

# Nova Scotia's



# TOP EMPLOYERS

# 2012



Special Advertising Feature





# Nova Scotia's Top 15 Employers 2012

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

Employers are evaluated by the editors of Canada's Top 100 Employers using the same eight criteria as the national competition:

(1) Physical Workplace; (2) Work Atmosphere & Social; (3) Health, Financial & Family Benefits; (4) Vacation & Time Off; (5) Employee Communications; (6) Performance Management; (7) Training & Skills Development; and (8) Community Involvement. Employers are compared to other organizations in their field to determine which offers the most progressive and forward-thinking programs.

## Admiral Insurance Services Inc.

*Admiral Insurance Services Inc. provides automobile insurance products and services. Halifax NS - supports employees who are new mothers with maternity and parental leave top-up payments (to 100% of salary for 20 weeks) and parental leave top-up for new fathers or adoptive parents (to 100% of salary for 14 weeks)*

- encourages ongoing employee development with tuition subsidies for courses taken at outside institutions, in-house and online training, subsidies for professional accreditation and a formal mentoring program
- helps employees to save for retirement with contributions to a defined benefit pension plan (to 5% of salary)
- lets everyone share in the company's success with a share purchase plan that is available to all, and offers a variety of great financial rewards including referral and year-end bonuses

## Annapolis Valley District Health Authority

*Annapolis Valley District Health Authority provides health and wellness services to the counties of Kings and Annapolis through five hospital and health centre sites throughout the district.*

- invests in ongoing employee development with tuition subsidies for courses taken at outside institutions, subsidies for professional accreditation and a variety of in-house and online training programs
- supports employees who are new mothers with maternity-leave top-up payments (to 93% of salary for 15 weeks) as well as a variety of flexible work arrangements for when they are ready to return to work
- also provides parental leave top-up payments to employees who are new fathers or adoptive parents (to 93% of salary for 10 weeks)
- helps employees prepare for life after work with retirement planning assistance, generous contributions to a defined benefit pension plan and health benefit coverage that extends to retirees

## Capital District Health Authority

*(CDHA) provides health services to residents in the Halifax Regional Municipality and western Hants County. Halifax NS - offers employees access to unique onsite amenities including a fully-equipped fitness facility with subsidized membership, lounge, quiet room for meditation and reflection, cafeteria with healthy menus, and nap room for employees who need a quick break during the day*

- supports employees who are mothers with maternity leave top-up payments (to 93% of salary for 17 weeks) and parental leave top-up payments to new fathers and adoptive parents (to 93% of salary for 10 weeks)
- also partners with Kids & Company to help provide new parents with the peace-of-mind that comes with securing daycare within a shorter notice period
- encourages ongoing employee development through formal mentoring, in-house apprenticeship and skilled trades opportunities, leadership training and a range of in-house and online training programs
- helps older workers prepare for life after work with retirement planning assistance, contributions to a defined benefit pension plan, and health benefit coverage that extends into retirement

## CBCL Limited

*Founded in 1952, CBCL Limited is an employee-owned consulting engineering firm that operates in Atlantic Canada. Halifax NS - offers great financial benefits including signing bonuses for some employees, profit-sharing available to all employees and generous contributions to a defined benefit pension plan*

- invests in ongoing employee development with tuition subsidies for job-related courses, in-house training programs, subsidies for professional accreditation and career planning services
- encourages employee volunteerism by providing paid time off for employees to volunteer at their favourite charitable organization
- provides compassionate leave top-up payments to employees who are called upon to care for a loved one (to 100% of salary for 1 week)

## Cape Breton District Health Authority

*The Cape Breton District Health Authority provides acute care, continuing care, programs and services through hospitals, clinics and continuing care facilities located across Cape Breton County, Northern and Central Inverness County and Victoria County.*

