



The Nova Scotia's Top Employer's list was selected from applicants to the national Canada's Top 100 Employers competition. To develop this year's list, editors at MediCorp Canada Inc. examined the recruitment histories of over 75,000 employers across Canada that it tracks for its popular job search site, Eluta.ca. From this initial group, MediCorp 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. Over 3,250 employers started this year's application process nationally. The final applicant pool was up 3.7% over last year's total, which was also a record.

MediCorp editors graded each of the applicants on eight key areas: (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. These criteria have remained consistent since the inception of the national competition, now in its 14th year. MediCorp editors also publish detailed reasons explaining why each of the winning employers was selected on their job search site, Eluta.ca, where they can be read free of charge.

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.

Kentville, NS

- older workers can plan securely for the future through a defined benefit pension plan, retirement planning assistance and health benefits that extend to retirees
- provides maternity and parental leave top-up payments to employees who are new mothers, fathers or adoptive parents, and offers an option to extend their leave into an unpaid leave of absence
- encourages employees to maintain work-life balance through a variety of alternative work arrangements including flexible hours, shortened and compressed work weeks, telecommuting and reduced summer hours
- employees can also schedule additional time off through a formal earned days-off program and even receive personal paid days off, which can be used throughout the year
- hosts a number of social events throughout the year including an employee soccer tournament and curling bonspiel

Bell Aliant Inc.

Bell Aliant Inc. is one of North America's largest regional communications companies, providing information, communication and technology services including voice, data, Internet, video and value-added business solutions to customers in six provinces.

Halifax, NS

- new employees start at three weeks of paid vacation allowance to start, moving to six weeks for long serving employees
- employees can plan securely for the future with retirement planning assistance, a defined contribution pension plan and health benefits that extend to retirees, with no age limit
- helps employees balance work and their personal lives through alternative work arrangements including flexible hours, telecommuting and shortened and compressed work weeks
- provides maternity and parental leave top-up payments to employees who are new mothers (to 75% of salary for 27 weeks) and also offers parental top-up for new fathers or adoptive parents (to 75% of salary for 25 weeks)
- cultivates an ownership culture through a share purchase plan that is available to all employees, and also offers signing and year-end bonuses to some employees
- along with supporting a number of local charitable initiatives, the company sponsors a pioneer volunteers network which counts over 7,100 members composed of current and former employees who volunteer in various communities across Atlantic Canada

Cape Breton District Health Authority / CBDHA

Cape Breton District Health Authority provides primary, secondary and tertiary care through eight hospital locations across Cape Breton Island.

Sydney, NS

- supports employees who are new moms with maternity leave top-up payments (to 93% of salary for 15 weeks) as well as extended health benefits coverage during their leave and provides parental leave top-up to employees who are new fathers or adoptive parents, to 93% of salary for 10 weeks
- helps employees save for the future with generous contributions to a defined benefit pension plan
- encourages employees to achieve work-life balance through alternative work options including flexible hours, telecommuting and reduced summer hours
- invests in ongoing employee education with tuition subsidies for job-related courses (to \$5,000) and a variety of in-house and online training programs
- also offers young talent opportunities to gain on-the-job experience through paid internships, co-op programs and summer student positions
- supports workforce diversity through cultural competency training and maintains a pride-focused employee resource group

CBCL Limited

CBCL Limited is an employee-owned consulting engineering firm that operates in Atlantic Canada.

Halifax, NS

- supports a number of local, national and international charitable organizations each year and encourages employees to be active members of the community by providing paid time off to volunteer
- helps employees develop their professional skills through a variety of in-house and online training programs, and also provides tuition subsidies for job-related courses
- provides great financial benefits including signing bonuses for some employees, year-end bonuses for all and referral bonuses for employees who refer a candidate that is successfully hired by the organization
- encourages employees to save for retirement through contributions to a defined contribution pension plan
- offers compassionate leave top-up payments to employees who are called upon to care for a loved one (to 100% of salary for 1 week)
- hosts a number of social events throughout the year including an employee golf tournament, after work socials, and a lunchtime pizza event with prize draws

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 work location in one of the country's leading university campuses, situated on 79 acres of landscaped grounds

located within walking distance to historic downtown Halifax and a wide selection of restaurants and shops

- 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
- encourages ongoing employee development with free tuition for employees (up to two credits each year) and generous tuition subsidies for employees' immediate family members
- 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
- offers phased-in retirement work options along with the stability of a defined benefit pension plan as well as a health benefits plan that extends into their retirement, with no age limit
- retired employees can also stay active through the Association of Dalhousie Retirees and Pensioners (ADRP), which organizes social events and represents retiree interests on the University's pension and benefits committees

Efficiency Nova Scotia Corporation

Efficiency Nova Scotia Corporation is an independent non-profit organization that promotes energy conservation.

