

For Immediate Release

**STUDY PUTS SOCAN ON LIST OF TOP 25
BEST SMALL AND MEDIUM EMPLOYERS IN CANADA**

(Toronto – January 16, 2008) - SOCAN ranks 17th on a list of the Top 25 Best Small and Medium Employers in Canada published in today's *Globe and Mail*.

“It is an honour for SOCAN to be recognized in this way,” said **CEO André LeBel**. “We strive to be an employer of choice and this confirms that we are headed in the right direction. Knowing SOCAN ranks so highly with those who work here is really the best part.”

“We have a very proactive, hands-on HR department,” says **HR vice president, Randy Wark**. “We continually engage the staff and in turn they engage us. Year over year, the results of our annual employee survey improve and the input provided by our employees has proven invaluable in the development of effective policies and practices.

Now in its fourth year, the study recognizes top employers with 50 to 400 employees and mirrors the renowned Best Employer in Canada initiative, run by partner Hewitt Associates. This year, more than 150 companies across Canada registered to participate in the study.

The Study

Study rankings are primarily determined using results from Employee Opinion Surveys that measure 17 key engagement drivers. The evaluation process also includes assessment of organization practices and perspectives from the leadership team.

Study partners include Queen's School of Business, Queen's Centre for Business Venturing and Hewitt Associates. More information about the Best Small & Medium Employers in Canada is available online at <http://business.queensu.ca/qcbv/sme>.



SOCAN

At SOCAN, we understand that the Canadian music industry is only as strong as the sum of its parts. We are proud to play a leading role, working with other organizations to ensure the long-term health of our members' livelihoods and the Canadian music industry as a whole. SOCAN is the Canadian copyright collective for the communication and performance of musical works. We administer these rights on behalf of our members (composers, lyricists, songwriters and their publishers) and those of affiliated international organizations by licensing this use of their music in Canada. The fees collected are distributed as royalties to our members and to affiliated organizations throughout the world. We also distribute royalties received from those organizations to our members for the use of their music worldwide. SOCAN has offices in Toronto, Montreal, Vancouver, Edmonton and Dartmouth.

For more information about how we're doing what's right for music, please visit us at www.socan.ca.

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