

MIRA INFORM REPORT

Report No. :	527490
Report Date :	05.09.2018

IDENTIFICATION DETAILS

Name :	RIDEAU RECOGNITION SOLUTIONS INC.
Registered Office :	473 Rue Deslauriers Montréal (Québec) H4N1W2
Country :	Canada
Financials (as on) :	2017 [Summarized]
Date of Incorporation :	1912
Legal Form :	Joint stock company or company
Line of Business :	Subject provides web-based incentive management solutions.
No. of Employees :	215

RATING & COMMENTS

(Mira Inform has adopted New Rating mechanism w.e.f. 23rd January 2017)

MIRA's Rating :

A

Credit Rating	Explanation	Rating Comments
A	Acceptable Risk	Business dealings permissible with moderate risk of default

Status :	Good
Payment Behaviour :	Regular
Litigation :	Clear

NOTES :

Any query related to this report can be made on e-mail : infodept@mirainform.com while quoting report number, name and date.

ECGC Country Risk Classification List

Country Name	Previous Rating (31.12.2017)	Current Rating (01.04.2018)
Canada	A1	A1

Risk Category	ECGC Classification
Insignificant	A1
Low Risk	A2
Moderately Low Risk	B1
Moderate Risk	B2
Moderately High Risk	C1
High Risk	C2
Very High Risk	D

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CANADA - ECONOMIC OVERVIEW

Canada resembles the US in its market-oriented economic system, pattern of production, and high living standards. Since World War II, the impressive growth of the manufacturing, mining, and service sectors has transformed the nation from a largely rural economy into one primarily industrial and urban. Canada has a large oil and natural gas sector with the majority of crude oil production derived from oil sands in the western provinces, especially Alberta. Canada now ranks third in the world in proved oil reserves behind Venezuela and Saudi Arabia and is the world's seventh-largest oil producer.

The 1989 Canada-US Free Trade Agreement and the 1994 North American Free Trade Agreement (which includes Mexico) dramatically increased trade and economic integration between the US and Canada. Canada and the US enjoy the world's most comprehensive bilateral trade and investment relationship, with goods and services trade totaling more than \$680 billion in 2017, and two-way investment stocks of more than \$800 billion. Over three-fourths of Canada's merchandise exports are destined for the US each year. Canada is the largest foreign supplier of energy to the US, including oil, natural gas, and electric power, and a top source of US uranium imports.

Given its abundant natural resources, highly skilled labor force, and modern capital stock, Canada enjoyed solid economic growth from 1993 through 2007. The global economic crisis of 2007-08 moved the Canadian economy into sharp recession by late 2008, and Ottawa posted its first fiscal deficit in 2009 after 12 years of surplus. Canada's major banks emerged from the financial crisis of 2008-09 among the strongest in the world, owing to the financial sector's tradition of conservative lending practices and strong capitalization. Canada's economy posted strong growth in 2017 at 3%, but most analysts are projecting Canada's economic growth will drop back closer to 2% in 2018.

Source : CIA

STATUTORY INFORMATION

Order	RIDEAU RECONGNITION SOLUTIONS
Address in the order	503, DESLAURIERS PORTE/DOOR 16 ST LAURENT (QUEBEC) H4NIW2 The address provided in the order is a warehouse location.
Legal Name	RIDEAU RECOGNITION SOLUTIONS INC.
Trade Name	RIDEAU RECOGNITION SOLUTIONS
ID	ID
ID Details	1144262673
Creation Date	1912
Incorporation Date	1982-11-03
Legal Address	473 rue Deslauriers Montréal (Québec) H4N1W2 Canada, USA
Operative Address	473 Deslauriers Montréal, Québec, H4N 1W2, Canada
Telephone	(514) 336-9200 / 1-800-363-6464
Fax	1-800-667-5666
Legal Form	Joint stock company or company
E-Mail	-
Registered In	CANADA
Website	www.rideau.com
Contact	PETER HART - Chief Executive Officer
Staff	215
Activity	SIC Code: 8742, Management Consulting Services NAICS Code: 541611, Administrative Management and General Management Consulting Services

BANKS

Name of Bank

There are no informed banks

Reported Amount

Description

The company does not disclose its banking details. However, it does disclose its financial partners:

