



Atlantic Canada's **Top** **Employers**

Presented exclusively by *Atlantic Business Magazine*
in partnership with MediaCorp Canada Inc.

A white ceramic mug with a handle on the left side. The mug is positioned in the lower right quadrant of the page. On the front of the mug, the words "WORLD'S BEST BOSS" are printed in a bold, black, sans-serif font. "WORLD'S" and "BEST" are in a smaller font size, while "BOSS" is significantly larger and more prominent.

WORLD'S
BEST
BOSS

Gone are the days when employees fell into one of two categories: those who lived to work and those who worked to live. Today's generation insists on a balanced approach where work both reflects and extends their personal lives and interests.

"As society changes, organizations that have their ear to the ground are paying attention and supporting these changes internally," says Richard Yerema, managing editor at Mediacorp Canada, which manages the Top Employer competition.

Attractive remuneration packages are still important, but that's just a starting point for HR savvy employers. "Young people by nature are more idealistic, and for them, just paying lip service to a cause isn't enough," Yerema says. "We are seeing more time off for employees to work in the community, more matching funds for their fundraising efforts, more donations in return for employees' volunteer hours—there's more robustness in these programs."

As the following pages demonstrate, creative incentives from Top Employers regularly include community outreach, parental supports, professional development and health/wellness programs. Why? Because these employers are essentially a member of their employees' families, and nothing inspires more loyalty than a close-knit family.

Background: Now in its 10th year, Atlantic Canada's Top Employers is part of the Canada's Top 100 Employers project, an editorial project managed by Mediacorp Canada Inc. that recognizes employers with exceptional human resources programs and forward-thinking workplace policies. The Mediacorp team started by examining the recruitment histories of over 95,000 employers that it tracks for its job-search engine, Eluta.ca. From this pool, Mediacorp invited 9,801 employers to submit detailed applications. Atlantic Canada's Top Employers were selected from those applicants based on the following eight criteria: (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.

Admiral Insurance Services

Industry: direct property and casualty insurance carriers

FT employees of Canada: 446

Location: Halifax, N.S.

Perks of the job:

- new employee referral bonuses (from \$500 to \$800) when staff successfully recruit a friend
- maternity and parental leave top-up payments to new mothers (to 100% of salary for 22 weeks) and parental top-up for new fathers and adoptive parents (to 100% of salary for 7 weeks) with the option to extend with an unpaid leave of absence
- access to a share purchase plan and defined contribution pension plan

BioVectra Inc.

Industry: pharmaceutical manufacturing

FT employees in Canada: 302

Location: Charlottetown, P.E.I.

Perks of the job:

- retirement planning assistance, defined contribution pension plan and phased-in retirement work options
- fitness club subsidy and health spending account (both amounts increase for family plans)
- full tuition subsidies, plus in-house and online training programs
- paid internships and apprenticeship programs

CAA Atlantic Limited

Industry: auto club and travel agency

FT employees in Canada: 153

Location: Saint John, N.B.

Perks of the job:

- tuition subsidies as well as in-house and online training initiatives
- one paid volunteer hour per week
- staff are consulted about which charitable organizations the company supports
- defined contribution pension plan and generous year-end bonus program

CBCL Limited

Industry: engineering services
FT employees in Canada: 286
Location: Halifax, N.S.

Perks of the job:

- profit-sharing, signing bonuses for some employees, and referral bonuses of up to \$1,000
- maternity leave top-up payments for new mothers (to 80% of salary for 16 weeks) with the option to extend into an unpaid leave of absence
- scholarships for university and college-aged children of employees (to \$750 per child)

- head office is next to shops and restaurants along the Halifax waterfront and the building houses a mix of commercial and retail tenants (including a Keith's brewery)

Clearwater Seafoods Incorporated

Industry: seafood processing
FT employees in Canada: 1,109
Location: Bedford, N.S.

Perks of the job:

- maternity and parental leave top-up payments, to 70% of salary ranging from 35 to 52 weeks

- tuition subsidies for job-related courses as well as subsidies for professional accreditation with course completion bonuses for specific programs
- Head office employees get free access to an onsite fitness facility

Crombie REIT

Industry: property management and development

FT employees in Canada: 276

Location: New Glasgow, N.S.

