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Top Employers cater to demand for family balance

The nationwide competition to hire and retain good employees will be toughest in Alberta and British Columbia in 2013, says Tony Meehan.

"The hiring conditions in those two provinces are the toughest in the country," says Meehan, publisher of Canada's Top 100 Employers and sister competitions in most provinces, (operated by Mediagroup Canada Inc.)

To get needed workers, companies across Canada are increasingly having to divide their efforts between two different groups of workers with different employment expectations, says Meehan.

Experienced workers over 35 are looking for what Meehan calls "family-friendly" policies, with increased emphasis on holidays, flex days and maternity top-up payments. Entry-level employees, meanwhile, are getting more difficult to find because the cohort graduating from college and university is much smaller than the boomer generation that's approaching retirement, he says.

The nationwide competition to hire and retain good employees will be toughest in Alberta and B.C. in 2013, Meehan says.

In Alberta, there's an increasing focus on benefits such as maternity leave top-up and compassionate leave for people looking after their aging parents.

The trend is even spreading into the notoriously youth-oriented video gaming industry, where Meehan says Edmonton-based Bioware is the first gamemaker they've seen offering maternity top-ups.

"Even in the video gaming industry, it's no longer just foosball tables and basketball courts," he says. "This generational change is affecting everything, but not necessarily in the way we expected. A lot of companies are experiencing



inter-generational issues because the boomers are delaying retirement and the transition between generations is being spread over several years instead of happening over two or three years. On top of recruitment issues, employers are having to manage the complexities that arise from an inter-generational workforce.

"Retirements are being delayed because life expectancies are longer. People don't want to be retired for 30 years or they can't afford it."

He adds the economic downturn from 2008 also affected many people's retirement plans. The challenge for companies today is to balance the family-friendly needs of older workers with the expectations of new graduates for corporate performance on larger social issues.

"Diversity, environmental values — young people expect the organization they work for just does those things," says Meehan.

"They don't see those things as revolutionary or even particularly progressive."

With a national jobless rate declining to 7.2 per cent in November from 7.4



per cent in October, the availability of skilled workers is also contracting. After all, Meehan notes, studies have shown the unemployment rate for university

grads and skilled trades never rises much above five per cent.

See **FAMILY BALANCE**, Page 4

FAMILY BALANCE: From Page 3

A 2006 Statistics Canada survey showed that a national unemployment rate of 6.3 per cent was made up of 12.3 per cent unemployment among the unskilled and high school dropouts, and a rate of five per cent or less among post-secondary grads and skilled trades-people.

With Alberta's overall unemployment rate dropping to 4.2 per cent in November from 4.5 per cent in October, the number of skilled and educated workers looking for jobs can be assumed

to be very low, indeed.

Meehan says there's a need for more focus on making education more accessible. "If there's a time not to be backing away from publicly funded education, it's now," he says. "Anyone under 30 who is unemployed for more than a year — that's done lasting damage to their employability for the rest of their lives. Governments and private industry need to be more pro-active in preventing younger workers from hitting that one-year mark."



Employer	Industry	Interest Points	City	FT Employees in Canada
1-800-GOT-JUNK?	Solid Waste Collection	Maternity leave top-up payments (to 75 per cent of salary for 12 weeks), as well as extended-health benefits coverage throughout the duration of leave; flexible work arrangements for new parents; has more than 200 franchise operations across North America, as well as Australia; maintains an environmental focus diverting items from the landfill whenever possible, donating usable items to charity and ensuring proper recycling of waste; profit-sharing plan available to all employees.	Vancouver	116
6S Marketing Inc.	Marketing Consulting Services	Alternative work arrangements; in-house and online training programs; formal mentoring and subsidies for tuition and professional accreditation; maternity- and parental-leave top-up payments (including adoptive parents) to 90 per cent of salary for six weeks and offers extended-health benefits coverage during their leave; supports charitable initiatives and provides employees with paid time off to volunteer; and year-end bonuses; referral bonuses for employees who refer a candidate that is successfully hired by the company.	Vancouver	32
AbeBooks Inc.	Electronic Shopping	Signing bonuses; referral bonuses (to \$1,000); share-purchase plan; maternity-leave top-up payments and flexible return-to work; annual health club subsidy and employee organized sports teams; in-house and online training programs; formal mentoring; subsidies for tuition and professional accreditation.	Victoria	84
Arc'Teryx Equipment Inc.	Sporting and Athletic Goods Manufacturing	Year-end bonuses; referral bonuses; in-house training programs; subsidies for professional accreditation; maternity- and parental-leave top-ups (adoptive parents included) and extended-health benefits coverage throughout leave; maintains the in-house Arc'teryx Green Committee, an employee-led initiative that dedicates time to review and implement strategies to reduce the organization's environmental footprint — working towards the ambitious goal of zero waste.	North Vancouver	501
BC Housing Management Commission	Administration of Housing Programs	In-house and online training programs; formal mentoring; career planning services; tuition subsidies for courses taken at outside institutions; supports charitable initiatives and provides employees with paid time off to volunteer; head office on-site amenities include free access to a fitness facility, employee lounge and quiet room; maternity- and parental-leave top-up payments to employees who are new mothers (to 85 per cent of salary for first 17 weeks followed by 75 per cent of salary for 35 weeks) and parental top-up for new fathers and adoptive parents (to 75 per cent of salary for 35 weeks); three weeks of paid vacation to start and additional personal paid days-off; company-subsidized social committee organizes events and celebrations throughout the year.	Burnaby	676
BC Hydro	Hydroelectric Power Generation	Head office on-site amenities include an employee lounge, quiet room and cafeteria with healthy and special diet menus; alternative work arrangements; retirement-planning assistance and phased-in work options; generous contributions to a defined benefit-pension plan; in-house and online training programs; career planning; in-house apprenticeships; leadership training; tuition subsidies for courses taken at outside institutions; academic scholarship program for children of employees who pursue post-secondary education (to \$1,500 per child); maternity- leave top-up payments (to 85 per cent of salary for 17 weeks); generous subsidy for in vitro fertilization (IVF) when needed (to \$15,000).	Vancouver	5,735
BC Public Service	Provincial Government	Maternity-leave top-up payments for employees who are new mothers (to 85 per cent of salary for 15 weeks) followed by parental leave payments (to 75 per cent for 35 weeks); also provides new fathers and adoptive parents with parental leave top-up payments (to 75 per cent of salary for 35 weeks), with unpaid leave-of-absence option upon return to work; on-site day-care centres at some locations; alternative work arrangements; subsidies for tuition and professional accreditation; in-house and online training programs; career planning; online skills inventory; academic scholarship program for children of employees who attend post-secondary institutions (to \$2,500 per child); and retirement-planning assistance a defined-benefit pension plan.	Victoria	26,201
Best Buy Canada Ltd.	Radio, Television, and Other Electronics Stores	Alternative work arrangements; signing and year-end bonuses; referral bonuses (to \$1,200); share-purchase plan; flexible health-benefits plan — unused credits can be transferred to salary or savings plan; supports a variety of charitable initiatives and provides employees with paid time off to volunteer; in-house and online training programs; formal mentoring; career planning; and in-house apprenticeships.	Burnaby	8,783
British Columbia Institute of Technology	Colleges, Universities, and Professional Schools	On-site amenities include free access to a fitness facility, quiet room, employee lounge and cafeteria with healthy and special diet menus; retirement-planning assistance and phased-in work options; generous contributions to a defined-benefit pension plan; three weeks of paid vacation to start, moving to seven weeks for long serving employees; maternity- and parental-leave top-up payments (to 75 per cent of salary for 52 weeks), as well as parental top-up for new fathers and adoptive parents (to 75 per cent of salary for 37 weeks); institute-subsidized social committee organizes events throughout the year.	Burnaby	1,738
British Columbia Liquor Distribution Branch	Wine and Distilled Alcoholic Beverage Merchant Wholesalers	Supports a variety of charitable initiatives and provides employees with paid time off to volunteer; in-house and online training programs; formal mentoring; leadership training; tuition subsidies for courses taken at outside institutions; academic scholarship program for children of employees who pursue post-secondary education (to \$2,500 per child); maternity- and parental-leave top-up payments for employees who are new mothers (to 85 per cent of salary for 17 weeks followed by 75 per cent of salary for 35 weeks) and parental top-up for new fathers and adoptive parents, depending on employee group, and extended health benefits coverage throughout the duration of leave; head office on-site day-care facility; company-subsidized social committee organizes a number of events throughout the year.	Vancouver	2,130
British Columbia Lottery Corporation	Other Gambling Industries	Year-end bonuses; referral bonuses (to \$1,000); employer contributions to a defined-benefit pension plan; maternity-leave top-up payments (to 85 per cent of salary for 17 weeks); generous subsidy for in vitro fertilization (IVF) when needed (to \$7,500); parental top-up to employees who are new fathers or adoptive parents (to 85 per cent of salary for 12 weeks), as well as extended-health benefits coverage throughout the duration of leave and flexible hours upon returning to work; in-house and online training programs; generous tuition subsidies for courses taken at outside institutions and leadership training; head office on-site amenities include a fitness facility, employee lounge and cafeteria with healthy menus and subsidized meals; supports a variety of charitable organizations.	Kamloops	786