Dartmouth, NS

- encourages all employees to save for the future with contributions to a defined contribution pension plan (to 3% of salary)
- new employees start at three weeks of paid vacation allowance and can take advantage of flexible work hours as well as a telecommuting option
- helps employees develop their professional skills through in-house and online training programs, and offers tuition subsidies for job-related courses (to \$2,500)
- hosts a number of social events throughout the year including an employee pool tournament, and a Summer Family Day

Health Association Nova Scotia

Health Association Nova Scotia is an association of health and community services organizations.

Bedford, NS

- provides maternity leave top-up payments to employees who are new mothers (to 93% of salary for 15 weeks)
- and also offers a variety of flexible work arrangements to help them transition to their new roles, including a telecommuting option, shortened and compressed work weeks and reduced summer hours
- encourages ongoing employee education with subsidies for tuition and professional accreditation, and even rewards some course completion with financial bonuses
- new employees start at three weeks of paid vacation allowance and can schedule additional time off with paid personal days off
- head office employees can break from work in the fully-equipped employee lounge, complete with fireplace, video games, pool table, foosball, table hockey, table tennis and board games



IMP Group Limited

IMP Group Limited is a privately owned group of companies operating in a range of industries, including: aerospace, aviation, airline, health care, industrial marine, information technology, hospitality and property development.

Halifax, NS

- encourages all employees to save for retirement with a defined contribution pension plan or matching RSP contributions, depending on employee group
- supports work-life balance through a variety of alternative work arrangements including flexible hours, telecommuting, shortened work weeks and reduced summer hours
- helps employees develop their professional skills through formal mentoring and a variety of in-house and online training programs, including apprenticeship opportunities
- also invests in the education of the future generation and manages an academic scholarship program for children of employees who pursue post-secondary studies (to \$1,500 per child)
- the company-subsidized social committee organizes a number of events throughout the year such as a nacho day and ice cream social at its Cascade Aerospace division, in addition to an annual barbecue at its Innotech-Execaire Montreal facility
- hosts an annual gala to recognize outstanding employee contributions, including an award that recognizes outstanding performance (to \$1,000)

Jazz Aviation LP

Jazz Aviation LP is a regional airline serving over 80 destination across Canada and in the United States.

Enfield, NS

- cultivates an ownership culture amongst employees through a share purchase plan that is available to everyone
- supports ongoing employee education with tuition subsidies for job-related courses (to \$3,000) and a variety of in-house and online training programs, including apprenticeship opportunities
- also invests in the education of the future generation and manages an academic scholarship program for children of employees who pursue post-secondary studies (to \$1,000 per child)
- helps employees save for the future with contributions to a defined benefit or contribution pension plan, depending on their position
- encourages employees to be active members of their local communities by providing paid time off to volunteer with charitable organizations"

Miller Tirecraft

Miller Tirecraft is a wholesaler and retailer of tire products and automotive services.

Dartmouth, NS

- supports older workers as they prepare for the next stage of their life with retirement planning assistance and contributions to a matching RSP plan
- offers great financial benefits, including signing and year-end bonuses for some employees, referral bonuses, and a profit-sharing plan, which is available to all employees
- encourages employees to maintain healthy, active life styles with employee sports teams and a health club subsidy to help cover the costs of gym membership
- helps cultivate high potential employees through formal mentoring and a leadership training program

- also provides tuition subsidies for job-related courses as well as a variety of in-house and online training programs, including apprenticeship opportunities
- hosts a number of social events throughout the year including employee ice or ice hockey tournaments and a number of summer employee appreciation events

Northwoodcare Group Incorporated

Northwoodcare Group Incorporated is a long term care, independent living and community outreach organization.

Halifax, NS

- helps young job seekers gain on-the-job experience through co-op programs, summer student roles and paid internship opportunities
- also encourages employees to continue their professional development with formal mentoring, a variety of in-house and online training programs and leadership training for high potential individuals
- supports older workers as they prepare for retirement with phased-in work options and contributions to a defined benefit or defined contribution pension plan, depending on employee group
- an active member of the community, the organization and its employees support a variety of local, national and international charitable initiatives each year

NTT Data Canada, Inc.

