



**Hamilton-Niagara's
Top Employers**



CELEBRATING THE BEST PLACES TO WORK

Now entering its eighth year, Hamilton-Niagara's Top Employers is an annual competition organized by the editors of Canada's Top 100 Employers. This special designation recognizes the employers in the Hamilton-Niagara area that lead their industries in offering exceptional places to work.

The editors examined the recruitment histories of more than 75,000 employers across Canada that it tracks for its popular job search site, Eluta.ca. From this initial group, editors invited 12,500 of the fastest-growing employers to apply, plus another 5,000 companies and organizations in industries that they wanted to examine more closely. Employers completed an extensive application process that included a detailed review of their operations and HR practices.

Employers are evaluated using the same eight criteria as the national competition: Physical Workplace; Work Atmosphere & Social; Health, Financial & Family Benefits; Vacation & Time Off; Employee Communications; Performance Management Training & Skills Development; and Community Involvement. Employers are compared to other organizations in their field to determine which offer the most progressive and forward-thinking programs.

AREA WINNERS INCLUDE:

■ **Eaton Industries (Canada company)**

- 1,652 full-time employees
- www.eaton.com

- encourages employees to continue to develop their skills and provides tuition subsidies for courses taken at outside institutions (to \$7,500)
- maternity and parental leave top-up payments (to 100 % of salary for 6 weeks) plus offers flexible work options upon their return

■ **Hamilton Health Sciences Corporations**

- 6,517 full-time employees
- www.hamiltonhealthsciences.ca

- employees can plan securely for life after work through retirement planning assistance, a defined benefit pension plan and health benefits that extend into retirement
- invests in the education of the future generation by managing an academic scholarship program for children of employees who pursue post-secondary education (\$1,000 per child)
- new employees start at three weeks of paid vacation moving to seven for long-serving employees

■ **Horizon Utilities Corporation, Hamilton**

- 398 full-time employees
- www.horizonutilities.com

- helps employees develop their professional skills through a variety of in-house and online training programs, including apprenticeship opportunities, and offers subsidies for tuition and professional accreditation
- depending on their position, employees may take advantage of a variety of working arrangements, including flexible hours, telecommuting and 35-hour work week (with full pay)

■ **IKEA Canada Limited Partnership, Burlington**

- 1,761 full-time employees
- www.ikea.ca

- a pioneering retailer with a focus on sustainable business practices, regularly conducting environmental audits to ensure its stores continue to improve their internal efforts to recycle, reduce waste and save energy
- lets everyone share in the company's success with year-end bonuses available to all employees and encourages them to save for the future with matching RSP contributions

■ **Mohawk College of Applied Arts and Technology**

- 915 full-time employees
- www.mohawkcollege.ca

- new employees start at three weeks of paid vacation moving to six for long-serving employees, and receive additional paid time off

during the winter holiday season

- an educator that is committed to the ongoing development of its employees, offering generous tuition subsidies for courses taken at outside institutions (to \$10,500) as well as a variety of in-house and online training programs including apprenticeship opportunities

■ **Niagara Casinos, Niagara Falls**

- 2,622 full-time employees
- www.fallsviewcasinoresort.com/

- helps employees develop their professional skills through a range of in-house and online training programs, apprenticeship opportunities and offers tuition subsidies for job-related courses
- supports older workers prepare of life after work with retirement planning assistance, phased-in work options and defined contribution pension plan

■ **Roxul Inc., Milton**

- 505 full-time employees
- www.roxul.com

- provides maternity leave top-up payments for employees who are new mothers
- encourages all employees to save for the future with a matching RSP plan or defined contribution pension plan, depending on employee group

■ **Sodexo Canada Ltd., Burlington**

- 5,943 full-time employees
- www.sodexo.ca

- older workers can prepare for life after work with retirement planning assistance, phased-in work options and matching RSP contributions to a defined contribution pension, depending on employee group
- encourages employees to be active their local community by providing paid time off to volunteer with charitable organizations

■ **St. Joseph's Healthcare Hamilton, Hamilton**

- 2,783 full-time employees
- www.stjoes.ca

- recently launched a new Leadership Development program for its directors and physician leaders in partnership with McMaster University's DeGroote School of Business
- helps employees balance their work and personal life with alternative work arrangements, flexible hours, shortened and compressed work week options, telecommuting and reduced summer hours