Employer	Industry	Interest Points	City	FT Employees in Canada
British Columbia Public School Employers' Association	Professional Organizations	Generous contributions to a defined-benefit pension plan; subsidies for job-related courses and professional accreditation, career planning services and a range of in-house training programs; transit subsidies; secure bicycle parking and shower facilities for those who choose to peddle their way to work; new employees start at three weeks of paid vacation, as well as paid personal days-off and paid time off during the holiday season; events such as go-karting, laser tag, team jersey days, and a summer barbecue with carnival games.	Vancouver	24
British Columbia's Children's Hospital Foundation	Other Social Advocacy Organizations	Generous contributions to a defined-benefit pension plan; flexible work hours; maternity- and parental-leave top-up payments (to 85 per cent for 17 weeks followed by 75 per cent of salary for 10 weeks), as well as extended-health benefits coverage throughout the duration of their leave; parental leave top-up payments to new fathers and adoptive parents (to 75 per cent of salary for 10 weeks); in-house and online training programs, financial bonuses for some course completion, leadership training and tuition subsidies for courses taken at outside institutions; company-subsidized social committee organizes a variety of events and celebrations throughout the year.	Vancouver	90
Cactus Restaurants Ltd.	Full-Service Restaurants	Signing and year-end bonuses; referral bonuses (to \$1,000); an annual health-club subsidy and employee-organized sports teams; in-house training programs; career planning services; financial bonuses for some course completion; leadership training and tuition subsidies for job-related courses (to \$2,000); large in-house apprenticeship programs for employees pursuing Chef Red Seal certification, providing three months of paid educational leave for each year of the three-year program; company-subsidized social committee organizes a number of social events; supports a variety of charitable initiatives and provides employees with paid time off to volunteer.	Vancouver	2,826
Canadian Cancer Society (British Columbia and Yukon Division)	Voluntary Health Organizations	Contributions to a defined -contribution pension plan; extended-health benefits coverage for retirees (with no age limit); three weeks' paid vacation to start, moving to six weeks for long serving employees; tuition subsidies for courses taken at outside institutions, in-house training programs and subsidies for professional accreditation; alternative work arrangements; committed to become a Living Wage Employer, recognizing social and economic benefits of paying a real living wage for all its employees and service providers.	Vancouver	140
Canadian Forest Products Ltd. (Canfor Corporation)	Sawmills	Profit-sharing; share-purchase plan; signing and year-end bonuses; referral bonuses; alternative work arrangements; in-house apprenticeships, subsidies for professional accreditation and tuition subsidies for courses taken at outside institutions; retirement-planning assistance, with phased-in work options; contributions to a defined-contribution pension plan (to five per cent of salary).	Vancouver	3,992
Certified General Accountants Association of Canada	Professional Organizations	Annual \$500 transit subsidy; bicycles for employees to sign-out and use; organized sports teams and access to a fully-equipped on-site fitness facility; adjacent city's urban walking and cycling trail system; signing bonuses (to \$2,500); year-end bonuses; contributions to a matching RSP plan (up to six per cent of salary); maternity- and parental-leave top-up payments for new mothers, fathers and adoptive parents, as well as an adoption assistance subsidy of up to \$5,000 per child; TGIF earned-days-off program; subsidies for tuition and professional accreditation; in-house training; a formal mentoring; and a leadership training program.	Burnaby	144
College of Physicians and Surgeons of British Columbia	Professional Organizations	Alternative work arrangements; maternity- and parental-leave top-up payments to employees who are new mothers (to 75 per cent of salary for 52 weeks) and offers extended-health benefits coverage throughout the duration of leave; signing and year-end bonuses; contributions to a matching RSP, defined-benefit or defined-contribution pension plan; in-house and online training programs, with financial bonuses for some course completion, career-planning services; generous tuition subsidies for courses taken at outside institutions (to \$5,000); company-subsidized social committee organizes events and celebrations each year.	Vancouver	89
Connect Hearing	Offices of Physical, Occupational and Speech Therapists, and Audiologists	Maternity- and parental-leave top-up payments to employees who are new mothers, fathers or adoptive parents (to 100 per cent of salary for 8 weeks) and offers extended health benefits coverage throughout the duration of leave; alternative work arrangements; signing bonuses; year-end bonuses; referral bonuses (to \$3,000); profit-sharing; contributions to a matching RSP plan (to three per cent of salary); phased-in work options for retirees.	Victoria	403
Daishowa-Marubeni International Ltd.	Pulp Mills	Maternity-leave top-up payments, extended-health benefits coverage during leave — the health plan also provides coverage (to \$5,000) for in vitro fertilization (IVF) if needed; three weeks' paid vacation to start, moving to seven weeks for its longest serving employees; subsidies for tuition and professional accreditation; in-house and online training programs; in-house apprenticeships; contributions to a matching RSP or a defined-benefit pension plan.	Vancouver	312
Davis LLP	Offices of Lawyers	Retirement-planning assistance; phased-in work options for retirees; contributions to a defined-contribution pension plan; referral bonuses; annual health-club subsidy and employee organized sports teams; maternity-leave top-up payments (to 100 per cent of salary for 17 weeks) and extended-health benefits coverage throughout the duration of leave; in-house and online training programs; career planning services; subsidies for job-related courses and professional accreditation; supports charitable organizations; awards \$1,000 every year as part of its volunteer recognition program to employees who donate their time to a particular charitable organization.	Vancouver	525
Deeley Harley-Davidson Canada	New Car Dealers	Maternity- and parental-leave top-up payments (to 70 per cent of salary for 52 weeks), and flexible scheduling for when returning to work; paid personal time-off; three to four weeks' paid vacation after two years; generous subsidies for tuition and professional accreditation; in-house and online training programs and an online skills inventory; retirement-planning assistance; a transitional-work program for retirees; matching RSP contributions (from five per cent to nine per cent of salary); time-off for volunteering.	Richmond	139
DIALOG	Architectural Services	Tuition subsidies for job-related courses; formal mentoring; in-house and online training programs; subsidies for professional accreditation; great career opportunities at offices in Vancouver, Edmonton, Calgary and Toronto; maternity- leave top-up payments (to 100 per cent of salary for six weeks) and extended-health benefits coverage during leave; contributions to a matching RSP plan; and phased-in work options for retirees	Vancouver	540
Family Insurance Solutions Inc.	Insurance Agencies and Brokerages	Maternity-leave top-up payments to employees who are new mothers, as well as extended-health benefits coverage throughout the duration of leave; flexible hours; supports a variety of charitable initiatives; provides employees with paid time off to volunteer; signing bonuses; referral bonuses (to \$2,500); profit-sharing.	Vancouver	109
FinancialCAD Corporation	Software Publishers	Referral bonuses (to \$2,500); year-end bonuses; contributions to a matching RSP; in-house and online training programs; subsidies for professional accreditation and tuition subsidies for job-related courses; maternity-leave top-up payments to employees who are new mothers (to 100 per cent of salary for 13 weeks), with alternative work options when returning to work; supports a variety of charitable initiatives; paid time off to volunteer; company-subsidized social committee organizes events and celebrations.	Surrey	104
Flatiron Construction Corp.	Highway, Street, and Bridge Construction	Generous tuition subsidies for job-related courses (to \$5,000); in-house and online training programs; subsidies for professional accreditation; manages a rotational program for engineers who have zero to four years of experience — the four-year program offers hands-on experience and includes rotation through various fields, including construction, field engineer, project administration and management and safety and estimating; supports a variety of charitable initiatives ; paid time off to volunteer; retirement-planning assistance; contributions to a matching RSP plan (to five per cent of salary).	Richmond	355
G & F Financial Group	Credit Unions	Signing- and year-end bonuses; retirement-planning assistance, phased-in work options, contributions to a matching RSP, defined-benefit or contribution pension plan; maternity- and parental-leave top-up payments for employees who are new mothers, fathers or adoptive parents and provides a subsidy for in vitro fertilization (IVF) when needed; extended-health benefits coverage throughout the duration of leave and the option to extend leave into an unpaid leave of absence; alternative work arrangements.	Burnaby	183
Goldcorp Inc.	Gold Ore Mining	Paid time off to volunteer; tuition subsidies for job-related courses; in-house training programs; online skills inventory and formal leadership training; three weeks' paid vacation to start, as well as paid time-off during the holiday season; generous matching RSP contributions; share-purchase plan; parental leave top-up payments (to 80 per cent of salary for 26 weeks) for new mothers, fathers and adoptive parents; comprehensive health-benefits program; generous fitness -club subsidy (to \$750 each year).	Vancouver	2,290