FINANCIAL PARTNERS

FONDACTION

2100, de Maisonneuve East

Montreal, Québec

H2K 4S1

BMO CAPITAL PARTNERS

105, St-Jacques O

Montreal, Québec

H2Y 1L6

BDC

5 Place Ville Marie, Suite 600

Montreal, Québec

H3B 5E7

INVESTISSEMENT QUÉBEC

3300, boulevard Côte-Vertu

Suite 210

Montreal, Québec

H4R 2B7

HISTORY

History

The story of RIDEAU traces back to 1912. In 1968, the Hart Family acquired Rideau with Avon custom jewellery as it's main customer. In 1978, Current Hart owners acquired Rideau from their parents with a focus on Government Decorations & Medals. In 1989, the focus shifted to Employee Recognition with Service Awards & Corporate Point-based Recognition Systems. In 1997, Innovative technology had been a core competency and formed the foundation for the company's Integrated Recognition Platform. In 2006, Rideau acquired Recognition Management Institute®. In 2008, With its breakthrough RQ SCORE™, Rideau was pioneering the data driven approach to recognition. In 2015, Rideau aquired Birks Corporate Awards Division & exclusive rights to Birks branded luxury goods & jewellery. In 2016, Rideau was named Winner of the HRO EMEA iTalent Award for Technology

Key Developments

Innovation.

**Rideau Recognition Solutions receives new wave of capital from institutional investors led by Fondaction
Jun 26, 2018**

MONTREAL, June 26, 2018 /CNW/ - Rideau Recognition Solutions has received confirmation of a significant investment from a group of institutional investors led by Fondaction, a labor-sponsored fund with assets in excess of \$1.8 billion dollars from more than 138,000 shareholders. The group has made similar investments in Rideau in the past, supporting the company over the years in its successful projects of innovation and expansion into new markets, regions and service areas.

Parent Company

The major holders of this company are:

FONDACTION
103-2175 boul. De Maisonneuve E Montréal (Québec)
H2K4S3 Canada

LITTLE SHELFORD HOLDINGS INC.
473 rue Deslauriers Montréal (Québec) H4N1W2
Canada

HART, PETER
1, CHEMIN QUEENS POINTE-CLAIRE (QUÉBEC)
H9R4E8

PRINCIPAL ACTIVITY

General Description

Rideau Recognition Solutions, Inc. provides web-based incentive management solutions.

Service/Product Description

The Company offers recognition and reward solutions for employers.

Sales

Wholesale

Operations Area

National and International

Imports From

CHINA

Employees

215 EMPLOYEES

Payments with Suppliers

Regular

BRANDS

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Brand	Comments
Rideau	-

CLIENTS

Name of Client	Country	Comments
There are no informed clients		
Comments	-	

SUPPLIERS

Supplier Name	Country	Comments
NEW GLOBAL TRADING LTD.	CHINA	-
Comments	-	

LOCATION

Headquarters	473 Deslauriers Montréal, Québec, H4N 1W2, Canada
Branches	1091 Gorham St Suite 203 Newmarket, ON, L3Y 8X7 Canada
	479 Orton Ave Ancaster, ON, L9G 4M7 Canada
	Warehouse: 503, DESLAURIERS PORTE/DOOR 16 ST LAURENT (QUEBEC) H4NIW2

GROUP STRUCTURE AND SUBSIDIARY COMPANIES

Listed at the stock exchange	NO
Capital	NA

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Shareholders (%)

The major holders of this company are:
FONDACTION
103-2175 boul. De Maisonneuve E Montréal (Québec)
H2K4S3 Canada

LITTLE SHELFORD HOLDINGS INC.
473 rue Deslauriers Montréal (Québec) H4N1W2
Canada

HART, PETER
1, CHEMIN QUEENS POINTE-CLAIRE (QUÉBEC)
H9R4E8

Management

PETER HART - Chief Executive Officer
STEPHEN HART - Chief Financial Officer
JEAN MARCOTTE - Administrator
GORDON J. FEENEY - Administrator
STEPHAN MORENCY - Administrator
LESTER J FERNANDES- Administrator
Marc Beauchemin- Administrator
No subsidiary companies were found.

