

Press Release



To know more about the Canada's 50 Best Managed Companies Program visit [Canada's 50 Best](#) web site.

D.L.G.L. Ltd

AMONG THE 50 BEST MANAGED PRIVATE COMPANIES IN CANADA

Computers and enlightened management practices can co-exist

[Montreal, December 15, 1999] — Thanks to exceptional performance, mastery of leading edge technologies and a distinct management style, D.L.G.L. Ltd., a Blainville software firm, was recently named among the *50 best managed private companies in Canada*. For the past seven years, *Arthur Andersen and Mallette Maheu*, in partnership with *The National Post*, the *CIBC*, *PeopleSoft* and, as a Quebec partner, the *Groupement des Chefs d'Entreprise*, have sponsored this prestigious national contest. This year, over 500 Canadian companies entered the competition.

Established in 1980 with the aim of becoming the best, not the biggest, D.L.G.L. develops and installs human resource management software that provides a seamless integration of all the social and financial aspects related to personnel :pay, pensions, holidays, work schedules and productivity. With the technical excellence of its V.I.P. system (which underpins all software applications), and the quality of the services attached to the software package (configuration, implementation, technical support, updates), D.L.G.L. has managed to win major accounts across Canada despite its small size and intense competition from established rivals. This explains why the company has reported an average 40% growth in revenues over the last three years. And why, last year, it was awarded the Vendor of the Year Award by the International Human Resource Information Management Association (IHRIM).

« Every solution we design and implement is the product of close collaboration with the client. The software author is directly involved in the process, which leads to fruitful long term relations, that one might even describe as intimate », explains D.L.G.L. President and co-founder Jacques Gu nette. At first sight, some of the values upon which the firm's culture is founded – the right to make mistakes, personal self-discipline, giving the benefit of the doubt to the employee whenever a conflict arises – seem iconoclastic. But they are understood and appreciated by D.L.G.L. clients, who confirm that these values indicate the qualities of the service they deliver. Moreover, this original approach works :none of the software solutions implemented in 19 years of business has ever malfunctioned.

“This philosophy has guided the very organisation of the company since its establishment,” adds Mr. Gu nette. *“Thus, there are no useless and ponderous hierarchies, no fancy job titles, no secret information nor individual performance bonuses, which are hardly equitable most of the time. None of that. All we have is a structure and a team for every project, recognized and established skills, expert mentors teamed up with curious apprentices, and information that travels fast because the network is accessible to all.”*

D.L.G.L.'s unusual philosophy has helped to solidify loyalty and a sense of belonging among employees. In addition, to sustain motivation and dedication, the company relies on higher-than-average wages, enviable fringe benefits, a lucrative profit-sharing scheme (\$800 000 in 1999), social activities and a pleasant work environment. “Too good to be true” is the comment often heard from new recruits. But it's not. With an employee

turnover rate of 5,5% -- versus an industry average ranging from 15% to 20%) -- D.L.G.L. executives can boast they head a dynamic business and a happy family.

The objective of the contest is not to celebrate the career of any particular manager, but rather to pay tribute to a company's overall management quality. Among the criteria considered by the panel of judges are employee motivation, outstanding customer service and innovative commercial practices. The 50 best managed companies in the country distinguish themselves in terms of job creation, increased market share and financial stability.

-30-

Source : **Régent Watier**

Partner in charge of the contest for Quebec

Arthur Andersen and Mallette Maheu

Tél. : (450) 669-9211

Renseignements : **François Perras**

Perras-Dyotte Communications Inc.

Tél. : (514) 765-3775