NTT Data Canada, Inc., formerly Keane, Inc., is a leading information technology firm that provides application, infrastructure and business process outsourcing services.

Halifax NS

- supports employees who are trying to start a family with a subsidy for in vitro fertilization, when needed, and also offers support to adoptive parents through a subsidy to help cover the costs of adoption
- provides generous referral bonuses as an incentive for employees to help recruit friends, to \$5,000 for candidates that are successfully hired by the organization
- helps older workers plan securely for the future with retirement planning assistance and employer contributions to a matching RSP plan
- encourages employees to maintain healthy, active lifestyles with employee-led sports teams and a health club subsidy to help cover the costs of gym membership
- invests in ongoing employee development with a range of in-house and online training programs, formal mentoring and tuition subsidies for courses taken at outside institutions (to \$5,250)
- hosts a number of social events throughout the year including private company movie viewings of recent blockbusters, summer barbecues, and an annual harbour cruise

PolyCello

Established in 1956, PolyCello is a provider of packaging services for brands in the frozen food, pet food, tissue, lawn and garden, and food service industries.

Amherst NS

- lets everyone share in the company's success through a profit-sharing plan available to all employees
- supports ongoing employee education with tuition subsidies for job-related courses, and also provides subsidies for professional accreditation

- even invests in the education of the next generation and manages an academic scholarship program for children of employees who pursue post-secondary studies, to \$2,500 per child
- encourages all employees to save for the future with contributions to a defined benefit or defined contribution pension plan, depending on employee group

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 services and products, serving over 250 sports subscription based customers that include newspapers provincial lotteries, gaming sites and digital sign companies.

Halifax NS

- head office employees can maintain active lifestyles by taking advantage of the onsite fitness facility, complete with treadmills, stationary bikes, stairmasters, weights and shower facilities
- provides employees maternity leave top-up payments to employees who are new mothers (to 75% of salary for 17 weeks) as well as flexible hours when they are ready to return to work
- supports ongoing employee development through a variety of in-house and online training programs as well as subsidies for professional accreditation and job-related courses
- encourages employees to save for the future with contributions to a defined contribution pension plan
- offers compassionate leave top-up payments for employees who are called upon to care for a loved one (to 75% of salary for 17 weeks)

Workers' Compensation Board of Nova Scotia

Workers' Compensation Board of Nova Scotia (WCB) promotes safe work practices and the provision of fair benefits to workers.

Halifax NS

- located in the heart of one of Canada's most liveable cities, employees can walk to shops, restaurants, trails and parkland as well as take advantage of a nearby farmer's market and free outdoor concerts in the summer months
- employees can plan securely for the future with a defined benefit pension plan and health benefits that extend to retirement, with no age limit
- in addition to three weeks of paid vacation allowance, new employees receive personal paid days off, which can be scheduled throughout the year
- provides maternity leave top-up payments to employees who are new mothers (to 93% of salary for 17 weeks) and lets them extend their parental leave into an unpaid leave of absence
- also offers parental leave top-up to new fathers and adoptive parents, to 93% of salary for 10 weeks
- invests in the education of the next generation through an academic scholarship program for children of employees who pursue post-secondary studies



Close-knit atmosphere at Northwood one of the keys to its continued success



For its 1,600 staff — RNs, LPNs, PCWs, cooks, home support workers, physiotherapists, occupational therapists, dietitians and many other professionals — Northwood is a great place to work.

The secret to Northwood's success lies in maintaining a close-knit atmosphere, says Theresa MacFadyen, Coordinator of Human Resources for the Northwood Group of Companies.

"What stands out is that everyone truly feels like we're a family, a community with all the ups and downs that go with that."

MacFadyen says that Northwood works hard to keep the job enjoyable for everyone. The organization hosts a

number of popular events throughout the year including the Christmas Dinner and Dance that's always a sell-out, Recognition Week activities, an annual golf tournament and a children's Easter party that's always a favorite.

"We've got great people here who like to have fun, whether it's impromptu or something we plan well in advance," she says. "We have a very active recognition committee and our SMART committee meets regularly to plan events and manage a pool of money that can be used for team building activities like bowling, golf or pizza parties."

The job has some challenges as well. Because Northwood staff work closely with residents and clients they develop bonds with those individuals.

When those residents suffer events such as a serious health crisis, the results can be stressful for everyone involved.