- invests in ongoing employee development with generous tuition subsidies for job-related courses (to \$5,000), financial bonuses for some course completion and in-house and online training programs
- supports employees who are new mothers with maternity leave top-up payments (to 93% of salary for 15 weeks) as well as extended health benefit coverage during their leave
- also pays parental leave top-up to employees who are new fathers or adoptive parents (to 93% of salary for 10 weeks)
- helps employees save for life after work with generous contributions to a defined benefit pension plan and offers retirement planning assistance and phased-in work options to help employees transition out of the workforce





# Nova Scotia's Top 15 Employers 2012

## Dalhousie University

*Dalhousie University is a leading post-secondary academic institution serving over 16,500 full- and part-time students. Halifax NS - offers a great financial benefit, along with encouraging ongoing development, for free tuition for employees (up to two credits each year) and generous tuition subsidies for employees' immediate family members*

- helps new mothers and fathers (including adoptive parents) with maternity and parental leave top-up payments, with the amount dependent upon employee group and length of service
- offers a great work location in one of the country's leading university campuses, situated on 79 acres of landscaped grounds located within walking distance to the Northwest Arm, historic downtown Halifax and a wide selection of restaurants and shops
- encourages employees and retirees (along with their spouses) to stay healthy with subsidized memberships to the Dalplex fitness centre, which includes a fully-equipped gymnasium, swimming, racquetball and squash and instructor-led fitness classes
- for employees nearing retirement, the University offers phased-in retirement work options along with the stability of a defined benefit pension plan

## High Liner Foods Inc.

*High Liner Foods Inc. processes and markets value-added frozen seafood products, including the popular High Liner, Fisher Boy, Mirabel, and Sea Cuisine, Royal Sea, FPI and Viking brands. Lunenburg NS - helps older employees prepare for life after work with contributions to a defined contribution pension plan, retirement planning workshops and phased-in work options that allow employees to gradually leave the workforce*

- supports the ongoing skills development of employees with subsidies for tuition and professional accreditation, in-house and online training programs, and in-house apprenticeship and skilled trades opportunities
- also manages an academic scholarship award program for children of employees who pursue post-secondary education (six annual scholarships to \$2,400)
- provides maternity and parental leave top-up payments to employees who are new mothers, fathers, or adoptive parents (to 95% of salary for 12 weeks)
- and helps employees balance their work and personal life with a range of alternative work arrangements including flexible hours, telecommuting and reduced summer hours

## IMP Group Limited

*IMP Group Limited is a privately owned group of companies operating in an impressive range of industry areas, including: aerospace, aviation, airline, healthcare, industrial marine, information technology, hospitality and property development. Halifax NS - helps employees balance work and their personal life with a variety of alternative work arrangements including flexible hours, telecommuting and shortened and compressed work week options*

- invests in ongoing employee development with tuition subsidies for courses taken at outside institutions and subsidies for professional accreditation
- also manages an academic scholarship program for children of employees who pursue post-secondary education (to \$1,500 per child)
- helps employees save for retirement through a defined contribution pension plan, with matching employer contributions of up to 5% of salary

## Keane, Inc.

*Keane, Inc., a subsidiary of Boston-based Keane Incorporated, is a leading information technology firm that provides application, infrastructure and business process outsourcing services.*

- also manages an academic scholarship program for children of employees who pursue post-secondary education (to \$5,000 per child)
- prepares employees for life after work with retirement planning assistance, contributions to a matching RSP plan and phased-in work options, allowing them to gradually transition out of the workforce
- helps employees balance work and their personal life through a variety of alternative work arrangements including flexible hours, telecommuting and shortened and compressed work week options

## Jazz Aviation LP

*Jazz Aviation LP is a wholly-owned subsidiary of Air Canada and one of the largest regional airlines in the world. Enfield NS - unique head office that features a variety of onsite amenities including a fully-equipped fitness facility with subsidized membership, employee lounge, cafeteria (with healthy and special diet menus) and nap room for employees who need a quick rest during a busy day*