Employer	Industry	Interest Points	City	FT Employees in Canada
Great Little Box Company Ltd., The	Corrugated and Solid Fiber Box Manufacturing	Monthly open-book policy; profit-sharing option; matching RSP contributions; head office amenities include fully-equipped on-site fitness facility (with subsidized membership and personal training services), outdoor sand volleyball court, book exchange library, outdoor gazebo, rooftop deck and a dock for employees who wishing to commute by kayak to Mitchell Island; maternity- and parental-leave top-up payments, with flexible return-to-work options; subsidies for tuition and professional accreditation; academic scholarship program for children of employees who pursue post-secondary education; compassionate leave top-up payments (to 100 per cent of salary for one week).	Richmond	213
HP Advanced Solutions Inc.	Computer Systems Design Services	Year-end bonuses; share-purchase plan; phased-in retirement work options; succession planning assistance; defined-benefit pension plan; 10 paid personal days-off and three weeks' paid vacation to start (company considers previous work experience when setting vacation entitlements); tuition subsidies for job-related courses; in-house and online training programs; career planning services; employee-led sustainability community implements and manages various green initiatives; head office features an on-site meditation room, cafeteria with healthy menus and outdoor eating area and barbecue; maternity-leave top-up payments (to 85 per cent of salary for 15 weeks), followed by parental top-up (to 75 per cent of salary for 35 weeks), with parental leave top-up payments to new fathers and adoptive parents.	Victoria	403
Insurance Corporation of British Columbia / ICBC	Direct Property and Casualty Insurance Carriers	Maternity-leave top-up payments, with parental top-up to new fathers or adoptive parents, and extended-health benefits coverage to new parents throughout leave and option to extend leave into an unpaid leave of absence; flexible work hours; signing bonuses; year-end bonuses; generous contributions to a defined-benefit pension plan; academic scholarship program for children of employees who pursue post-secondary education (to \$3,000 per child).	North Vancouver	4,831
Interior Health Authority	General Medical and Surgical Hospitals	In-house and online training programs; formal mentoring and tuition subsidies for courses taken at outside institutions; maternity and parental leave top-up payments to employees who are new mothers (to 85 per cent of salary for 17 weeks followed by 75 per cent of salary for 10 weeks), with parental top-up to new fathers and adoptive parents (to 75 per cent of salary for 10 weeks), and extended-health benefits coverage throughout the duration of leave and option to extend leave into an unpaid leave of absence; three weeks' vacation to start, moving to seven weeks for long serving employees (considers previous work experience when setting vacation entitlements); retirement-planning assistance; generous contributions to a defined benefit pension plan.	Kelowna	7,402
Knight Piésold Ltd.	Engineering Services	Profit-sharing; year-end bonuses; tuition subsidies for job-related courses; in-house and online training programs; formal mentoring; subsidies for professional accreditation; defined-contribution pension plan (with employer contributions of up to four per cent of salary) and phased-in work options for retirees; maternity and parental leave top-up payments.	Vancouver	181
Kwantlen Polytechnic University	Colleges, Universities, and Professional Schools	On-site amenities include a cafeteria (with healthy and special diet menus), employee lounge and quiet room ; in-house and online training programs; formal mentoring; financial bonuses for some course completion; subsidies for professional accreditation; maternity- and parental-leave top-ups to new mothers (to 75 per cent of salary for 52 weeks) and parental top-ups for new fathers or adoptive parents (to 75 per cent of salary for 37 weeks), with extended-health benefits throughout leave and the option to extend leave into an unpaid leave of absence; flexible work hours.	Surrey	1,018
Ledcor Group of Companies	Industrial Building Construction	Matching RSP contributions; signing bonuses; a profit-sharing plan; supporter of the Canada Green Building Council; maintains a Corporate Sustainability group as well as multiple employee-led green teams; subsidies for tuition and professional accreditation; in-house and online training programs; leadership training and a formal mentoring program; alternative work arrangements; maternity-leave top-up payments, with extended-health benefit coverage during leave; on-site independently operated day-care centre.	Vancouver	6,988
MTU Maintenance Canada Ltd.	Aircraft Engine and Engine Parts Manufacturing	Flexible hours; in-house and online training programs; career planning services; subsidies for professional accreditation and in-house apprenticeships; signing bonuses ; year-end bonuses; retirement-planning assistance; contributions to a defined-contribution pension plan.	Richmond	310
Nature's Path Foods Inc.	Breakfast Cereal Manufacturing	On-site amenities include free access to a fitness facility, employee lounge and quiet room; in-house training programs; career planning services; subsidies for tuition and professional accreditation; signing bonuses; referral bonuses; year-end bonuses; matching RSP contributions; established zero-waste target; employee-maintained on-site large organic garden with composting bins and an outdoor eating area; company-subsidized social committee organizes a variety of events.	Richmond	134
Parklane Homes Ltd.	New Single-Family Housing Construction	Tuition subsidies for job-related courses; in-house training programs; formal mentoring and career planning services; compassionate leave top-ups (to 80 per cent of salary for eight weeks); maternity- and parental-leave top-ups (to 80 per cent of salary for 27 weeks) and a subsidy for in vitro fertilization (IVF); parental top-ups to new fathers or adoptive parents, as well as extended-health benefits coverage throughout the duration of leave; paid time off to volunteer; supports a variety of charities.	Vancouver	58
Perkins+Will Canada Corporation	Architectural Services	Signing bonuses; referral bonuses (to \$1,000); year-end bonuses; profit-sharing; financial bonuses for some course completion; subsidies for job-related courses and professional accreditation; in-house and online training programs; three weeks' paid vacation to start, and additional personal paid days-off; flexible hours.	Vancouver	159
Prospera Credit Union	Credit Unions	Retirement-planning assistance; phased-in work options for retirees; contributions to a defined-benefit pension plan; in-house and online training programs; subsidies for job-related courses and professional accreditation and an online employee skills inventory; flexible health-benefits plan — unused credits may be transferred to salary or savings plan or used to purchase additional time off; referral bonuses (to \$1,500); profit-sharing (considers previous work experience when setting individual vacation entitlements).	Abbotsford	365
Providence Health Care	General Medical and Surgical Hospitals	Maternity-leave top-up payments to 85 per cent of salary for 17 weeks , with extended health benefits coverage throughout the duration of leave; flexible hours; on-site amenities include employee lounge, cafeteria with healthy and special diet menus, quiet room and subsidized access to a fitness facility; established energy- and water-consumption reduction targets and employs a director of energy and environmental sustainability to oversee environmental initiatives; retirement-planning assistance; phased-in work options for retirees; generous contributions to a defined-benefit pension plan.	Vancouver	4,067
Provincial Health Services Authority	General Medical and Surgical Hospitals	Four weeks' vacation to start and receive additional personal paid days off which can be scheduled throughout the year (considers previous work experience when setting individual vacation entitlements); in-house and online training programs; formal mentoring; in-house apprenticeships; financial bonuses for some course completion; maternity-leave top-up payments for new mothers, fathers or adoptive parents (depending on employee group); on-site day-care facility that employees; supports a variety of charitable initiatives; paid time off to volunteer; on-site amenities include a fitness facility with subsidized membership, employee lounge, quiet room and cafeteria with healthy and special diet menus.	Vancouver	7,320
QHR Technologies Inc.	Software Publishers	Flexible work hours; referral bonuses; signing and year-end bonuses; share-purchase plan; tuition subsidies for courses taken at outside institutions; career-planning services; subsidies for professional accreditation; retirement-planning assistance, with phased-in work options for retirees; contributions to a matching RSP plan.	Kelowna	226
Rescan Environmental Services Ltd.	Environmental Consulting Services	Employee-organized sports teams; free access to a fully equipped on-site fitness facility; three weeks' paid vacation to start (considers previous work experience when setting vacation entitlements); employee-led Green Ideas Committee; supports numerous events every year; subsidies for tuition and professional accreditation and financial bonuses for some course completion; year-end bonuses; profit-sharing plan; retirement-planning assistance; contributions to a defined-contribution pension plan; maternity-leave top-up payments to employees who are new mothers (to 100 per cent of salary for six weeks), with extended-health benefit coverage during leave; alternative work arrangements.	Vancouver	146