"Life happens," says MacFadyen, "and we can't always control what happens, whether it's good or bad. Our employees are very caring people. That's one of the reasons they've chosen the profession that they are in."

Communication is the key to managing those stresses. Northwood conducts regular staff meetings and town hall meetings. The organization also works hard to connect with homecare workers who are usually working solo out in the community at large.

"We bring them in for regular quality circles, and everyone is issued a Blackberry so that we can keep the lines of communication open," says MacFadyen.

In the end, it all comes down to job satisfaction.

"Knowing that we make a difference in people's lives," says MacFadyen. "That's what really motivates us."

Since 1962, Northwood has established a reputation for quality retirement living, homecare services and 24-hour care for seniors. The network that touches the lives of more than 6,500 Nova Scotians every day has accomplished something else as well.

NTT DATA Canada, Inc. commended for quick responsiveness



By Heather Laura Clarke

When the leaders of major Fortune 100 and Fortune 500 companies in the U.S. need specialized IT support, many of them are picking up the phone to call NTT DATA Canada, Inc. right here in Halifax.

"Our clients appreciate our responsiveness above all else," says Lianne Landry, NTT DATA Canada's Director of Human Resources. "They're in high-pressure environments where they require answers very quickly, and it's critical that we know how to respond quickly and professionally."

Spanning the finance, banking, insurance, and investment industries, these clients speak so regularly with their NTT DATA contacts that Landry says it's almost as if they're in the same building. Being in the Atlantic time zone serves their clients well, too, because it's easy to adjust the working hours of selected employees in order to match up with clients across the U.S.

"We're very much an extension of them," says Landry. "We may have one of our developers here working closely with a development team on the client's site, and it's seamless."

With 60,000 employees worldwide, NTT DATA started up in Halifax in 1997 when the Canadian dollar was low — which gave their U.S. clients a real advantage. Today, they employ more than 675 professionals in the Halifax office at Duke and Barrington, and another 125 in their Toronto office.

Landry says their growth rate has been phenomenal, but NTT DATA is focused on making sure they stay connected with all of their employees. One of their most popular events is the year-end party — which always has a little Maritime flavour — where they gather at a downtown pub for celebratory food and drinks.

LEFT: NTT DATA Canada, Inc. employees recently celebrated Diwali



NTT DATA Canada, Inc. employs a high percentage of new Canadians, giving them a diversity workforce of about 35 per cent here in Halifax. Their employees represent many cultures, and speak close to 40 different languages.

"We make special efforts to be an inclusive environment where people aren't a number, and they're encouraged to educate each other on their cultural identity," says Landry.

The Halifax location recently had a Diwali festival event where employees from India organized a lunch celebration, and put together a display that explained the history of their holiday.

"People came in traditional dress, and they also brought items for us to wear, which was fun," says Landry. "The employees love these events, and we always have great participation."

Describing NTT DATA as a casual, collaborative environment, Landry says the company was "a very early adopter" of flexible work arrangements.

"We have some permanent work-at-home employees, as well as some who choose a flexible work environment," says Landry. "If someone is working on a project where they really need complete silence to focus, as long as they tell their manager ahead of time, they can work at home."

Landry says the work gives new graduates exposure to the business world, and gives them "limitless" career advancement possibilities. They begin receiving full benefits on Day 1, and have access to up to \$5,000 annually in tuition assistance — if they want to earn additional certifications in IT or business.

"Because we're an IT services firm with a global presence, we tend to have a long tenure," says Landry. "People can begin in a technical role and branch off into more senior technical career paths as they advance."

"We have opportunities for young people to just take their career and run with it."



Nova Scotia's Top Employers 2014



Annapolis Valley Health promoting collaboration, innovation, creativity

By Heather Laura Clarke

Carole-Line Dempsey, a Registered Nurse of 22 years, works primarily in the emergency department at Soldiers Memorial Hospital in Middleton.

She says she's "bloomed" as a professional during her 10 years at Annapolis Valley Health.

"There can be a lot of challenges working in healthcare — and in a high-stress environment — but there is a lot of support for staff and a lot of communication around what is happening," says Dempsey.

"I've had the opportunity to voice my perspective and it's great that this organization is open to hearing feedback and ideas."

Annapolis Valley Health has more than 1,400 employees, 150 physicians and 1,200 volunteers. CEO Janet Knox says the people are the heart of any healthcare organization.

"If we want to do our best work, we have to understand that our work is done through our people, and we need to support them to be the best they can be," says Knox.