■ **Stryker Canada Inc., Hamilton**

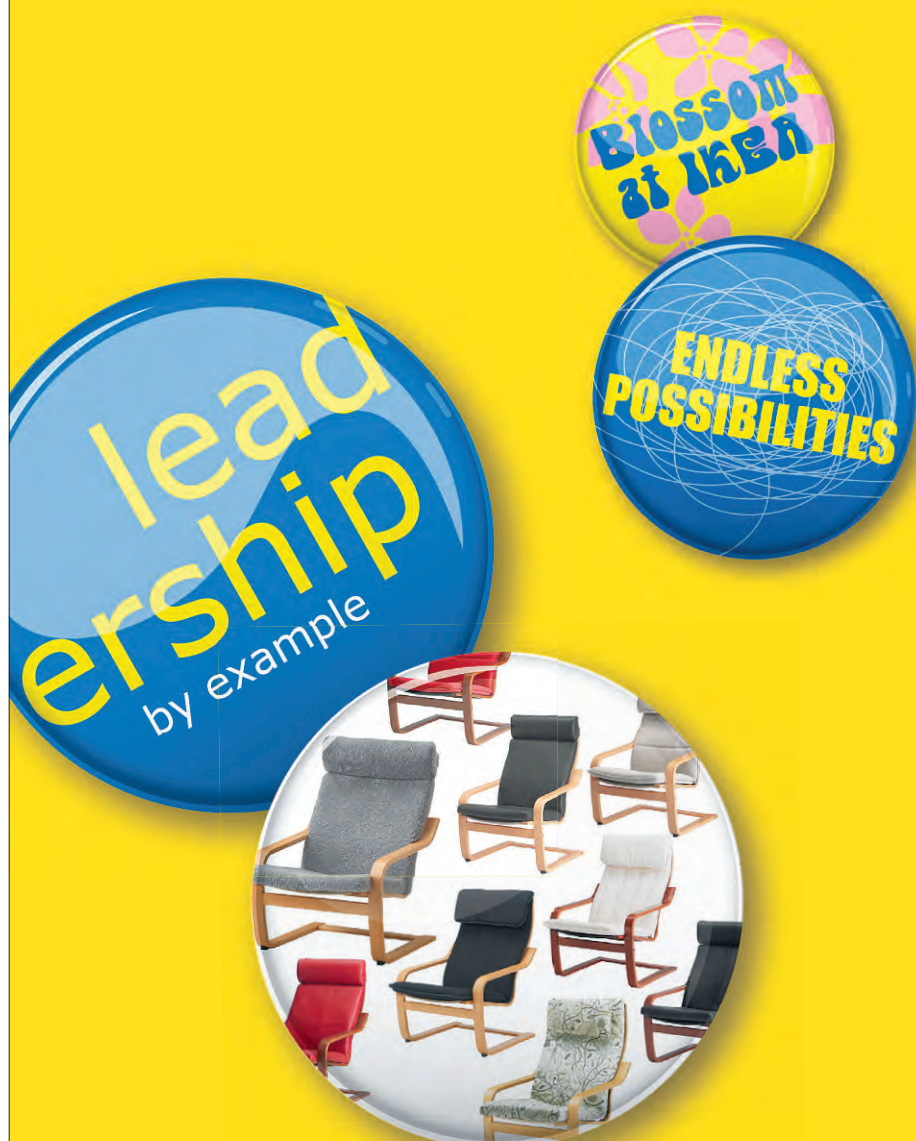
- 216 full-time employees
- www.stryker.com

- students and new grads can gain on-the-job experience through co-op programs, summer student roles and paid internship opportunities
- manages an unique training program that pairs top-performing employees with new employees

TO LEARN MORE: To Apply for 2015: Employers apply for this competition through the Canada's Top 100 Employers application process.

For more information on the Hamilton-Niagara's Top Employers competition, please visit the website at www.canadastop100.com/hamilton

ADVERTISING FEATURE

Hamilton-Niagara's
TOP EMPLOYERS • 2014

We're for careers filled with opportunity!