Employer	Industry	Interest Points	City	FT Employees in Canada
Royal British Columbia Museum Corporation	Museums	Supports a variety of charitable initiatives; paid time off to volunteer; compassionate-leave top-ups (to 100 per cent of salary for one week); alternative work arrangements; maternity- and parental-leave top-up payments for employees who are new mothers, fathers or adoptive parents, with extended-health benefits coverage throughout the duration of leave; academic scholarship program for children of employees who pursue post-secondary education (to \$2,000 per child).	Victoria	122
Schneider Electric Victoria	Relay and Industrial Control Manufacturing	Flexible health-benefits plan; in-house and online training programs; career-planning services; subsidies for professional accreditation and job-related courses; generous academic scholarship program for those who pursue post-secondary education (to \$3,000 per child); year-end bonuses; generous referral bonuses (to \$5,000); share-purchase plan; company-subsidized social committee organizes a number of events throughout the year; encourages employee-organized in-house clubs .	Saanichton	306
Simon Fraser University	Colleges, Universities, and Professional Schools	Maternity and parental leave top-ups (to 100 per cent of salary for 37 weeks); on-site day-care facility; urbanist living options; subsidies for tuition and professional accreditation, apprenticeship and internship opportunities; formal mentoring; career planning services; retirement-planning assistance; defined-benefit and defined contribution pension plans; health benefits that extend through retirement; minimum three weeks' paid vacation to start and paid time off during the holiday season.	Burnaby	2,752
Sophos Inc.	Custom Computer Programming Services	Supports charitable initiatives; paid time off to volunteer; maternity- and parental-leave top-up payments to employees who are new mothers or fathers (including adoptive parents), with extended-health benefits coverage throughout the duration of leave and flexible return-to-work hours; compassionate leave top-up payments (to 100 per cent of salary for four weeks); contributions to a matching RSP plan (to three per cent of salary); in-house and online training programs; paid internship opportunities; subsidies for tuition and professional accreditation; company-subsidized social committee organizes a number of events throughout the year.	Vancouver	190
St. George's School	Elementary and Secondary Schools	Compassionate leave top-ups (to 90 per cent of salary for 15 weeks); retirement-planning assistance; phased-in work options for retirees; contributions to a defined-contribution pension plan; maternity- and parental-leave top-ups for new mothers or fathers (including adoptive parents) to 80 per cent of salary for 15 weeks, with extended-health benefits throughout the duration of leave; three weeks vacation to start with paid time off during the holiday season and personal paid days-off.	Vancouver	228
Strangeloop Networks Inc.	Computer Systems Design Services	Signing and year-end bonuses; referral bonuses (to \$1,000); in-house and online training programs; career-planning services; subsidies for tuition and professional accreditation; paid time off to volunteer; supports a variety of local charitable initiatives; social events and celebrations organized throughout the year.	Vancouver	47
Surrey, City of	Municipal Government	On-site amenities include an employee lounge, cafeteria (with healthy menus) and subsidized membership to a state-of-the-art fitness facility; contributions to a defined-benefit pension plan; retirement-planning assistance; academic scholarship program for children of employees who pursue post-secondary education (to \$1,000 per child); maternity-leave top-ups; three weeks' paid vacation to start, moving to seven weeks for long serving employees; in-house employee- led sustainability team responsible for implementing environmental initiatives.	Surrey	1,782
TELUS Corporation	Telecommunications	Support charitable and community organizations; paid day off to volunteer; head office on-site amenities include a fully equipped fitness facility with subsidized membership, employee lounge and quiet room; year-end bonuses; signing bonuses; referral bonuses (to \$1,000); performance related bonuses, from quarterly share options to company-paid holidays; maternity-leave top-ups (to 100 per cent of salary for six weeks), with extended-health coverage during leave; work-from-home; flexible work arrangements; subsidies for tuition and professional accreditation; in-house and online training; formal mentoring program; financial bonuses for some course completion; retirement-assistance planning; contributions to a defined-contribution pension plan and a matching RSP plan .	Vancouver	24,443
University of British Columbia	Colleges, Universities, and Professional Schools	On-site amenities include an employee lounge, cafeteria with healthy and special diet menus, quiet room and subsidized membership to a fitness facility; in-house and online training programs; formal mentoring; subsidies for professional accreditation and courses taken at outside institutions; academic scholarship program for children of employees who pursue post-secondary education (to \$10,000 per child) supports a variety of charitable initiatives; paid time off to volunteer; retirement-planning assistance; phased-in work options for retirees; generous contributions to a defined-benefit or contribution pension plan.	Vancouver	10,896
Vancouver City Savings Credit Union	Credit Unions	Living Wage Employer that pays a living wage for all its employees and service providers; generous tuition subsidies (to \$2,400 each year); in-house and on-line training programs; contributions to a defined-benefit pension plan; matching RSP contribution plan; financial benefits include low-interest home loans, as well as no-fee bank accounts and credit cards; fertility-drug treatments through health benefits plan; generous maternity and parental leave top-up payments for new mothers (to 85 per cent of salary for 50 weeks); parental leave top-up payments (to 85 per cent of salary for 35 weeks); head office amenities include easy access to city's expanded LRT system, solar hot-water panels to pre-warm all of hot water; established target to reduce office waste through aggressive recycling and composting programs; head office also features an employee-managed rooftop garden; manages the Vancity Community Foundation, which has distributed financial grants to deserving community organizations for almost two decades.	Vancouver	1,836
Vancouver Coastal Health	General Medical and Surgical Hospitals	Three weeks' paid vacation to start and additional personal paid days-off; in-house and online training programs; formal mentoring; career planning services; subsidies for tuition and professional accreditation; flexible hours; company-created Green+Leaders program to promote and educate employees on sustainability; retirement-planning assistance; generous contributions to a defined benefit pension plan.	Vancouver	10,129
Vancouver International Airport Authority	Airport Operations	Referral bonuses (to \$1,000); year-end bonuses; alternative work arrangements; in-house and online training programs; career planning services; in-house apprenticeship opportunities; generous tuition subsidies for courses taken at outside institutions; maternity-leave top-up payments (to 93 per cent of salary for 17 weeks), with a subsidy for in vitro fertilization (IVF); free membership to an on-site fitness facility and employee sports teams.	Richmond	378
Vancouver Island Health Authority	General Medical and Surgical Hospitals	Head office on-site amenities include a co-operative-run fitness facility, cafeteria with healthy menus, quiet room and nap room; subsidies for tuition and professional accreditation; financial bonuses for some course completion; scholarship program; mentorship program; maternity-leave top-ups (to 85 per cent of salary for 17 weeks), with the option to extend leave; employees at Queen Alexandra hospital can take advantage of an on-site day-care centre; alternative working options; transit subsidies; on-site shower facilities for bicycle commuters; and a car-pool sign-up system.	Victoria	8,098
Vancouver, City of	Municipal Government	Alternative work arrangements; subsidies for tuition and professional accreditation; in-house apprenticeship opportunities; career planning services; in-house and online training programs; maternity leave top-ups (to 95 per cent of salary for six weeks); operates day-care facility across the street; encourages walking, biking and public transit; generous contributions to defined-benefit pension plan; retirement-planning assistance; transitional work program for retirees.	Vancouver	6,898
West Fraser Timber Co. Ltd.	Sawmills	Share-purchase plan; tuition subsidies for job-related courses; in-house apprenticeship opportunities; subsidies for professional accreditation; academic scholarship program for children of employees who are pursuing post-secondary education in Canada; maternity-leave top-ups, with extended-health benefits coverage during leave; retirement-planning assistance; contributions to a defined-benefit pension plan.	Vancouver	4,931
Whistler Blackcomb	Skiing Facilities	Flexible hours, shortened work week, reduced summer hours and a formal earned days-off program; developing a model of environmental and social stewardship for ski and mountain resort operations; share-purchase plan that is available to all employees; in-house and online training programs; formal mentoring; career planning services; generous tuition subsidies for courses taken at outside institutions and in-house apprenticeships; generous academic scholarship program for children of employees who pursue post-secondary education (to \$3,000); retirement-planning assistance ; contributions to a matching RSP plan (to two per cent of salary).	Whistler	2,800

BCIT gets top marks for creating positive workplace

Ask Paul Harris, manager of organization and people development, what makes the British Columbia Institute of Technology (BCIT) so unique and he'll answer it's the same thing that makes everyone special — it's the DNA.

"It's our practical, job ready programs," says Harris. "For example, many of our programs have co-op portions where students combine academic studies with applied project work. It's an interesting model that we're now seeing in other post-secondary institutes."

Not only is its educational model a strong one, but the way in which it conducts its business is also worthy of imitation.

BCIT, which has been designated one of BC's Top Employers for the third year straight, incorporates employee feedback into any initiative it undertakes.

"It really drives home the tone set by president Don Wright," says Harris. "He is a proponent of the consultative process. He's very good at ensuring a wide range of people are given the opportunity to provide input on important organizational decisions. He wants to know how decisions impact others so the decision is informed and minimizes unexpected consequences."

As a result, on the institute's yearly employee engagement survey, the query which gauges the amount of pride employees have in their work, responses are generally in the high 80s or low 90s.

"This tells us that people are proud of the work they are doing, which translates into why this is such a great place to work and that's because the work is great," says Harris.

Adds Saira Walker: "The work people do is meaningful. We contribute back to B.C.'s



BCIT vice-president of human resources Tomi Eeckhout (second from far right) enjoys a laugh with colleagues at BCIT's Endless Mile Spinathon in support of Bike to Work Week last May.

economic environment.

"People who work here are doing something valuable and important," says the manager of human resources and advisory services. "They are engaged in everything from new educational programming to technology. They're really at the forefront of it all."

To recognize the importance of employee satisfaction, BCIT has implemented several employee-focused programs. For instance, employees are eligible for reimbursement for professional development activities that relate to their current or future roles at BCIT. The institute has also implemented the Leadership Skills Development Program, which assists employees in developing key core competencies for new roles.

Moreover, its corporate wellness program also helps provide a positive work environment by providing employees with everything

from bike clinics and fitness classes to on-site health clinics and a community garden.

It also has a Know Your Numbers clinic where a nurse is brought on-site to evaluate employees, alerting those who need a more in-depth checkup.

However, one of its most prominent programs is its recognition program that recognizes employees for teaching excellence, as well as sustainability, innovation, inclusivity, teamwork, leadership and customer service.

"As a result, the work environment at BCIT fosters a real sense of teamwork, collaboration and engagement," says Walker. "It's really an environment that fosters excellence."

This could explain why BCIT's retention rate is so high — its turnover rate is at an all-time low of four per cent. "I think all our programs go a long way," says Walker. "People feel valued. We strive to maintain a foothold in the B.C. environment. We strive to be an employer of choice."