Subsidiary Companies

Related Companies

Rideau Inc.
473 Deslauriers
Montréal, Québec, H4N 1W2, Canada

New York (US Head Office)
Rideau Inc.
5 Penn Plaza, 23rd Floor
New York, NY 10001, USA

Rideau France
5, avenue du Général Lambrigot
64500 Saint-Jean-de-Luz, France

Rideau Europe
Falcon House, 30 Ivanhoe Road
Finchampstead, Berkshire, RG 40 4QQ
United Kingdom

Rideau Asia
#7-8 Knutsford Terrace
Lok Fun Mansion 10B
Kowloon, Hong Kong, China

Rideau India
1140, 3rd Floor,
VGR ESSOR, 5th Main,
17th Cross, Sector-7,
HSR Layout, Bangalore – 560102

FINANCIAL INFORMATION

General Description	The company does not make its financial statements public. The following information has been provided by private sources:
Year/Currency	USD 2017
Sales	35.000.000
Money Flow	Normal
IMPORT FOB DOLLAR	
Year	Amount
There are not Import Fob Dollar informed	
EXPORT FOB DOLLAR	
Year	Amount
There are not Export Fob Dollar informed	

LEGAL FILINGS

Lawsuits	No records found.
Trademarks	<p>VISTANCE Business research and consulting services focused on measuring employer and employee engagement, retention and company performance... Owned by: Rideau Recognition Solutions, Inc. Serial Number: 77671244</p> <p>REAL RECOGNITION. REAL RESULTS. Printed educational and training materials in the field of employee recognition Owned by: Rideau Recognition Solutions, Inc. Serial Number: 77836643</p> <p>RECOGNITION QUOTIENT research and consulting services in the field of human resources analysis and consulting services, namely, measuring employer...</p>

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Owned by: Rideau Recognition Solutions Inc.
Serial Number: 85558789

SYMBOLIST

Watches; clocks; jewelry, namely, charms, ornamental pins, decorations in the nature of medallions and personal ornaments...

Owned by: Rideau Recognition Solutions Inc.
Serial Number: 86489914

RECOGNITION OUTPUT

consulting services to assess employees' perceptions of their managers

Owned by: Rideau Recognition Solutions Inc.
Serial Number: 87097664

RECOGNITION PERCEPTION

consulting services to assess employees' satisfaction working under their manager

Owned by: Rideau Recognition Solutions Inc.
Serial Number: 87097691

No records found.

Patents Registered

Renewals

Date of update of the information status
2018-02-22

Date of the last annual update statement 2017-09-08
2017

End date of the production period of the 2018 annual update statement
2018-10-01

End date of the production period of the 2017 annual update statement
2017-01-01

OFAC Sanctions List Search

The company is not listed in the OFAC Sanctions List.

SUMMARY

Summary

RIDEAU RECOGNITION SOLUTIONS INC. is an organization in the Administrative Management and General Management Consulting Services Industry headquartered in Quebec, Canada. The company has 215 regular employees and generates an estimated \$35 million USD in annual revenue. It operates nationally and internationally, mainly importing from China. It is ACTIVE in business with no negative

records.

RISK INFORMATION

Debts	Controlled
Payments	Regular
Cash Flow	Normal
State	Active

INTERVIEW

First Name	Alex
Position	-
Comments	He confirmed the name of the company, the address of the headquarters and location, the date of creation of the company, the company's website, the approximate number of employees and the name of the Chief Executive Officer.

FOREIGN EXCHANGE RATES

Currency	Unit	Indian Rupees
US Dollar	1	INR 71.19
UK Pound	1	INR 91.46
Euro	1	INR 82.49
CAD	1	INR 54.43

Note : Above are approximate rates obtained from sources believed to be correct

INFORMATION DETAILS

Analysis Done by :	PRA
Report Prepared by :	SYL

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RATING EXPLANATIONS

Credit Rating	Explanation	Rating Comments
A++	Minimum Risk	Business dealings permissible with minimum risk of default
A+	Low Risk	Business dealings permissible with low risk of default
A	Acceptable Risk	Business dealings permissible with moderate risk of default
B	Medium Risk	Business dealings permissible on a regular monitoring basis
C	Medium High Risk	Business dealings permissible preferably on secured basis
D	High Risk	Business dealing not recommended or on secured terms only
NB	New Business	No recommendation can be done due to business in infancy stage
NT	No Trace	No recommendation can be done as the business is not traceable

NB is stated where there is insufficient information to facilitate rating. However, it is not to be considered as unfavourable.

This score serves as a reference to assess SC's credit risk and to set the amount of credit to be extended. It is calculated from a composite of weighted scores obtained from each of the major sections of this report. The assessed factors are as follows:

- Financial condition covering various ratios
- Company background and operations size
- Promoters / Management background
- Payment record
- Litigation against the subject
- Industry scenario / competitor analysis
- Supplier / Customer / Banker review (wherever available)