-rolling apps)
253. [W3Global](#)
254. [Law Society of Ontario](#) (hybrid/remote available-role dependent)
255. [Legal Aid Ontario](#)
256. [StanleyBlack & Decker](#) (sales and brand ambassador roles)
257. [TTEC](#)
258. [Smile Digital Health](#)
259. [WorldStrides](#) (Tour coordinators open to flexible work arrangements)
260. [Swapcard](#)
261. [Keela](#)
262. [Empire Life](#) (insurance company)
263. [Flexiti](#) (flex remote policy)
264. [SP Data Digital](#) (remote sales policies)
265. [JLL](#) (admin assistant roles)
266. [Lakeland Association of Realtors](#) (Executive Assistant role-requires in-person 6-8 times a year)
267. [Canadian Centre for Housing Rights](#)
268. [Financeit](#)
269. [Healthcare Excellence Canada](#)
270. [Demand Hub](#) (sales & customer service roles)
271. [BilingualOne](#) (customer service and sales roles for bilingual people)
272. [AirMiles](#)
273. [Simple Lend Financial](#) (VA, sales, marketing, business development, credit analyst)
274. [Hoot Reading](#)
275. [Boutique Bellesa](#)
276. [Planful](#)
277. [Lever](#)
278. [Narcity Media](#)
279. [Sentrex Health Solutions](#)
280. [Healthcare of Ontario Pension Plan HOOPP](#) (flex hybrid policy in Ontario)
281. [Fidelity Investments](#) (remote, and flex hybrid options)
282. [M Square Media](#) (MSM)
283. [Magnus Technologies](#)
284. [Reicura](#) (creative agency)
285. [Densify](#)
286. [Shakeplay](#)
 - Minimum 20 day vacation policy-get paid 1k to take your time off
287. [Newfold Digital](#)
288. [Accelerated Focus](#)
289. [LifeLabs](#) (remote/hybrid for some roles)
290. [Dropbox](#)
291. [Givecloud](#) (Remote first culture)
292. [WCG](#) (some remote positions)

293. [Layla Therapy](#)
294. [SE Health](#) (flex hybrid & remote office roles-position dependent)
295. [Sidekick](#)
296. [Dieselmatic](#) (digital marketing)
297. [HGS](#) (work@home section-entry-level)
298. [Plotoo](#)
299. [Stormboard](#)
300. [MADE Marketing](#)
301. [HelloMD](#) (bilingual medical receptionist or nurse practitioner for cannabis place)
302. [Foresters Financial](#) (have remote customer service and other roles)
303. [Women and Gender Equality Canada -Casual Inventory - Program Officer](#)
304. [Unbounded](#)
305. [The College of Family Physicians of Canada](#) (role dependent hybrid model)
306. [Mercy for Animals](#) (globally remote)
307. [Aftership](#)
308. [Engage2Excel](#) (entry customer service available on top of other roles)
309. [DEPT](#) (marketing)
310. [Best Buy Canada](#) (office roles are a remote-first model)
311. [World Wildlife Foundation](#) (WWF)
312. [LARVOL](#) (remote independent contractor roles)
313. [Rakuten Kobo](#)
314. [BorderConnect](#) (role dependent)
315. [Hackergirl](#)
316. [ATB Banking](#) (remote across Canada for some positions)
317. [Thrive Digital](#) (marketing roles-open to all of Canada)
 - Unlimited paid sick and wellness days
318. [7 Shifts](#)
 - Unlimited vacation, remote/hybrid model
319. [Affinity](#)
 - Work where you work best, with flexible PTO
320. [Merchant Growth](#)
 - Remote first environment.
 - Hires across Canada, including for customer support roles
321. [TAGG collections agent](#)
322. [Terego](#) (flex hybrid model)
323. [Zapier](#) (submit general interest form if you don't see a role you like)
324. [Sage](#) (remote and flex hybrid for some jobs)
325. [CareGuide](#)
 - Lots of wellness benefits/PTO
326. [AdButler](#)
 - Unlimited PTO
327. [Twinkl](#)
328. [Kognitiv Incorporated](#)
329. [Agio](#)