BCIT

- **NUMBER OF YEARS IN BUSINESS:** 49
- **NUMBER OF EMPLOYEES:** (full-time, part-time): Approximately 2,250
- **LOCATIONS:** Burnaby, North Vancouver (Marine Campus), Richmond (Aerospace Campus), Downtown Campus, Great Northern Way (Vancouver Campus)
- **HEAD OFFICE LOCATION:** 3700 Willingdon Ave., Burnaby, B.C. V5G 3H2
- **HIRING INCENTIVES:** An innovative, healthy and engaging workplace. Benefits such as environmentally and physically friendly workplace. Amenities, community giving, wellness programs, competitive salaries, secure pension fund, generous vacation and sick leave package, professional development program and corporate wellness strategy
- **POSITIONS EMPLOYED:** Vocational instructors, faculty, administrative staff and management
- **APPLICATION PROCESS:** www.bcit.ca/jobs



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For full details, visit bcit.ca/jobs.



City of Vancouver takes pride in helping others

At the City of Vancouver, employees are proud to be making a difference.

"It's a great city to live in. There is a real sense of pride in working for the city and going home every night thinking that you have served the citizens of Vancouver," says city manager Penny Ballem.

With a little more than 10,000 full- and part-time employees, "we are all working together in our different roles to serve our citizens and trying to get better value for the public."

Currently, the City of Vancouver is focusing on four major areas: housing and homelessness, a vigorous local economy, a green future and a safe and inclusive city. To this end, the city encourages its staff to be innovative in working together to always find better ways to serve the public and carry out council's directives.

In addition to a good compensation and benefits package, staff "really appreciate that we value their thoughts and that we actually put the rubber on the road and make it happen. There is a real openness to doing things in a totally different way," Ballem says.

To this end, the city has invested in resources that allow it to do this successfully and "in a way that is really positive."

"We are an organization that is committed to learning and we are working hard to role model the

expectations we set out for our public. We have a real commitment to walk the talk."

For example, as part of its green agenda, the city has a commuting program that helps employees get to work in a more sustainable way. In addition, the city also has a "significant diversity agenda," which involves staff in a mentoring program to help immigrants and refugees integrate into Canadian society, and find productive work in their areas of expertise.

"We found that by bringing them into a program where they are mentored by our staff, many of whom come from diverse backgrounds themselves, that we can really help them get work and learn how to move ahead."

The program has been a huge success, says Ballem, noting city employees felt they were able to, as part of their everyday work, have a positive impact on people's lives and on the community.

The City of Vancouver is a rewarding and engaging employer for a variety of reasons, adds Tim McMillan, a truck driver/collections with Vancouver Sanitation Services, who has worked for the city for nearly 22 years.

"With the variety of work assignments, the day is never the same and always brings new challenges and learning," he says.

"The city has been very supportive and has provided me



The City of Vancouver employs a variety of professions, including those in emergency services, such as firefighter Brad Hesse who shows a young recruit the ropes.

with guidance and mentoring to assist in my career development.

"Several years ago, I replied to 'an expression of interest' to join the leadership and career development program. This program has opened many doors for me

and I feel empowered in my career development."

He has also furthered his education through the in-house City Learn Program, as well as through after-work classes at the British Columbia Institute of Technology (BCIT).

City of Vancouver

■ **NUMBER OF EMPLOYEES** (full and part time): A little more than 10,000

■ **LOCATIONS:** City Hall: 453 West 12th Ave.; plus several other campuses, work yards, community centres, libraries, fire halls and police stations

■ **HEAD OFFICE LOCATION:** Vancouver City Hall is located at 453 West 12th Ave., Vancouver

■ **POSITIONS EMPLOYED:** Archivists, citizen service representatives, cleaners, clerical and administration, engineers, executives, firefighters, inspectors, labourer/operations workers, librarians, planners, police officers, recreation centre staff, technicians, theatre attendants, tradespeople and corporate professionals in areas such as business planning, communications, finance, human resources, information technology, legal and purchasing

■ **APPLICATION PROCESS:** vancouver.ca/humanresources



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G&F Financial passionate about giving back

British Columbia-based G&F Financial Group isn't just a financial institution. It's a community pillar in the Lower Mainland.

"I would say the company has a huge heart and we're driven to make communities better," says Diane Sullivan, vice-president of human resources.

"It's that passion that draws great people to work here and makes them want to stay."

On any given day, the credit union has a number of community, charitable or employee social events going on, all aimed at one thing: Making the Lower Mainland a great place to work and live.

"We're a very old organization with deep roots in the communities we serve," she says.

Originally, Gulf and Fraser Fishermen's Credit Union served local fishermen. That was more than 72 years ago.

Over the decades, G&F has grown — a result of more than 40 smaller credit unions banding together to help their members access a wide spectrum of much-needed financial services, everything from retail banking and business loans to wealth management.

"We're well established and pretty true to the roots of the credit union system," says Sullivan. "The credit union system is basically people helping people."

And G&F Financial Group certainly fits that description exceptionally well.

"We were inducted this year into the Burnaby Business Hall of Fame by the Burnaby Board of Trade because of our work in the community," she says. "And Business in Vancouver just named us among its top 20 biggest corporate donors in B.C."

For a relatively modest-sized organization of almost 200 employees, G&F punches above its weight when it comes to giving



G&F Financial's 196 employees donate an average \$2,000 per person to charitable organizations in the Lower Mainland.

back. "We're in amongst the likes of B.C. Hydro, Telus and IBCB," says Sullivan.

Then again, when the organization donates \$445,000 in one year, it speaks volumes to the commitment of the organization in caring for the communities it serves.

These charitable efforts are broadly supported by G&F employees and vendors, including for such events as the G&F golf tournaments.

Of course, the community spirit starts in the workplace, Sullivan says.

"Our mission statement is to invest in our people so they can invest in the members," she says. "Our retention numbers are really quite good, especially compared to other financial institutions."

Every new hire at G&F is paired with a mentor and not just to help adjust to a new workplace.

Mentors also help new workers embark on productive careers within the credit union, she says.

"All employees engage in some form of learning and development every year. It can be as simple as doing online courses right through to sponsorship of MBA programs."

In some instances, G&F will pay for 100 per cent of tuition but it can also be a 50-50 partnership with time off to attend the program. These programs range for a single class to a master's program.

Sullivan, who only started with the credit union in the last year, says what really shines about the company as an employer is that it provides its staff with opportunities for career development that they might not receive anywhere else.

"I asked the young guys in marketing what it is that they like about working at G&F, and they told me it's the opportunity to attend very good conferences across Canada," she says.

"They're at a fairly junior stage in their careers and that a company would allow them that kind of professional development really says a lot about just how great G&F is as an employer."

G&F Financial

NUMBER OF YEARS IN BUSINESS: 72

NUMBER OF EMPLOYEES: 196

LOCATIONS: 12 branches, with locations in Vancouver, Burnaby, New Westminster, Richmond, Surrey, Port Coquitlam

HEAD OFFICE LOCATION: 7375 Kingsway, Burnaby, B.C. V3N 3B5

HIRING INCENTIVES:

A highly competitive compensation and benefits package that includes 100 per cent employer paid medical, dental, extended health, 100 per cent employer paid group RRSP, up to 100 per cent employee development (conferences, tuition, external education), and extensive initiative to promote employee wellness

POSITIONS EMPLOYED:

Corporate office positions including information technology, marketing, human resources, finance, credit and management; branch positions include service representatives, financial services representatives, financial services officers, financial planners, life insurance specialists, mobile relationship managers, personal advisers, financial specialists, money advisers and management

APPLICATION PROCESS: www.gffgcareers.ca

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G&F FINANCIAL GROUP



Interior Health offers room to grow

As one of six health authorities responsible for publicly funded health services in B.C., Interior Health promotes healthy lifestyles and provides needed health services in a timely, caring and efficient manner.

Serving a large geographic area covering almost 215,000 square kilometres — which includes larger cities such as Kelowna, Kamloops, Cranbrook, Penticton and Vernon, as well as a multitude of rural and remote communities — Interior Health has more than 18,000 employees and about 1,500 physicians.

As the health authority for such a large and diverse set of communities, Interior Health has accomplished many things, including establishing sustainable, high-quality, appropriate core medical services in each region; strengthening integrated health care across acute and community settings; offering more independent options for seniors; and becoming more efficient and cost-effective in administrative, support and clinical services.

"None of this would be possible without our hard-working and dedicated employees," says John Johnston, vice-president of people and clinical services.

Interior Health is committed to teamwork, empowerment, innovation and quality, with a focus on giving people room to grow, in order to make an impact in the lives of others.

At Interior Health, employees have the opportunity to flourish under the mentorship of accomplished leaders, managers, educators and internationally recognized health experts.

From the financial adviser managing health-care resources and the information management professional enabling life-saving data, to the support staff that provides service or assistance, to patients, to health-care profes-



Interior Health employs numerous professions, from health-care professionals to office and support staff.

sionals such as the nurses, physicians and health science professionals on the front line of patient care, everyone plays a role in the care continuum to support continued learning. And all employees have access to online resources, from e-learning modules to e-library research.

In addition, most of Interior Health's locations are supported by professional practice leaders or clinical resource personnel.

Interior Health also provides employees with a comprehensive compensation and benefits plan that includes vacation time, extended

health coverage and medical, dental and insurance plans. In addition, a wellness program helps employees improve their own health and wellness through its unique website iHealth, which helps workers track their wellness activities or get involved with a team.