- lets everyone share in the company's success with profit-sharing and share purchase plans available to all employees
- encourages ongoing employee development through tuition subsidies for job-related courses, in-house apprenticeship opportunities, in-house and online training programs and subsidies for professional accreditation
- also manages an academic scholarship program for children of employees who pursue post-secondary education (to \$1,000 per child)
- helps employees balance work and their personal life with a range of alternative work arrangements including flexible hours, telecommuting, a formal earned days-off program and shortened and compressed work week options





# Nova Scotia's Top 15 Employers 2012

## Trihedral Engineering Limited

*Trihedral Engineering Limited develops proprietary monitoring and control software applications used in a variety of industrial applications, including water and wastewater treatment, oil and gas, manufacturing, power generation, broadcasting, food and beverage, marine, flood control, and airport baggage handling applications. Bedford NS - is a professional engineering firm that offers a relaxed work environment, allowing employees to listen to music while working and bring their pets to work when needed*

- lets everyone share in the company's success with a share purchase plan that is available to all employees
- encourages ongoing employee development with tuition subsidies for job-related courses, in-house training programs and subsidies for professional accreditation
- in addition to personal paid days-off, new employees start a three weeks of paid vacation allowance
- a small employer that offers a health plan that provides full coverage to employees' family members as well as year-end performance bonuses and a share purchase plan

## Ultra Electronics Maritime Systems

*a division of Ultra Electronics Canada Defence Inc., is a defense electronics manufacturer. Dartmouth NS - lets everyone share in the company's success with profit-sharing and a share purchase plan available to all employees*

- supports employees who are new mothers, fathers and adoptive parents with parental leave top-up payments (to 100% of salary for 2 weeks) and also offers adoptive parents subsidies to help cover the cost of adoption (to \$2,000 per child)
- encourages ongoing employee development through tuition subsidies for job-related courses, online training programs and subsidies for professional accreditation
- also manages an academic scholarship program for children of employees who pursue post-secondary education (to \$1,500 per child)
- helps employees prepare for life after work with retirement planning assistance and contributions to a matching RSP plan (to 2.5% of salary)



## SportsDirect Inc.

*SportsDirect Inc. is unique online media company that provides sports statistics, news, photography, sports fantasy promotional contests, as well as supporting software, online marketing and advertising products, serving over 250 sports subscription based customers that include newspapers, provincial lotteries, gaming sites and digital sign companies.*

- encourages ongoing employee development with tuition subsidies for job-related courses as well as subsidies for professional accreditation
- offers great financial rewards including signing bonuses for some, bonuses for employees who refer a candidate that is successfully hired by the company (to \$1,000) and year-end bonuses available to all
- also lets everyone share in the company's success with a share purchase plan for all employees

## College of Physicians and Surgeons of Nova Scotia

*The College of Physicians and Surgeons of Nova Scotia is the self-regulating body for the province's medical profession. Halifax NS - provides new mothers with parental leave top-up payments of 80% for up to 17 weeks of their leave*

- offers three weeks of paid vacation to start, in addition to a one-week shutdown period during the Christmas holiday
- help employees balance their working and personal lives with a number of alternative working options, including an earned days-off program
- supports ongoing education and training through a variety of in-house education programs and tuition subsidies for courses at outside institutions





## Introducing One Of Nova Scotia's Top Employers

# 2012

# Annapolis Valley Health offers a new model for health care

By **Charles Myhill**  
Special Features Writer

Annapolis Valley Health (AVH), as is the case with district health care providers throughout the world, is responding to the challenges of meeting increasing demand for health services in the face of escalating costs and shrinking budget allocations.

AVH provides health care services to Kings and Annapolis counties through two hospitals and three health centres. It employs 1,600 to 1,700 people, in addition to 150 physicians. Some 1,000 volunteers also provide invaluable service.

President Janet Knox says by reaching out to partners in the community, and within the health care system, AVH

is successfully broadening the traditional model of caring for illness by working to improve the overall health profile of the community.

"It's hard to achieve optimum health when you're battling chronic illness. We are partnering with other agencies such as schools, police, and community groups to address issues and provide support in new and more patient and family-centered ways," she says. "In the process we're helping to build healthier, safer communities. Under an 'illness care' model we may have played a small reactive role in their overall health picture. But today we are partnering with the police to break down the economic and social barriers to health among people living with mental illness. In the process we're helping to build healthier, safer communities."