Being named one of Hamilton-Niagara's Top Employers for 2014 is an honour. In every community we serve, we offer jobs at a diverse and growing company. One with strong values, high goals and a focus on training and development. Jobs that launch careers. It's another example of how we create a better everyday life for everyone. **Visit IKEA.ca/careers**



ADVERTISING FEATURE

Hamilton-Niagara's TOP EMPLOYERS • 2014



Stryker is a global leader in medical technology, with a track record of consistently delivering exceptional results. Our mission is simple - to provide meaningful products and services that help healthcare professionals improve people's lives.

Stryker Canada is very proud to be named one of Hamilton/Niagara's Top 10 Employers for the seventh consecutive year. Our success is the result of the contributions of more than 220 exceptionally talented and committed employees. Their passion and dedication to Stryker and our customers is unmatched, and we thank them for all their efforts.

Stryker is a career destination for engaged, passionate and talented people who seek the innovation, growth and opportunity that only we offer. We provide results-driven people with a place to work where they can truly make a difference. If this describes you and you want to take the next step in your career and join a Top Employer, now is your chance! Visit www.stryker.com/careers to view and apply for our available career opportunities.

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Build your career with Eaton,
and build the power management
solutions that keep the world
moving more efficiently, reliably
and safely.

Eaton is proud to be named
one of Hamilton-Niagara's
Top 10 Employers!



Learn more and apply at www.eaton.com/careers!

Eaton is a global power management company. We help customers manage power, so buildings, airplanes, trucks, cars, machinery and entire businesses can do more while consuming less energy. As an integrated global company, we are unified in our commitment to *powering business worldwide*.

Our products and the employees who design and build them are part of making a difference in the world every day. If you're ready to do something that matters, to do it well and to be encouraged and rewarded for doing it, then Eaton is the place for you. To learn more and apply for open positions, please visit www.eaton.com/careers.

EATON

Powering Business Worldwide

ADVERTISING FEATURE

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TOP EMPLOYERS • 2014**


Voted a Top Employer in the Hamilton Niagara Region and a Top 100 employer in Canada for the past four years consecutively, SJHH attracts committed individuals from the region and abroad who share our vision to deliver the highest quality care experience to those we are privileged to serve.

We would like to take this opportunity to thank the many hardworking, staff, physicians and volunteers who make daily contributions to create an exceptional workplace environment that delivers high-quality, evidence based, compassionate care.

St. Joseph's
Healthcare  **Hamilton**

www.joinstjoes.ca



**Hamilton-Niagara's
Top Employers
2014**

In February 2014, St. Joseph's Healthcare Hamilton will open our brand new facility on our West 5th Campus. There we will positively transform the way we deliver mental health and medical care in our region. Our new facility will integrate inpatient and outpatient services along with community medical services, research and academic partnerships, re-imagining care for the 21st century. If you are a healthcare professional interested in joining our team to work in this dynamic environment, visit us online and apply.



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NIAGARA CASINOS – TOP EMPLOYER!



At Niagara Casinos, we're known for creating incredible gaming and entertainment experiences. How do we do it? We hire *Great People* – people who excel in customer service, people who go above and beyond to exceed expectations, and people who have the know-how to build strong, lasting relationships with customers. We're one of the largest employers in the region and we know the importance of a workplace that allows employees to reach their potential. We encourage ongoing employee development with subsidies for job-related course tuition. We help employees save for retirement with a defined contribution pension plan. We offer unique on-site amenities such as a fitness facility, quiet room, employee lounge, shower facilities for those who bike to work, and many more outstanding programs that make our workplace one of the best!

Four years in a row!

Recognized as a corporate leader, we give back to the community through a variety of civic leadership and charitable initiatives. We've made substantial progress on our organization-wide *Green Initiative* by adopting sustainable business practices to lessen our operational impact on the environment.

Niagara Casinos is a workplace you would be proud to call yours. To learn more, visit niagaracasinosjobs.com and view available career opportunities, as well as our core values – the heart and soul of our workplace culture. This is an exciting chance to learn, grow and develop with a world-class gaming and entertainment organization.



FALLSVIEW
CASINO RESORT



NIAGARACASINOSJOBS.COM