



## Hamilton-Niagara's Top Employers



# CELEBRATING THE BEST PLACES TO WORK

Now entering its ninth 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:

### ■ Adlib Software

- 116 full-time employees
- [www.adlibsoftware.com](http://www.adlibsoftware.com)

- top-up maternity leave to 75% for 17 weeks
- offers RRSP matching at 3%
- offers recognition program
- promotes family – by supporting medical needs
- supports a 37.5 hour work week (includes a one hour lunch) supporting work/life balance
- two lieu days at Christmas, lots of social events
- community events - the ride to conquer cancer and Movember
- health & wellness program, supporting healthy living and work life balance

### ■ ArcelorMittal Dofasco Inc.

- 5,400 full-time employees
- [www.dofasco.arcelormittal.com/](http://www.dofasco.arcelormittal.com/)

- encourages a life of learning through an incredible range of training programs, from a well developed apprenticeship program, tuition subsidies, extensive online and in-house training programs and a formal leadership development program
- the company supports employees nearing retirement through phased-in retirement work options as well as offering a health plan that extends into their retirement years, with no age limit

### ■ Hamilton Health Sciences

- 6,062 full-time employees
- [www.hamiltonhealthsciences.ca](http://www.hamiltonhealthsciences.ca)

- encourages employees to balance work and their personal commitments with flexible work hours, telecommuting, and shortened and compressed work weeks
- invests in ongoing employee development with tuition subsidies for job-related courses (to \$3,000), subsidies for professional accreditation, and financial bonuses for some course completion

### ■ Horizon Utilities Corporation

- 436 highly-skilled employees
- [www.horizonutilities.com](http://www.horizonutilities.com)

- lives by core values and provides excellent employee skills development through in-house and online training programs, apprenticeship opportunities and tuition subsidies for continuous learning and accreditation
- leading edge approach to triple-bottom line sustainability business practices

### ■ IKEA Canada Limited Partnership, Burlington

- 1,634 full-time employees
- [www.ikea.ca](http://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
- provides maternity and parental leave top-up payments to new mothers, fathers, or adoptive parents, and offers the convenience of subsidized onsite daycare for employees working at IKEA's head office

### ■ Mohawk College

- 924 full-time employees
- [www.mohawkcollege.ca](http://www.mohawkcollege.ca)

- provides exceptional maternity and parental leave top-up payments to employees who are new mothers (to 93% of salary for 52 weeks) as well as parental top-up for new fathers and adoptive parents
- new employees start at three weeks of paid vacation allowance, moving to six weeks for long-serving employees, and receive additional paid time off during the winter holiday season

### ■ Niagara Casinos

- 2,530 full-time employees
- [www.fallsviewcasinoresort.com/](http://www.fallsviewcasinoresort.com/)

- helps employees prepare for retirement with a defined contribution pension plan, retirement planning assistance, and phased-in work options
- invests in the long term development of its employees with tuition subsidies for job-related courses (to \$1,500), in-house training programs, including apprenticeship opportunities, and subsidies for professional accreditation

### ■ Sodexo Canada Ltd.

- 5,993 full-time employees
- [www.sodexo.ca](http://www.sodexo.ca)

- invests in the long term development of its employees with subsidies for professional accreditation, generous financial bonuses for some course completion (up to \$10,000), and tuition subsidies for courses taken at outside institutions (up to \$10,000 for Master's level studies)
- manages an international mobility mentorship program to provide employees with an opportunity to explore a career abroad – participants are paired with a mentor and spend a week working in a country of interest

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

- 2,885 full-time employees
- [www.stjoes.ca](http://www.stjoes.ca)

- manages the "Bright Ideas" program to encourage employees to share their ideas on improving patient care, increasing efficiency, or improving their overall experience at work
- helps employees save for the future with contributions to a defined benefit pension plan, and also offers retirement planning assistance for employees who are planning for the long term