"At Interior Health, we are proud of our people," says Dr. Robert Halpenny, president and CEO. "We strive to engage and support our employees — this is our priority because it helps build a more positive work environment over the long-term."

Interior Health

- **NUMBER OF YEARS IN BUSINESS:** 12
- **NUMBER OF EMPLOYEES:** (full-time, part-time and casual): 18,000 plus
- **LOCATIONS:** IH serves a large geographic area, including Kelowna, Kamloops, Cranbrook, Penticton and Vernon, as well as a multitude of rural and remote communities
- **HEAD OFFICE LOCATION:** 108 1815 Kirshner Rd., Kelowna, B.C. V1Y 4N7
- **HIRING INCENTIVES:** Career advancement, educational opportunities, competitive compensation and benefit package, including: comprehensive health benefits coverage, vacation entitlements, a generous pension plan, relocation assistance for eligible new employees
- **POSITIONS EMPLOYED:** Prevention and health promotion, home and community care, residential care, mental health and substance use programs, environmental safety and public health protection lab and diagnostic imaging services and much more
- **APPLICATION PROCESS:** www.roomtogrowbc.ca



It's more than a career... It's a lifestyle

Perkins+Will inspires creativity with workplace design

Vancouver-based international architectural firm Perkins+Will was founded on the belief that design has the power to transform lives and enhance society. From its inception, the firm has focused on design excellence, sustainability and social responsibility.

As an employer, Perkins+Will has worked hard to create an optimal work setting for its employees, allowing them to perform at a high level.

The firm's Vancouver office — the head office for its Western Canadian operations — is a collaborative space with an open floor plan, quality furnishings and the latest computer technology.

"It's a very beautiful office that's naturally ventilated, with daylight throughout, and a three-storey green 'living wall,'" says Susan Gushe, principal and managing director of Perkins+Will's Vancouver office. "It's an environment of collaboration, and is very non-hierarchical."

What makes Perkins+Will a top employer? "The first thing: it's our people. We have some of the most talented designers and knowledgeable staff you can find," Gushe says.

Perkins+Will has a broad range of expertise on its design team that includes industrial, urban and interior designers.

The firm's in-house research department includes engineers who provide energy and daylight modelling expertise, as well as experts in the area of healthy material and sustainable building. This enables Perkins+Will to be at the forefront of sustainable design.

"This allows us to offer a much more integrated design solution and achieve a higher level of excellence," says Gushe.

Perkins+Will supports its staff in meeting its professional objectives, and in aligning its career objectives with the company's goals.

In order to promote a professional development and learning, Perkins+Will sets aside



Established in 1984, the Vancouver office of Perkins+Will is led by a core group of designers who bring a depth of experience across the fields of architecture, industrial, interior and urban design. Standing, from left: Loren Cavallin, director of interior design; Jana Foit, higher education practice leader; Sean Brent, associate. Sitting, from left: Kirsten Reite, health-care practice leader; Jim Huffman, associate principal; Susan Gushe, managing director; Ryan Bragg, associate principal; Joyce Drohan, director of urban design.

anywhere from \$750 to \$1,000 per employee for learning and development each year for such items as attending conferences or taking courses. Perkins+Will also encourages personal and professional development through its Perkins+Will University and online Learning Centre. The company also accommodates employees whenever possible, helping them find a balance between the demands of their families and the demands of the profession.

Perkins+Will supports employee well-being with a \$480 annual fitness allowance that can be used for such things as exercise classes or a new bike. The firm also encourages alternative transportation use with a \$420 per year transit subsidy, ample bike storage, change room and shower facilities.

Perkins+Will encourages volunteerism and

donates one per cent of its employees' time to local community groups, many of them located in Vancouver's Downtown East Side.

This donation equals an average of 12 hours per employee per year — the equivalent of one employee working for six months full time. The design company also organizes numerous staff events, family events and social activities throughout the year.

"What I like best about working at Perkins+Will, is the people," says project manager Jeff Doble, who has been with the firm for eight years. "We are a passionate group in our work and our life outside the office walls. I think this passion is strongly supported by the office's investment in design discourse and research, as well as encouraging a work/life balance."

Perkins+Will

- **NUMBER OF YEARS IN BUSINESS:** 28
- **NUMBER OF EMPLOYEES:** 87 in the Vancouver office; 172 in Canada; 1,400 plus world-wide
- **LOCATIONS:** 24
- **HEAD OFFICE LOCATION:** For Western Canada: 1220 Homer St., Vancouver, B.C. V6B 2Y5
- **HIRING INCENTIVES:** Competitive salary and benefit plan; healthy and engaging workplace; RRSP employee-matching program; transit and fitness subsidies; generous paid time off; professional development benefit; lunch- and-learn sessions; employee and family assistance program; secure on-site bike storage and lockers; company-paid social functions throughout the year; and Friday staff social gatherings (company paid), where organic snacks and beverages are served
- **POSITIONS EMPLOYED:** Architectural staff; interior designers; urban designers; industrial designers; computational designers; sustainable design researchers; engineers, energy experts — daylight and energy modellers; and human resource, accounting, marketing and administrative support staff
- **APPLICATION PROCESS:** www.perkinswill.com



PERKINS
+ WILL

Prospera: Where prospering begins with its people

What makes Prospera Credit Union a Top Employer comes down to one word: teamwork.

"We recognize the value that each member of the team adds to the organization," says Heather Johnson, Prospera senior vice-president of human resources.

It's an approach that resonates with Prospera staff.

"The opportunities are endless at Prospera, which makes working here so rewarding," adds assistant branch manager Steven Lang.

Based in Abbotsford, B.C., Prospera is a full-service financial institution that makes a meaningful difference in the financial well-being of its members.

As a credit union, Prospera refers to its customers as members and employees focus on ensuring members who do business with Prospera have a great experience.

As Prospera wealth management specialist Ward Bertram, who joined the organization in 2011, puts it: "My family and my members' families are on the same side of the table and it feels unbelievably satisfying to make that meaningful difference. It's enduring value that cannot be commoditized."

Prospera encourages its employees to participate in a variety of employee and community events, which consistently receives high levels of involvement. For example, activities such as the annual all-staff team building event typically see a participation rate of more than 85 per cent.

In addition, Prospera's staff fundraising committee runs a variety of well-attended events. In many cases, it's not just employees who take part — they also bring their families in to volunteer along with them.



Prospera Credit Union employees love taking part in company events.

As a corporation, Prospera sponsors a variety of events. Last year, it was the title sponsor of a mass participation cycling event, the inaugural Prospera Valley GranFondo.

"An amazing 65 volunteers worked to help make that successful, and there were another 24 employees who were riding in the event," says Johnson.

That type of participation "reinforces that we are a business built on a strong engaged team, and it resonates through everything we do," she says. "Employees rally around what is important to the business, and actively participate to do the best they can for our members and for the organization as a whole."

Prospera takes employee engagement very seriously and the executive and management teams work hard to improve employee engagement by performing such things as opinion surveys, which typically receive very high

response rates from employees.

"We use that feedback to adjust how we do things and to try to improve the environment for everyone," adds Johnson.

Prospera offers an attractive benefits package that extends beyond salary and extended health care, including flexible vacation time, competitive opportunities, and a focus on providing a healthy work-life balance for employees.

"People work hard here, and we want to make sure that we all have fun and are supporting each other while we're doing that. As a result, we've been fortunate to build a team that is experienced, dedicated and caring," Johnson says.

"People at Prospera lead with their heads and their hearts: we truly care about and support each other. We are a business, we have goals and objectives, but the way we work together to achieve those objectives is really what differentiates us and is what makes us a Top Employer."

Prospera Credit Union

- **NUMBER OF YEARS IN BUSINESS:** 65
- **NUMBER OF EMPLOYEES:** 430
- **LOCATIONS:** Vancouver, Surrey, Langley, Abbotsford, Mission, Chilliwack, Agassiz, Kelowna, Penticton and Vernon
- **HEAD OFFICE LOCATION:** 500 32071 South Fraser Way, Abbotsford, B.C. V2T 1W3
- **HIRING INCENTIVES:** A competitive total compensation program, including flexible benefits, pension, vacation entitlement tied to relevant experience, training programs and staff product discounts
- **POSITIONS EMPLOYED:** Wealth management, financial service associates, credit, commercial, branch management; corporate functions, such as human resources, finance, marketing and information technology
- **APPLICATION PROCESS:** www.prospera.ca/aboutus/careers



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PHC keeps faith-based caring tradition alive

For well over a century, Providence Health Care (PHC) has fostered a culture of innovation and excellence, providing comprehensive and holistic care for patients and residents in B.C.

One of Canada's largest faith-based health care organizations, operating 16 sites in Greater Vancouver, PHC is a Catholic health-care community that focuses on meeting the physical, emotional, social and spiritual needs of those it serves through compassionate care, teaching and research.

With its values and culture drawn from the history of its five founding congregations of Catholic sisters, PHC specializes in the health and care of the aging, of those with mental illness, in urban health, renal risks and illness, cardiopulmonary risks and illness and HIV/AIDS.

The organization's staff thrives in an environment where they are empowered to enrich the lives of others, and contribute to the community's capacity for healing and wellness.