"We have a leadership statement that guides every single person in our organization —



Left: Members of Annapolis Valley Health's Organizational Performance team proudly displaying Accreditation Canada certification. AVH received seven Leading Practice Awards and is accredited until fall 2015. Right: The AV Health Senior LINCS team.



no matter what their position — and it's about accepting personal responsibility for creating the kind of place where we can all be successful."

"We all need to inspire and challenge each other to be at our best."

From day one in orientation, new hires at AVH discuss what their contribution will be and the support available to them to help them succeed.

"We're on a journey to create a culture where people can really grow and evolve within the organization."

Knox says they align their management support in a way that ensures everyone knows

what is expected of them, and is encouraged to speak up about what kind of leadership and support they need to flourish.

"Our folks do powerful work, and we're very proud of that. We've been highly successful," says Knox. "There really is a can-do attitude within our organization. If we try something new and it doesn't work out, we find out why, and we try it another way. We really seize the opportunity to be innovative and creative."

Annapolis Valley Health recently wrapped up People, Quality, and Safety Week, where employees put together 13 presentations identifying

ways they have improved a process or service.

Knox says teams are encouraged to develop their own plans and follow through with them.

"The people who do the job are the ones who know it best, and they're the ones who should be deciding the best approach to take."

A great example of this coming to life has been the Senior LINCS team. Led by Tom MacNeil, a Registered Social Worker who has worked with AVH for 25 years, the team is comprised of cross-sector partners, including acute care, community care, long term care and community partners.

The team members range in

care disciplines and the focus is to work together to provide services and supports assisting seniors to live at home and the program has been recognized for its approach and innovation.

"Collaboration is key in healthcare because our role is to work closely with individuals, families, and communities," says Knox. "So inside our organization, we have to be able to role model strong collaboration."

Dr. Amanda MacDonald is the Chief Resident for Dalhousie Family Medicine Residency Program, and Associate Chief Resident for the Annapolis Site.

She says Annapolis Valley Health has been "tremendously supportive" and welcoming, and has provided her with an excellent learning environment.

"When I'm speaking with medical students who are considering residency here, I always brag about how friendly and supportive the staff is," says MacDonald.

"I think that really speaks to their satisfaction with living and working in this area.

"The sense of community creates a deeper level of concern and care for patients, and the result is often effort that goes above and beyond standard care."

Creating healthy communities together.



Nova Scotia's Top Employers 2014



Cape Breton District Health Authority rewards employees for speaking up

By Heather Laura Clarke

Employees of the Cape Breton District Health Authority know they have a say in staying safe and comfortable on the job.

The housekeeping staff at one hospital said they found it difficult to lift the heavy mops, so they discovered a new, lighter mop made of microfiber — and the District approved the purchase.

Janine Hussey, the District's Manager of Organizational Development, says as part of its Healthy Workplace Initiative they encourage employees to pitch ideas for healthy workplace grants — securing funds to purchase new equipment, clothing, or footwear to better protect themselves in the workplace.

"The best ideas come directly from the staff, because they know what they need and how they can make their jobs safer," says Hussey. "We've purchased non-slip shoes for the dietary staff so they don't slip in the kitchen, and as part of our injury prevention program we've purchased lift-and-transfer slides — as well as training — for nursing staff to get patients from bed to bed."

"Our employees love the program, because they see that

their employer values them."

The District has received national recognition through Excellence Canada for its healthy workplace initiatives.

They've completed the first two levels and are working on the final two, which will also include a focus on offering mental health support at work.

They hold regular information sessions on financial planning, workplace bullying, and customer service. They have staff exercise areas on-site at most facilities, and they have loaned out more than \$600,000 to date through a payroll deduction program — allowing employees to purchase fitness equipment or buy gym, golf or ski memberships locally.

Decades ago, healthcare in Cape Breton was delivered mostly at the community level.

"The local or community hospitals basically operated independently," says Greg Boone, the District's Director of Public Affairs.

"Today the integration with the addition of programs and services over the past decade or more is significant."

Boone says things changed when the Cape Breton Healthcare Complex was established in 1996 — which brought together five urban hospitals. In



Most CBDHA facilities have staff exercise areas on site.

2001, the Complex merged with the Eastern Regional Health Board to create the CBDHA.

While the Cape Breton Regional Hospital serves as a main referral, specialty and trauma centre, the District also focuses on providing locally-based programs and services at community hospitals, health centres and clinics that people can access closer to home.