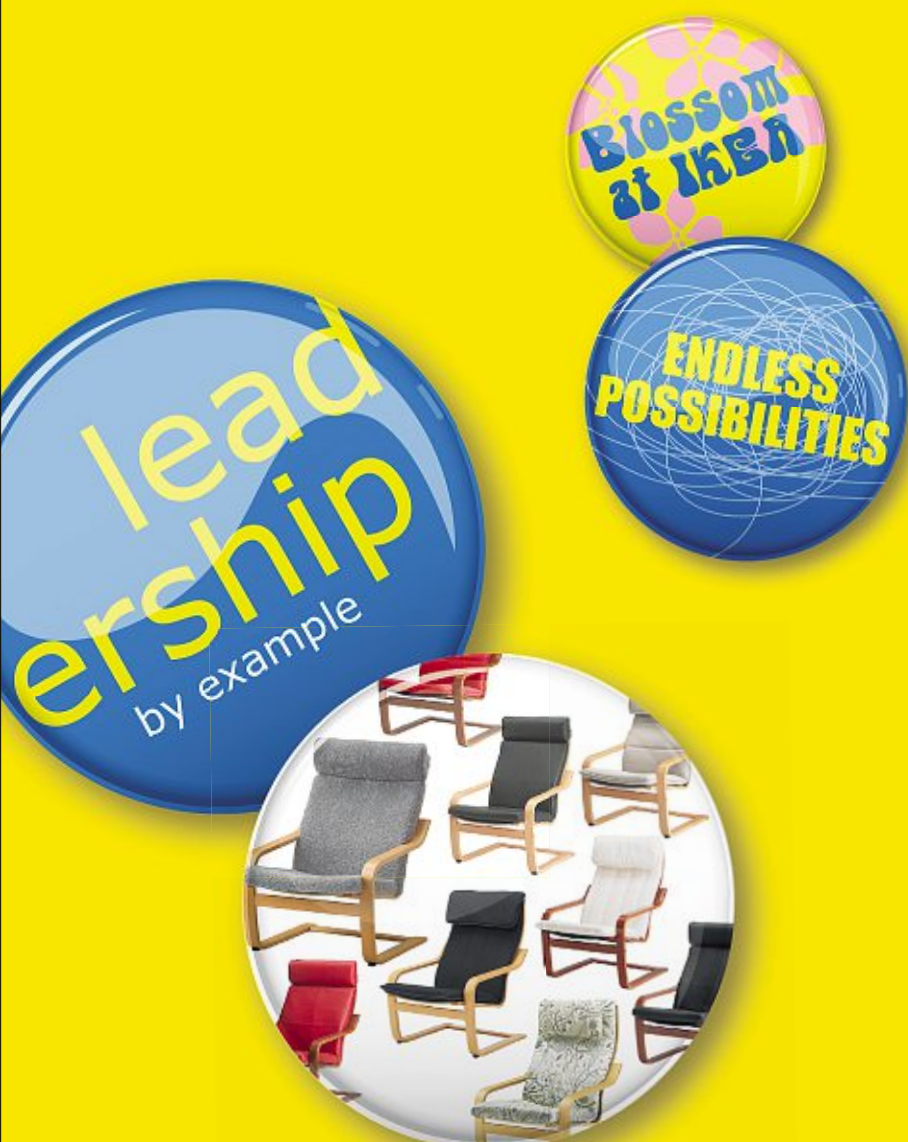
### ■ Stryker Canada Inc., Hamilton

- 219 full-time employees
- [www.stryker.com](http://www.stryker.com)

- helps employees to plan for their after work with retirement planning assistance and matching RSP contributions (to 7% of salary)
- offers a number of additional financial benefits, including a share purchase plan and year-end performance bonuses

**TO LEARN MORE:** To Apply for 2016: 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](http://www.canadastop100.com/hamilton)



# We're for careers filled with opportunity!

Being named one of Hamilton-Niagara's Top Employers for 2015 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](http://IKEA.ca/careers)**





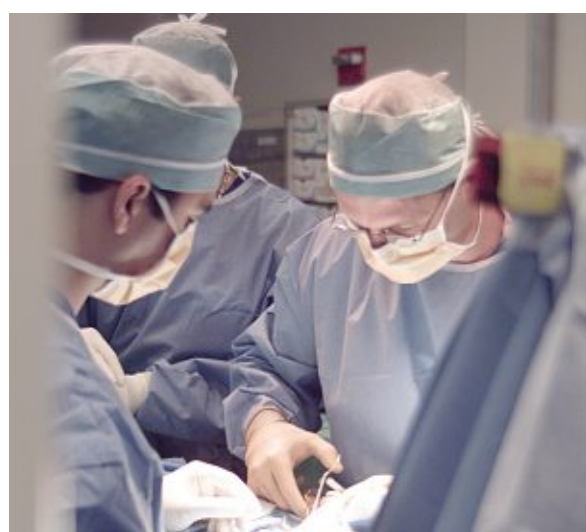
Are you an employer  
that's moving forward  
quickly?



Hamilton-Niagara's  
Top Employers

Apply to next year's  
Hamilton-Niagara's Top Employers  
competition:

[www.CanadasTop100.com/hamilton](http://www.CanadasTop100.com/hamilton)



**stryker®**

Stryker is one of the world's leading medical technology companies and **together with our customers, we are driven to make healthcare better.** We offer diverse array of innovative medical technologies including; reconstructive, medical and surgical, and neurotechnology and spine products to help people lead more active and more satisfying lives.