- 330. [KellyConnect](#) (support rep in Canada)
- 331. [Percona](#)
- 332. [CSC Generation](#)
- 333. [Varicent](#)
- 334. [Jobber](#)
- 335. [Normac](#) (client services administrator)
- 336. [Wawanesa Insurance](#)
- 337. [Introhive](#)
- 338. [Heart & Stroke Foundation](#) (flex hybrid working-role dependent)
- 339. [BuildOps](#) (flex hybrid work arrangement)
- 340. [Keydata](#)
- 341. [Momentiv](#)
- 342. [Stackadapt](#)
- 343. [GlobalVision](#) (remote-first)
- 344. [Alida](#)
- 345. [OpenTable](#)
- 346. [Cox Automotive](#)
- 347. [Leap Tools](#)
- 348. [ServiceNow](#)
- 349. [Innovaderm research](#)
- 350. [Giatec Scientific Inc](#)
- 351. [Lucky VR](#) (Virtual reality gamer positions)
- 352. [Fusionspan](#)
- 353. [Paraxel](#)
- 354. [Syras](#)
- 355. [Reddit](#)
- 356. [Roofr](#)
- 357. [Outgive](#)
- 358. [Alchemy Accounting & Bookkeeping](#)
- 359. [NorthOne](#) (remote first)
- 360. [Alludo](#)
- 361. [J.D Power](#) (for office roles)
- 362. [Shogun](#)
- 363. [Camis](#) (customer reservation agent)
- 364. [National Zakat Foundation](#) (role dependent)
- 365. [Moving2Canada](#)
- 366. [WeeWatch Childcare](#) (work at home childcare)
- 367. [PEO Canada](#)
- 368. [Canada Learning Code](#)
- 369. [Claim Secure](#)
- 370. [Zensurance](#) (insurance space)
- 371. [Insurity](#)
 - Open PTO
- 372. [PathFactory](#)

- 373. [Justenergy](#) (remote/flex hybrid roles)
- 374. [Equitable Life of Canada](#)
- 375. [Wishup](#)
- 376. [Wishpond](#)
- 377. [Cogeco](#)
- 378. [Meltwater](#)
- 379. [Chainsafe Systems](#)
- 380. [World Education Services](#)
- 381. [Big Viking Games](#)
- 382. [Automatic](#)
- 383. [Pathcore](#)
- 384. [Carbon Edge](#)
- 385. [Float](#)
- 386. [DrugBank](#)
 - Unlimited PTO
- 387. [CADTH](#) (Some roles prefer Toronto or Ottawa hybrid model but are open to remote in Canada)
- 388. [Ovarian Cancer Canada](#)
- 389. [Centricity Research](#) (role dependent)
- 390. [Uvaro](#)
- 391. [Angus Reid Forum](#)
- 392. [ChartMogul](#)
- 393. [Sampler](#)
- 394. [Plan International](#)
- 395. [Dig Insights](#) (remote-first policy)
- 396. [WEB ROI](#) (PPC & SEO specialist)
- 397. [Auvik](#)
- 398. [PostMedia](#)
- 399. [Aiven](#)
- 400. [Knix](#) (role dependent)
- 401. [Craver](#)
- 402. [Giant Tiger](#) (for some home office roles)
- 403. [Aha!](#) (lots of writing roles, and more)
- 404. [HCLTech](#)
- 405. [Huge](#)
- 406. [IQVIA](#)
 - Tip: there is a remote filter-click yes
- 407. [Endy](#) (customer experience, marketing)
- 408. Indigenous Friends Association
- 409. [Braintrust](#) (freelance marketing, communications, social media, community jobs)
- 410. [University of Toronto Press](#)
- 411. [Advantage Group International](#)
- 412. [Drop](#)
- 413. [Paystone](#)