"It's our dedication to our staff and patients. It's the culture, with the founding sisters and the values that were embedded through them," says Providence recruitment adviser Alison Elburn. "It feels different at Providence Health Care, where there is more to it than just caring for the person's health — we care for both the spirituality and the health of the patient."

The employee benefits structure includes extended medical and dental care, pension plan, employee family assistance program, sick leave and vacation entitlement that starts at four weeks a year.

What really attracts people to PHC, though, is the environment they work in, says Elburn.



Providence Health Care fosters innovation and excellence among its employees, maintaining its caring mantra.

"It is empowering and culture-driven."

Providence Health Care offers a wide range of professional development opportunities, and recognizes staff accomplishments through a variety of programs. And new graduates who have had preceptorships there feel welcomed and encouraged to learn.

"Our guiding principle is 'How you want to be treated,'" explains Providence mental health program director Jennifer Duff. "The coolest thing about working at Providence Health Care is the culture."

Duff, who is in her mid-30s and has been with the organization for six years, notes PHC's values extend not only to caring for the patients and families it serves, but also to the people who work here.

PHC has also fostered and supported Duff to develop in her role as a leader. "I've been coached, mentored and supported all along the way to be a better, stronger leader."

PHC serves a diverse population and its staff members also represent a diversity of backgrounds.

"Although we are a Catholic health-care community, the people who work for us don't necessarily have to be part of the Catholic community," Elburn says.

PHC maintains strong connections with the communities it serves, a tradition that goes back to the organization's earliest history.

"The sisters didn't turn anyone away from the doors of the hospital," Elburn says.

The organization provides care not only within a hospital setting, but also through local community outreach programs such as Providence in the Park, which takes place twice a year.

Staff volunteers go to Oppenheimer Park on Vancouver's Downtown East Side to hand out food, clothing and pre-made personal-care kits to the homeless, with all items provided by Providence Health Care staff.

PHC

- **NUMBER OF YEARS IN BUSINESS:** 16
- **NUMBER OF EMPLOYEES:** (full-time, part-time and casual): 7,200
- **LOCATIONS:** Various sites around Vancouver
- **HEAD OFFICE LOCATION:** 1190 Hornby St., Vancouver, B.C.
- **HEAD OFFICE MAILING ADDRESS:** 1081 Burrard St., Vancouver, B.C. V6Z 1Y6
- **HIRING INCENTIVES:** Relocation assistance and employee referral program. Professional development opportunities, staff recognition, employee benefits program with extended medical and dental care, pension plan, employee family assistance program, sick leave, mentoring, four weeks' vacation entitlement per year and volunteer community outreach
- **POSITIONS EMPLOYED:** Various health-care positions, both clinical and business related, including those pertaining to the aging, mental illness, urban health, renal risks and illness, cardiopulmonary and HIV/AIDS
- **APPLICATION PROCESS:** providencehealthcare.org/careers



www.providencehealthcare.org

PHSA: Where a passion for caring drives success

At Provincial Health Services Authority (PHSA), employees are enabled to work their passion and do what they love.

As a leader in specialty health care — and the first organization of its kind in Canada — PHSA plans, manages and evaluates specialty and provinciewide health-care services across British Columbia.

PHSA works to ensure everyone in the province has access to the kind of specialized health services they need — when they need them; wherever they happen to live — and offers a variety of careers on which to specialize.

Comprised of a diverse family of academically recognized agencies, services, programs and divisions, PHSA includes BC Cancer Agency, BC Centre for Disease Control, BC Children's Hospital, BC Sunny Hill Health Centre for Children, BC Mental Health & Addiction Services, BC Renal Agency, BC Transplant, BC Women's Hospital, Cardiac Services BC, Perinatal Services BC, Emergency Health Services and Health Shared Services BC.

"Our health authority presents specialists with unrivalled career opportunities," says Judy Clark, director of talent acquisition. "You can become part of a team of leading physicians, researchers, nurses, allied health practitioners and technology experts, as well as the many non-clinical employees who are supported at the organizational level to be trailblazers in their fields of expertise and are charged to make a difference."

The PHSA, which has more than 17,000 employees across the province, attracts world-renowned experts as part of its multidisciplinary teams.

Not only are employees driven to be the best of the best, but they are also attracted



PHSA employees work their passions and build lifelong connections at the BC Cancer Agency. Says registered nurse Janice Paul, centre: "They're my best buddies."

to the many incentives that are included when they become part of the PHSA family.

PHSA believes employees are the heart of their business, and it has implemented several employee-focused programs, including its Health Promotion Program, where services and resources are offered to promote both physical and mental well-being — everything from counselling and gym discounts to a convenient Pocket Market, where staff members can pre-order seasonal produce and products for easy pickup.

Also awarded one of Canada's Greenest Employers, the PHSA is home to its Green+Leaders Program.

The green initiative supports and awards employees for being eco-friendly. Transit passes are subsidized to make commuting easier and employees who would rather bike than bus are provided with storage rooms for their bikes to keep them protected from the elements.

Moreover, champions of the Green+Leaders Program are treated to incentives and prize

draws, which include backpacks, bike repairs, reflective gear and more.

To keep employees engaged in their careers, the PHSA also invests heavily in learning, development and foundational leadership programs.

In fact, last year, the PHSA dedicated significant funding for tuition and education to help its employees advance. In addition, the LearningHub library consists of 600 plus in-house training courses available to PHSA employees — almost all are at no cost — and the health authority's imPROVE program empowers employees to redesign their work processes to reduce waste and improve patient safety, quality and outcomes. "With so many options, you won't outgrow this organization," says Clark. "We have a rich community of ambitious and talented staff, so we are proud to be recognized as one of BC's Top Employers for the fifth year in a row."

"We offer unique career opportunities where employees can fulfill their dreams, do what they do best, work with top experts in the world and affect significant change in the lives of our patients."

PHSA

- **NUMBER OF EMPLOYEES:** (full-time, part-time and casual): 17,334
- **LOCATIONS:** Numerous acute and corporate facilities, province-wide, including Metro Vancouver/Lower Mainland, Abbotsford, Kelowna, Kamloops, Nanaimo, Prince George, Victoria
- **HEAD OFFICE LOCATION:** 700 1380 Burrard St., Vancouver, B.C. V6Z 2H3
- **HIRING INCENTIVES:** Supporting career pathways and training, professional development, A-to-Z of career choices, opportunity to work throughout B.C., opportunity to implement change through Rapid Process Improvement Workshops
- **POSITIONS EMPLOYED:** Clinical and corporate services, including nurses, allied health staff, physicians, paramedics, administration/clerical, researchers, accountants, human resources professionals, supply chain, communication and information technology, as well as specialist careers across many provincial programs
- **APPLICATION PROCESS:** careers.phsa.ca



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RBCM nurtures happy, life-long employees through passion and diversity

Kate Kerr and Joan Laharty have the history of British Columbia at their fingertips — and often in their hands.

That is one of the perks of working or volunteering at the Royal BC Museum, which employs 125 people in some 70 occupations, and where 500 volunteers put in 40,000 hours annually.

"You really believe in what you are doing," says Kerr, who moved to Victoria from New Brunswick five years ago to take a job as an exhibit-arts technician. "People like to do what they love and it has led them here."

"Everyone is working toward a common purpose. It can be very intense and often we are working to deadlines. It can have a summer camp energy to it."

Another appealing aspect of the workplace is the wide variety of tasks, Kerr says. She does everything from changing light bulbs to sculpting and painting dioramas.

Although she is a metalsmith by trade, Kerr, like many of her fellow workers, has taken her skills training and adapted it to the museum's unique needs. "The first project I did, I was asked to make a monkey. I had never made a monkey."

Two of her favourite projects are the Free Spirit Exhibit of 2007-'08 that celebrated the province's 150th anniversary and the Aliens Among Us, a provincewide interactive endeavour to track B.C.'s invasive plants and animals, such as raccoons in Haida Gwaii on the North Coast.

"If I had to choose to do something as a volunteer, I would do this," Kerr says.

Laharty is a long-time volunteer who began in 1976 when the last of her five children started Grade 1.

"I've done everything from data entry to



Royal BC Museum.

picking the brains out of a (goat) skull," she says. "It is an educational experience. I get to meet people from around the world. I feel very privileged."

She has no favourite exhibit or gallery, saying each has its own unique and interesting characteristics. The museum and archives has more than 14 million objects and documents in its collection.

Laharty usually puts in five to eight hours a week. She has been honoured with her gold pin with two diamonds for 25 years service and, more recently, with a rose bush planted outside near the archives wing to commemorate her 30 years of service.

The Royal BC Museum has planted more than a half dozen trees in honour of volunteers who have contributed for three decades.

The museum and archives was selected one of Canada's top 100 employers in 2008 and 2010 and one of B.C.'s top 50 annually from 2008 to this year.

"The working environment itself is unique. The work is varied," says Angela Williams, chief operating officer. "Our staff and volunteers can be involved in a variety of work."

She credits CEO Jack Lohman with having

vision, which includes maintaining the museum and archives' world-class reputation.

That joint vision includes maintaining the museum's world-class reputation in a team environment, where researchers, scientists and curators rub shoulders with cashiers, trades people and security officers.

It is the staff, and volunteer commitment that makes the museum and archives the educational, research, historical and scientific resource for visitors from all over the world.

For example, 28,000 students annually visit with museum docents incorporating school curriculum into research and presentations.