It is also important that AVH itself models a healthy environment. Workplace initiatives encourage staff, physicians and volunteers to be as healthy as they can. Knox says the cornerstone of AVH leadership philosophy is ensuring everyone knows they play an important and necessary role in the workplace. AVH statement of leadership principles and practices include:

Developing people and the organization by building capacity and resilience to be able to adapt, change, prosper and grow.

Supporting the growth of leaders in developing credible relationships based on a set of values such as being honest, forward looking, competent, inspiring and innovative.

"In AVH we lead by example, build on past learning and envision the future. We inspire each other to take actions



Annapolis Valley Health provides support in new, patient and family-centered ways.

*Contributed*

aligned with our vision, mission and values," Knox says.

She adds that the executive management team began developing a framework to enable others to realize their potential to lead. In addition AVH has developed workshops and interdisciplinary teams to bring employees together to find ways serve to the community better.

The organization has adopted the Kouzes and Posners Leadership model, which is based on the belief that leadership is not about a certain personality, but about behaviour. This philosophy has been integrated into their mentor-

ship program and their professional, performance and learning programs.

AVH plans to continue building and strengthening its partnerships to foster better support and coordinated care for the Annapolis Valley community.

"Our focus must be on changing the picture of health in our community. This requires constant thinking about how we support necessary change," Knox says. "We will continue our journey of carrying out a holistic approach to caring for individuals, families and communities. I think it is in our interest to connect with the communities we serve, because that is where health happens."



Annapolis Valley Health develops people and the organization by building capacity and resilience.

*Contributed*



health careers



avdha.nshealth.ca

**AVH**  
Annapolis Valley Health



## Introducing One Of Nova Scotia's Top Employers

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# YOU'RE GREAT! SO, TAKE A DAY OFF, ON US!

**To all our employees:** Thanks for making us one of Nova Scotia's Top Employers. We couldn't have done it without you! And yes, we really mean it about giving you a day off. We'll see you all at work on Monday to tell you more and to celebrate our success.

In the highly competitive defence marketplace, our dedicated employees enable us to create cost-effective, innovative surveillance and communications solutions that are globally renowned.

Developed in Nova Scotia, our industry-leading technologies have been selected for use by numerous first tier militaries including those of the United States, United Kingdom, Australia and the Netherlands. Our products continue to be improved with an ever-present goal of providing our service personnel with the best available equipment when they are sent in harm's way.

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Innovation and creativity are really important to us - it's how we stay ahead of the game. To do this, we need to attract, engage and retain the most intelligent and driven people.

***That's why having a great place to work is at the centre of everything we do.***

You can expect engaging and challenging work, enjoy strong links to the local community through charitable fundraising and a great relationship with academia.

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## Introducing One Of Nova Scotia's Top Employers

# 2012

# Trihedral employees find the right life/work balance

By **Carol Dobson**  
Special Features Writer

**E**specially on a sunny morning, life is good for Lynne Erickson, the controller at Trihedral Engineering. She's sitting in her office, looking out at the ever-changing vista of the Bedford Basin, enjoying a fresh brewed cup of her favourite coffee, and enjoying working for one of the province's top employers of 2011.

"This is the sixth time we've won the award," she says.

Trihedral is a software and engineering company that basically specializes in monitoring and control of industrial systems. It has its headquarters in Bedford, and branch offices in Aberdeen, Scotland and Orlando, Florida.

"We specialize in Human Machine Interface (HMI) software for industrial equipment," she says. "Basically, it controls machinery on a plant floor and collects process data in a central location. This is highly customized, very technical software. An example would be an application that tells the operator on their computer screen whether the flow of water going through a section of pipe is flowing at a high rate or a low one."

She says the atmosphere at the company is invigorated by the way everyone works together.