Perks of the job:

- paid volunteer time off with no maximum on the number of paid volunteer hours
- free membership to an onsite fitness facility
- maternity and parental leave top-up payments (to 70% of salary for 26 weeks), with the option to extend into an unpaid leave of absence

East Coast Credit Union Limited

Industry: credit union

FT Employees in Canada: 145

Location: Antigonish, N.S.

Perks of the job:

- dedicated spending account of \$200/employee per year for wellness-related expenses such as gym membership, stress management programs or nutrition counselling
- corporate charitable efforts focused on healthcare, seniors, arts, youth, the community and the environment
- paid time off to volunteer as well as matching employee donations
- defined benefit or defined contribution pension plan, depending on the employee group

EfficiencyOne

Industry: energy conservation advocacy

FT employees in Canada: 98

Location: Dartmouth, N.S.

Perks of the job:

- tuition subsidies (up to \$2,500 annually) and subsidies for professional accreditation
- health spending account of up to \$500/employee per year
- healthy snacks available for purchase, free membership to a nearby gym, and various wellness challenges (with prizes and rewards for participants)



Emera Newfoundland and Labrador team members celebrate first energy exchange on the Maritime Link project (Photo supplied)

The energy of teamwork

IT SHOULD SURPRISE NO ONE that Emera identifies its people as its greatest asset. After all, that's why the editors of Canada's Top 100 Employers annual competition named the Halifax-based energy services company as a national and regional top employer for 2019.

"We strive to be an employer of choice everywhere we work, because we want to attract and retain the best people to help us deliver results for our customers, investors, communities and the environment," says Mike Roberts, Emera's Chief Human Resources Officer."

Underlying all of this is Emera's determination as an equal-opportunity employer, invested in hiring practices and a workplace environment that provides a rewarding experience for everyone. Safety and health are critical parts of this. The company is committed to the welfare of all its employees. And its employees are committed to delivering results.

In fact, Emera's team works hard to meet customer demands for cleaner, affordable and reliable energy, delivered safely, every single day. And increasingly, the team is embracing new technologies and approaches to working, finding smarter ways to collaborate and serve customers.

This means driving innovations that will help shape the future of energy, including more renewables, energy storage, grid intelligence, smart meters, electric vehicles, and better ways for customers to understand and manage their energy use.

The company is also investing in strategic partnerships that will help develop the leaders of tomorrow. In the last two years, Emera has invested more than \$20 million to help establish the Emera ideaHUB at Dalhousie University; the Emera and NB Power Research Centre for Smart Grid Technologies at the University of New Brunswick; and the Emera Idea Exchange at Memorial University. The firm is counting on the new leaders and ideas that will be fostered in these innovation centres to continue the work it's doing today. —sponsored content



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Emera Inc.

Industry: electric power generation and distribution and gas distribution

FT employees in Canada: 2,433

Location: Halifax, N.S.

Perks of the job:

- maternity and parental leave top-up payments
- subsidy for IVF if needed (to \$15,000)
- Good Neighbour program encourages employees to donate their time and money to charity
- matches employee donations through the Dollars for Doers initiative (\$400 for fundraising and \$600 for every 30 hours volunteered)

- Chris Huskison Emera Scholarship offers the student recipient \$10,000/ year plus a 12-week paid internship and mentoring from a senior leader

Health Association Nova Scotia

Industry: professional associations

FT employees in Canada: 97

Location: Bedford, N.S.

Perks of the job:

- retirement planning services and contributions to a defined benefit pension plan

- 4 weeks of starting vacation allowance for new employees with long-serving employees receiving a maximum of 6 weeks
- maternity and parental leave top-up payments (to 93% of salary for 15 weeks), and subsidized IVF when needed (to \$15,000)

High Liner Foods Inc.

Industry: seafood processing

FT employees in Canada: 449

Location: Lunenburg, N.S.

Perks of the job:

- head office employees can take a break overlooking the harbour or stay indoors for subsidized exercise classes led by a certified instructor
- new employee referral bonuses (to \$300) for successfully hired candidates
- full tuition subsidies plus in-house training options, including apprenticeship opportunities

Happy debts of gratitude

EAST COAST CREDIT UNION (ECCU) respects its employees with such zeal that it will actually throw a party on a boat in Halifax Harbour as a live band plays deep into the glittering evening.