We are very proud to be named one of Hamilton/Niagara's Top 10 Employers for the seventh consecutive year. Our success can be attributed to the talent and dedication of our more than 220 employees.

Stryker is a career destination for engaged, passionate and talented people who seek the innovation, growth and opportunity that only we offer. We believe in providing 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](http://www.stryker.com/careers) to view and apply for our current career opportunities.

[www.stryker.com](http://www.stryker.com)



**PEOPLE,**  
we grow talent.  
**PERFORMANCE,**  
we deliver.  
**ACCOUNTABILITY,**  
we do what we say.  
**INTEGRITY,**  
we do what's right.



*Congratulations*  
**Adlib** on being  
**SELECTED**  
**AS ONE OF** Hamilton-Niagara's  
**Top Employers!**

HERE'S TO MANY  
MORE YEARS  
OF *Success!*





# WE'RE **GIVING BACK** TO OUR COMMUNITIES



Each year, **our ongoing commitment to sustainability continues to deliver social, environmental and economic benefits** for our customers, shareholders and the communities we serve.

Learn more at [horizonutilities.com](http://horizonutilities.com)

[facebook.com/HorizonUtilities](https://www.facebook.com/HorizonUtilities)

[HorizonLink](#)



**horizon**<sup>®</sup>  
**UTILITIES** Looking beyond...

© Registered trademark of Horizon Holdings Inc.

PHOTO: JEFFREY



PHOTO: JEFFREY

## Our strength is people

Being chosen as one of Canada's Top 100 Employers and also as one of Niagara/Hamilton's Top Employers is a testament to the strength of our people — all 5,400 of them. It is our people that have and will continue to embody the values of our company, truly understand our customers' needs, build relationships with suppliers, develop new technology, imagine new products and build our community's strength. We're not only making steel lighter, stronger and more sustainable, together we're transforming tomorrow.

[dofasco.arcelormittal.com](http://dofasco.arcelormittal.com)

[facebook.com/arcelormittaldofasco](https://www.facebook.com/arcelormittaldofasco)

[twitter.com/ArcelorMittal\\_D](https://twitter.com/ArcelorMittal_D)



  
**ArcelorMittal**  
DOFASCO | HAMILTON



# Niagara Casinos – Top Employer five years in a row!



## We've got another **winning hand!**

At Niagara Casinos, our **Great People** live and breathe customer service; creating remarkable gaming and entertainment experiences that build repeat business. That's why we provide an outstanding workplace for our employees. How do we make it happen? In a variety of ways; for example, the well-being of our staff is an important focus and we encourage a healthy lifestyle by providing an on-site fitness facility, wellness programs, a comprehensive benefits package, and nutritious meal options.

We prepare employees for their financial future by providing a defined contribution pension plan along with seminars and resources about retirement planning, money and debt management. Employee recognition is also widely promoted through a variety of programs, celebrations and events – we believe in showing appreciation for remarkable work!

We help our employees reach their potential by providing opportunities for personal development. Our in-house training programs and subsidies for job-related course tuition provide valuable opportunities for learning and skill-building.

We advocate giving back to the community – and we give more than just financial support. Our employees work as one team to help improve our communities by donating their time to organizing events and campaigns year-round. We also make a continuous effort to lessen our operational impact on the environment. Our *Green Team* leads the charge by continuously evaluating our resources and by implementing sustainable, earth-friendly practices.

Niagara Casinos is much more than a place of employment – it's a place where **Great People** come to make a difference. Applying for a position in our organization means you're applying for the chance to build a better future.

Visit **niagaracasinosjobs.com** if you are interested in working for a company that cares. Now is your chance – we hope you take it.



**FALLSVIEW**  
 CASINO RESORT



niagaracasinosjobs.com



**Cassandra Hudyma**  
 Registered Nurse, Intensive Care  
 Juravinski Hospital & Cancer Centre

“I enjoy working here because every day I have the opportunity to help someone get through one of the most difficult times of their lives with grace and dignity.”

The expertise, compassion and commitment of Hamilton Health Sciences employees makes a difference in the lives of thousands of individuals every single day.

We've made significant investments in creating a work environment that supports our ability to provide high quality care and service. These investments include:

- A comprehensive benefits program
- Employee wellness centres with classes & workshops
- A subsidized mindfulness meditation program
- Quality improvement councils led by frontline staff who help carve new pathways to better patient care
- Workload management initiatives to ensure we have the time & resources we need to do our best work

Together, we're moving toward our vision of providing the **best care for all.**

We welcome your commitment to health care in our community. To learn about current career opportunities at Hamilton Health Sciences, visit [hhsc.ca/careers](http://hhsc.ca/careers).



**Hamilton  
 Health  
 Sciences**