"We don't have the engineers on one floor, the software developers on another, and the marketing on a third. Everyone works together, so you get creativity flowing. Because everyone comes from a different direction, you will hear a lot



Staff at Trihedral Engineering enjoy a barbecue on a sunny day.

*Contributed*



Some birthday nerfing helps keep the mood light.

*Contributed*

of 'I didn't think of that' when they're trying to solve a problem."

Work-life balance is important at Trihedral. Little amenities, such as a great coffee, a pool table, and a cold beverage fridge, along with offices with windows overlooking the Basin, make a difference.

Family members, both two and four-legged, are welcome.

"We realize that there are times when the sitter is unavailable and you have to bring your child in," Erickson says. "We're flexible because we all know these things happen."

Dogs are also allowed, and, providing

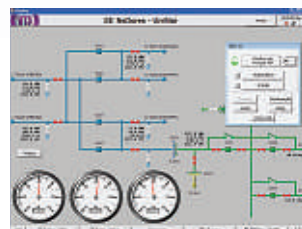
you're not allergic, what can be better, when you're in the middle of an intense project, to take a few minutes to enjoy the love only a dog can give — an instantaneous stress buster.

"The company is a marvellous mix of extremely talented and motivated people," she says. "Personalities click with one another, and the culture we have ensures that everyone really enjoys what they're doing."

And, on a sunny November afternoon, when the temperatures are at mid-September levels, Erickson says the staff is getting ready for yet another barbecue, probably the last of the season.

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## Introducing One Of Nova Scotia's Top Employers

# 2012

# High Liner Foods takes the high road with employees

By **Carol Dobson**  
Special Features Writer

Employees at one of Nova Scotia's most distinguished companies are walking around with smiles on their faces this year. For the second year in a row, High Liner Foods has been named one of the top employers in Nova Scotia and, for the first time, has been recognized as one of the nation's top 100 employers.

They've achieved these honours in the true Maritime way — by being good stewards of their resources, supporters of their community, and by caring about their people.

"We are committed to our employees," Joanne Brown, the Vice President of Human Resources, says. "We are an employer that provides opportunities for our employees to grow".

One of the latest initiatives for its employees has been the 'Seafood Savvy'



High Liner Foods CEO, Henry Demone.

Marvin Moore Photography

program. It's a two and a-half day program that gives participants an insight into all aspects of the company's operations, from the moment the fish is purchased until it ends up on the supermarket shelf.

"Initially the focus has been on employees with 10 years of service or less," Brown says. "Our plan is to involve new employees in this program at an early stage because it will provide them with insights that would otherwise take them a while to learn."

High Liner is committed to sustainable practices by increasing the amount of products that are certified sustainable, reducing packaging and food waste, and lowering energy and water consumption across the company. The company has a corporate sustainability council that has representatives from



High Liner employees are introduced to all aspects of the company's operations.

Contributed

both Canada and the United States that is led by Bill DiMento, the company's Corporate Director of Sustainability. He answers directly to High Liner's President and CEO, Henry Demone, in this position.

"We were the primary sponsor of the 2011 Seafood Summit in Vancouver," Susan Rousell, the Manager, Employee Programs and Retention Strategy, said. "This is an annual conference that focuses on making the fishing industry environmentally, socially and econom-

ically sustainable. We were proud to be a sponsor."

Rousell says the company is continuing to grow and that employees are encouraged to see that this growth means new and exciting opportunities for them to develop personally.

"Our CEO, Henry Demone, has ensured that our culture is maintained as the company continues to grow," Brown said. "We have great products, and it's an exciting time to be working at High Liner right now."



Kayaking — great exercise and an exercise in HR team-building.

Contributed



**High Liner Foods is honoured to be recognized  
as one of Canada's Top 100 Employers  
and Nova Scotia's Top Employers for 2012.**







At High Liner, we pride ourselves on providing quality, innovation and great tasting seafood products. It takes a team of employees coast-to-coast to bring our consumers exciting products that meet our high standards for quality.



**Canada's Top 100 Employers 2012**

Canadian Product Development Team