B.C. kids get in free year-round through their school programs and free admission is provided annually to anyone from Jan. 2 to 9.

The museum, which attracts about 420,000 visitors a year, is a not-for-profit Crown Corporation that owns its own buildings and land. It leases space for an IMAX and café.

The museum and archives, which is open daily, was located in the east wing of the legislative building but relocated to the current building in 1966.

Royal BC Museum

- **NUMBER OF YEARS IN BUSINESS:** 126
- **LOCATIONS:** Victoria — across from the B.C. legislature and Inner Harbour with some exhibits travelling around the province
- **HEAD OFFICE LOCATION:** 675 Belleville St., Victoria, B.C. V8W 9W2
- **HIRING INCENTIVES:** Solid benefits package with salary range of \$35,000 to \$165,000 for full-time, flexible working hours, excellent morale and good team environment, wide variety of jobs, exposure to arts, culture, research and history
- **POSITIONS EMPLOYED:** Engineering, supply chain and procurement, business development, accounting, information technologies, regulatory management, project management, stakeholder relations, cashiers, scientists, curators, trades, marketing, sales, administrative, security



The Business of Culture

Since 1886 we have shared the richly textured stories of the shaping of BC and the people who call it home.

The people at the Royal BC Museum are committed to acquiring, preserving and providing access to our heritage. Our collections contain artifacts, specimens and documents, like the historic Vancouver Island Treaties, that tell the story of BC. To find out more visit us at royalbcmuseum.bc.ca

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In spite of their original purpose, as sources of rights and title, the treaties now hold the potential for constitutional reconciliation, to inspire us to recognize our diversity of cultural values in a dialogue of mutual respect.

BC Archives MS-772
Vancouver Island Treaties, 1850-1854

St. George's fosters caring, supportive community

For the faculty and staff at St. George's School, an independent boys' school on Vancouver's West Side, their work is all about community.

A university preparatory day and boarding school with 1,100 students from grades 1 to 12, and 240 faculty and staff, St. George's is "not just a workplace, but a community."

"People know one another, care about one another and support one another," says headmaster, Tom Matthews.

The school's core values — empathy, humility, integrity, respect, responsibility and resilience — are lived at every level within the organization.

"There is an expectation that employees will embrace and model those core values, which speak to the essence of why we are such a strong community," says St. George's School director of human resources Karen Potter.

St. George's offers full-time employees extensive benefits, plus Translink subsidies, a subsidized meal program, on-site fitness centre and partnerships with firms providing support for day care and elder care needs.

For employees who take a leave of absence, the school will top up their salary to bring it to 80 to 90 per cent of their regular salary, for up to 15 weeks.

Results from the school's annual employee survey show an 85 per cent satisfaction rate among employees, who rated themselves as "satisfied" or "very satisfied" to work at St. George's.

Another attraction for staff, and for faculty in particular, is the encouragement they receive to try new things.

"Faculty members feel empowered to take some initiative if they want to do something different in the classroom," Potter says, noting that St. George's encourages all staff members,



St. George's School promotes professional development in a caring environment.

not just faculty, to become involved in school activities and interact with the students, including overseeing extracurricular initiatives or acting as a home-room adviser.

St. George's strongly supports and helps fund professional development for its employees. This could involve pursuing a master's degree, attending workshops or conferences or obtaining certification in an area in which an employee is passionate.

The relationship between faculty, staff and students is an important part of the St. George's School community, says Matthews.

"So much of the satisfaction comes from the fact we have a wonderful group of boys who are keen to grow and do their best," he says.

Adds Potter: "It's not only within the school — it's also the community outside the school."

Being involved in charitable organizations has been a part of the school's mantra since its doors opened. In fact, St. George's is the

second largest provider of Christmas hampers in the Lower Mainland, packing and delivering hampers for more than 300 families.

The entire St. George's School community comes together — parents, students, faculty, staff and alumni — to build and deliver the hampers.

"It's an extraordinary undertaking," Matthews says.

Faculty member and senior master Tony Mercer has high praise for St. George's, where he has worked for 37 years. "There is no doubt the best aspect of working at Saints is the kids. They are truly amazing," Mercer says.

"As a teacher, you are valued. Examples that come to mind are: great facilities, ample resources, a reasonable working load and being treated as a professional with opportunities for growth. As importantly, you are part of a supportive community with a wonderful camaraderie amongst the staff."

St. George's School

- **NUMBER OF YEARS IN BUSINESS:** 83
- **NUMBER OF EMPLOYEES:** 240
- **LOCATIONS:** Two campuses close to Pacific Spirit Park, west side of Vancouver
- **HEAD OFFICE LOCATION:** 4175 West 29th Ave., Vancouver, B.C. V6S 1V1
- **HIRING INCENTIVES/BENEFITS:** Referral fees for new hires recommended by existing employees (\$500 gift cards), leave-of-absence top ups, extensive benefits package, transit subsidies, subsidized meal program, on-site fitness centre, day-care and elder-care support
- **POSITIONS EMPLOYED:** Faculty, interns, administrative staff, operations (maintenance/custodian, bus drivers, retail, security, grounds)
- **APPLICATION PROCESS:** Online via www.stgeorges.bc.ca and through national recruitment initiatives for faculty positions and spring job fair for recent graduates or seasoned faculty members



ST. GEORGE'S SCHOOL

Putting People First makes VCH a leading employer

At Vancouver Coastal Health, the slogan, People First, is not a catch phrase from a dusty policy manual stashed on a shelf in the executive offices.

Providing health services is at the core of what they do, but the organization's People First philosophy is not just a mandate for the care of clients, patients and their families. It's also a guide to how staff members should treat each other and themselves.

VCH, selected as one of British Columbia's top employers, provides health-care services, from well-baby clinics to organ transplants, along with teaching and research, and employs well over 13,000 regular staff.

VCH describes People First, "the underpinning for what we do every day," and multi-profession teams throughout the organization develop their own methods to implement it.

For example, on the North Shore, a key undertaking revolves around the 300 care aides, licensed practical nurses and schedulers who make up North Shore Home Support. The aides and nurses visit clients in their homes. These aides can feel isolated and lonely at times because they receive their assignments in emails or phone calls. They don't have to visit an office each day.

"It is really a challenge to work with this group, to acknowledge them, see what they are thinking, see what they would like changed," says Joya Gamache, a registered nurse and clinical educator for home support at the centre.

People First meetings started last February, with 20 home-support workers, Gamache and other staff members to come up with strategies to better engage employees.

The group developed a road map that not only includes helping workers feel more a part of a team, but also promoting professional development with workshops where staff members get to interact and discuss issues such as dementia, fall prevention and



Vancouver Coastal Health teams work collaboratively to make VCH a top employer.

medication management.

The group has set out two additional themes to address next, based on the results of the People First: Safety and Engagement Survey in 2011 and included the Gallup Q12, as well as an additional 12 safety questions.

The team received their results, and chose to work on two of the Gallup questions — "At work, my opinion seems to count," and "In the last six months, someone has talked to me about my progress."

Teams such as Gamache's were able to focus on issues that its members were concerned about and introduce innovative processes that would improve the overall working and patient care environment. The Gallup survey will be administered every two years to monitor progress.

"The People First strategy is really about shaping our culture and what we want to see in our culture," Blaney says. "Improving our culture is about how we achieve our mission, vision and goals."

"It is really about our staff so they can be engaged to provide better services to our patients, their families and the public."



Joya Gamache is a registered nurse and the clinical educator for home support at Vancouver Coastal Health.

"We believe that safety and engagement are linked," says Debbie Blaney, VCH executive director of recruitment services. "If staff isn't engaged, it isn't a part of contributing to a safe environment. If the environment isn't safe, people have a hard time feeling that anybody cares about them. The tools and methods they use to improve safety and engagement can be very different, but we all share the same ideals as a result of participating in the survey."

The survey will be repeated every two years to measure change in the organization.

"Teams were encouraged to look at their survey results and decide if they wanted to focus on the areas where they scored low, or they could choose to work on an area that was important to them, and that would improve the safety of their environment or enhance engagement among the team members," she says.

Vancouver Coastal Health covers 58,560 square kilometres and in a single day sees on average 914 emergency room patients, does 891 home visits and performs more than 60 surgeries.

VCH has been one of British Columbia's top employers since 2009, and was named Best Employer for New Canadians in 2009.

Vancouver Coastal Health

■ **NUMBER OF YEARS IN BUSINESS:** 11 (The B.C. Ministry of Health Services streamlined 52 health regions into five health authorities in 2001)

■ **LOCATIONS:** Richmond, Vancouver and North and West Vancouver, as well as rural communities up the coast, including Whistler, Pemberton, Squamish, Sechelt, Powell River, Bella Bella and Bella Coola

■ **HEAD OFFICE LOCATION:** 11th floor, 601 West Broadway, Vancouver, B.C. V5Z 4C2

■ **HIRING INCENTIVES:** Competitive salary and benefits package, four weeks' vacation after one year, day care at some facilities, transit subsidies, maternity and parental leave top-ups, pension plan, employee and family assistance program

■ **POSITIONS EMPLOYED:** Health-care professionals, from clinical to corporate services, including allied health staff, nurses, physicians, administration/clerical staff, researchers, accountants, human resources personnel and communications



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