Or it did on one recent occasion—a gesture that the President and CEO, Ken Shea, of the largest credit union in Nova Scotia says perfectly illustrates the company's conviction that its people are the secret to its success.

“Every year, we hand out staff appreciation awards,” smiles the head of

one of Atlantic Canada's duly designated Top Employers for 2019. “Last year, we held it on the Harbour Queen.” He adds: “We are very committed to maintaining engaged and motivated staff, because they are the ones who make the real difference to our members.”

Indeed, as a member-owned organization (in which more than 41,000 account holders are also shareholders), ECCU relies on its staff to stay healthy and fully dedicated to member service. Consider the wellness program, which offers a \$200 annual credit towards such worthy endeavours as: gym memberships, health assessments,

nutritional counselling, stress or weight management programs, and sporting activities. The Best Doctors' Program involves diagnostic and treatment support services and provides access to resources and clinical guidance through a global database of up to 50,000 peer-ranked specialists.

Meanwhile, there's educational assistance for professional development; career progression; variable incentive pay; and, of course, numerous chances for community involvement. For example, the #EastCoastCUCares Randoms Acts of Kindness annual initiative encourages staff to support their communities. Why not bring tea and treats to nurses or teachers in local communities? ECCU also promotes sustainability through its partnership with Bullfrog Power, Canada's leading green energy provider.

Beyond this, the benefits are generous: A defined contribution plan of up to nine per cent of employment earnings; paid health and dental; life insurance; an employee assistance program; and long-term and short-term disability coverage.

Indeed, with a staff turnover rate of only 2.6 per cent, compared with the Canadian median of 16 per cent, and an average length of service of 13 years, who wouldn't throw the occasional party? —sponsored content



All aboard: East Coast Credit Union celebrates its employees in style on the Harbour Queen (Photo supplied)

Inmarsat Solutions (Canada) Inc.

Industry: telecommunications

FT employees in Canada: 194

Location: Mount Pearl, N.L.

Perks of the job:

- health benefits plan (including a wellness spending account) as well as healthy lifestyle initiatives such as Healthy Heart Month, Mental Health Awareness Week, and a Health & Wellbeing Week
- employees encouraged to nominate colleagues for “spot beam” awards
- permanent employees may be eligible for annual bonuses and all employees can take advantage of discounted products and services through the “WorkPerks” program
- new employee referral bonuses, to \$500 for each successful hire

Innovatia Inc.

Industry: software developer

FT employees in Canada: 290

Location: Saint John, N.B.

Perks of the job:

- maternity and parental leave top-ups for new moms (to 75% of salary for up to 52 weeks) and parental leave top-ups to new dads and adoptive parents (to 75% of salary for up to 35 weeks)
- new employee referral program offers up to \$500 bonus for every successful hire
- matching RSP contributions and, depending on their position, some employees may participate in a profit-sharing plan



At Medavie Blue Cross, employees are committed to the wellbeing of all Canadians (photos supplied)

The greatest wealth is health

AT MEDAVIE BLUE CROSS, which has been named one of Atlantic Canada's Top Employers for 2019, the company's dedication to caring about health is on display everywhere. That's a fact that should surprise no one, given the company's explicit mission to improve the wellbeing of Canadians, including the ones who actually work for it.

Here, at one of the country's premier national health, dental, travel, life and disability insurance carriers, you can see the evidence of healthy and engaged employees who have access to comfortable wellness rooms and collaborative work spaces to share ideas. With locations in Moncton, Halifax, Montreal and Toronto, employing a total of 1,986 full- and part-time staff—caring for employees and clients reigns supreme, even after 75 years of continuous business.

Consider, for example, how the company's president and senior management routinely engage with employee groups in open conversations at different office locations. At the same time, through the Growing Together video blog, the president shares business updates and internal initiatives.

Then, there are the numerous appreciation events that celebrate successes and thank employees for their hard work. In fact, each location maintains an active staff association that organizes special activities throughout the year, and the company has a long-standing holiday-season turkey lunch, served by the management team.

The organization also acknowledges employees who have reached significant length-of-service-milestones with cards signed by the president, gifts, receptions, and dinners in recognition for their dedication. Currently, the longest-serving member of staff has 47 years of service.