- Unlimited PTO
- 414. [University Health Network](#) (UHN) (flexible hybrid model)
- 415. [Indigo](#) (home office roles)
- 416. [Payit](#)
 - Unlimited PTO
- 417. [Hubble](#) (flex hybrid model)
- 418. [Iphone photography school](#)
- 419. [Groupby](#)
- 420. [Foundation Marketing](#)
- 421. [The Answer Company](#)
- 422. [Swoon](#) (sales manager)
- 423. [Starcom](#)
- 424. [Bolt](#)
- 425. [1password](#)
- 426. [Modulus data](#)
- 427. [Air bnb](#)
- 428. [Autism Ontario](#) (primarily remote-dependent on role)
- 429. [Creyos](#) (Cambridge Brain Health-remote or flex hybrid roles)
- 430. [Launch Good](#)
- 431. [Atlassian](#)
- 432. [Dialpad](#)
- 433. [Staffplex](#)
- 434. [Gartner](#)
- 435. [I-sight](#)
- 436. [NestWealth](#)
- 437. [Trustly](#)
- 438. [Nectarine Credit](#)
- 439. [Zeifman](#)
- 440. [Binance](#)
- 441. [OysterHR](#)
- 442. [Coalition Inc](#)
- 443. [Seismic](#)
- 444. [Alcumus](#)
- 445. [Vinyard](#)
- 446. [Community Food Centres Canada](#) (flex hybrid/remote-role dependent)
- 447. [Imagine Canada](#)
- 448. [Catalyst](#)
- 449. [Plative](#)
- 450. [ODAIA](#)
- 451. [Medpace](#) (role dependent)
- 452. [Hinge Health](#)
- 453. [Headversity](#)
- 454. [Zynga](#)
- 455. [Teledoc Health](#)

- 456. [Thumbtack](#)
- 457. [Sequera](#)
- 458. [Huumun](#)
- 459. [Shogun](#)
- 460. [Wmnhealth](#)
- 461. [Prodigy Education](#)
- 462. [Planet](#)
- 463. [Synctera](#)
- 464. [Michael Garron Hospital](#) (specifically the Remote Monitoring Program)
- 465. [Benevity](#)
- 466. [Indigenous Primary Healthcare Council](#)
- 467. [Element Fleet Management](#) (role dependent)
- 468. [Student Price Card](#)
- 469. [World Education Services](#) (role dependent)
- 470. [Amex](#) (role dependent)
- 471. [LifeLabs](#) (some HR/admin jobs are remote/hybrid)
- 472. [Savanta](#) (flex hybrid-work where you work best)
 - Unlimited annual leave
- 473. [Kinsta](#)
 - Unlimited PTO
- 474. [Future Sight](#)
- 475. [Penguin Random House Canada](#) (role dependent)
- 476. [EY](#)
- 477. [Ardor SEO](#)
- 478. [Canadian Cancer Society](#) (role dependent)
- 479. [Ripple](#)
- 480. [Valiantys](#)
- 481. [HomeStars](#)
- 482. [Audience View](#)
- 483. [Scotiabank](#) (flexible work arrangements-role dependent)
- 484. [EventMobi](#) (remote-first)
- 485. [SAAS Academy](#) (remote-first)
- 486. [Omnipresent](#)
- 487. [Klue](#)
- 488. [Gatekeeper](#)
- 489. [Citylitics](#)
- 490. [reSolved](#)
- 491. [Bonsai](#)
 - Unlimited time off
- 492. [Thrive Career Wellness Platform](#)
- 493. [Dormez-vous?](#) (bilingual online sales rep positions)
- 494. [Klir](#)
- 495. [Inizio Health](#)
- 496. [Change Healthcare](#)

- 497. [OLG Canada](#) (flexible work practices in place)
- 498. [Search Engine People](#)
- 499. [Town of Caledon](#) (flex work arrangements)
- 500. [The Conference Board of Canada](#)
- 501. [Firmex](#)
- 502. [Riva International Inc](#)
- 503. [MCAP](#) (remote entry-level jobs included)
- 504. [OpsLevel](#)
- 505. [EverCommerce](#)
- 506. [BairesDev](#)
- 507. [Mozilla](#)
- 508. [Slite](#)
- 509. [Almanac](#)
- 510. [Scopic Software](#)
- 511. [Pearson](#)
- 512. [Apollo Allied Research Inc](#)
- 513. [Eventbase](#)
- 514. [Indigo](#) (home-office section)