"Patients may travel to nearby communities for different types of care, but it's still locally-based," says Boone. "Sometimes we describe it as one hospital with 10 locations or more."

The District provides acute care, continuing care, public health, and addiction services at hospitals and facilities across three counties — Cape Breton, Victoria, and the North and Central portions of Inverness.

They employ more than 4,000 people — including about 280 family physicians and specialists — and provide primary, secondary, and tertiary care.

Boone says while the treatment of patients is the organization's top priority, there's also an entire community of employees behind that care.

"We're so integrated that everybody plays a role in ensur-

ing people get the quality care and services and programs they need — the employees working in all areas contribute to the end result," says Boone.

"Committed employees are the foundation for the people we serve."

The vast majority of District employees are born and raised in Cape Breton, or have moved back to the island at some point in their career.

CBDHA's turnover rate is very low, because Hussey says their people love where they work and "couldn't imagine going anywhere else."

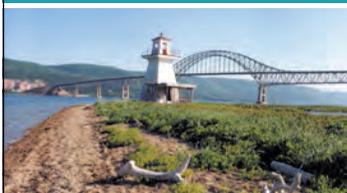
"We're all living and working within the same community, and there's an entire lifestyle that goes along with that," says Hussey. "Cape Breton is a great place to live, work, and play."

When the District recruits employees, Hussey says Cape Breton's refreshing lifestyle is what draws people in from other areas of the country.

"We have an amazing work/life balance, and they love the community feel — that everybody knows everybody," says Hussey.

"You can practice medicine or do what you do as a health-care provider anywhere in the world, but what attracts people here is our way of life."

Great People, Great Place, Great Life.



"People are the cornerstone of health care. Without people, there is no compassion, there is no caring. Our focus is people. Our focus is you."

Yvon LeBlanc, Chairman of the Board of Directors
Dr. Dianne Calvert Simms, CEO



Cape Breton District
HEALTH AUTHORITY

Making Healthier Choices Together



Staff cheer as the first commercial run of product was completed on PolyCello's new press.

Family atmosphere a key to PolyCello's success



Stephen Emmerson
President and CEO

In the fast-changing world of high technology, third-generation family businesses are all too rare. But one Amherst, Nova Scotia company has managed to remain on the cutting edge of technology for 56 years while staying employee-focused at the same time.

PolyCello makes plastic packaging, mainly for the food industry. The company's 300 employees in Amherst work in shifts around the clock to keep up with demand, while 85 employees work at PolyCello's subsidiary plant in Belleville, Ontario.

"We're really unique," says Tim Christie, human resources director at PolyCello. "We're not a typical location that you would expect to be serving a large North American market. Our company has had to invest heavily in both its people and its technology to be able to compete from this distance."

Over the years, PolyCello has garnered a reputation for quality, winning numerous awards and industry recognitions.

"In addition to being named one of Nova Scotia's Top Employers we are consistently chosen as one of Canada's Best Managed Companies," says Amanda MacLeod, communications and promotions coordinator at PolyCello.

"We're very proud of that. Our people are the key to our success. We celebrate all our wins and share the recognition among all our employees."

Employee contributions are recognized in other ways as well. Employees with children starting university can apply for one of three bursaries handed out by PolyCello every year. Students who don't receive the bursary can get an interest free forgivable loan from the company to help offset university expenses.

"All the student has to do is pass their year and the loan is completely forgivable," says Christie. "They don't have to pay it back."

The company also promotes good employee health, even paying for employees to join local gyms or fitness programs.

PolyCello's product line requires a highly trained workforce. Most training is done in-house, and the company orientation period for employees lasts up to two weeks.

"We take them through the whole company so they can learn how everything works," says Christie. "We're seen as leaders in our industry. Our operation is quite technical and requires our employees to have specialized knowledge."

The team-building aspect of the job doesn't end on the plant floor. PolyCello maintains an active social committee made up of employee volunteers.

The committee plans out a number of events throughout the year including paint ball competitions, bowling nights, a Christmas party and summer barbecues.

"We're a family here," says MacLeod. "We believe very much in the philosophy that the family that play's together stays together. It's that attitude that's one of the real secrets to PolyCello's long record of success."



Applications will be available in the New Year for the 2015 *Nova Scotia's Top Employers* competition. To request an application, visit:

www.CanadasTop100.com/ns



Congratulations to
Nova Scotia's
Top 15 Employers 2014



NTT Data Canada Inc.