Most engaging, perhaps, Medavie Blue Cross communicates with employees through its annual traveling road show, an opportunity to discuss core priorities for the year and the future. In 2018, the company introduced a talk-show format with its CEO as host. This created exciting exchanges and reinforced the organization's priorities in a casual, engaging way. Leaders shared personal stories—things employees wouldn't necessarily know about them—creating a personal and people-centric environment.

Indeed, according to Bernard Lord, Medavie CEO, engendering a rich and rewarding workplace experience is a top priority. If his long career in both the public and private

sectors has taught him anything, it's about listening to people. This highly collaborative style tends to inform the company's broader corporate culture. "I strive to connect with employees at all levels of the organization," he says. "Their feedback is crucially important. We approach every person in a spirit of partnership. We're all working together to reimagine the future of Canadian health care."

It's not surprising, then, to see this degree of commitment also reflected in the way the company deals with its employees on a nuts-and-bolts basis.

The company provides an enhanced health and dental benefits package along with life and disability insurance. The Be Well Feel Well program reimburses staff for wellness-related products or services with up to \$150 annually. The organization also offers a corporate-matched defined-contribution pension plan, group RRSP options, and a vacation purchase program to help employees spend more time with their family and friends.

At the same time, talent management is critical. This means having the right people in the right roles—with the right values—at the right time. A part of this process involves an annual review to identify key leaders for upcoming development opportunities.

Then there is their community impact. The Medavie Health Foundation is part of the organization's commitment to health-related outcomes in the communities where employees and clients live and work. Since late 2011, through the Foundation, Medavie has committed over \$12 million to single and multi-year grant and partnership programs in support of three causes: child and youth mental health, post-traumatic stress, and type 2 diabetes. The company's community giving program supports employee fundraising through matching and volunteerism, and holds an annual employee-led campaign for United Way.

The numbers speak for themselves. The staff turnover rate in 2017 was only 11.59 per cent. The retention rate was an impressive 94 per cent.

All of which suggests that within Medavie Blue Cross's dynamic, engaging corporate culture beats the happy heart of a workforce committed to supporting the wellbeing of all Canadians. —sponsored content

Irving Oil

Industry: petroleum refining, distribution and retail

FT employees in Canada: 2,762

Location: Saint John, N.B.

Perks of the job:

- Good Energy in Action program provides employees with one paid day off to volunteer each year
- company matches individual employee donations up to \$100
- retirement planning assistance and an alumni association for retirees
- maternity and parental leave top-up payments to 100% of salary for up to 17 weeks
- academic scholarships for children of employees (up to \$2,000 per child)

Jazz Aviation LP

Industry: air transportation

FT employees in Canada: 4,660

Location: Dartmouth, N.S.

Perks of the job:

- Lends a Hand community program encourages employees to volunteer with one paid day off per year for each employee
- formal mentoring, in-house and online training options, and tuition subsidies for courses related to their position (up to \$3,000 annually)
- summer student opportunities, paid internships, co-op placements and apprenticeships
- retirement planning assistance and a defined contribution pension plan
- share purchase plan, available to all employees

Killam Apartment REIT

Industry: property management and development

FT employees in Canada: 415

Location: Halifax, N.S.

Perks of the job:

- free membership to an onsite fitness facility, including instructor-led classes and a running group

- maternity leave top-up payments for new moms (to 80% of salary for 17 weeks) and flexible hours when they're ready to return to work
- academic scholarship program for children of employees, to \$3,000 per child

Medavie Blue Cross

Industry: direct health and medical insurance carriers

FT employees in Canada: 1,946

Location: Moncton, N.B.

Perks of the job:

- 3 weeks of paid vacation for all employees
- two paid personal days off per year
- maternity and parental leave top-up payments (to 90% of salary for up to 6 weeks) with the option to extend into an unpaid leave of absence
- company commits an annual social dividend to the Medavie Health Foundation to support community-based programs
- paid time off to volunteer and financial donations to organizations where employees volunteer their time (\$500 for every 50 hours)

New Brunswick Community College

Industry: post-secondary school, college

FT employees in Canada: 779

Location: Fredericton, N.B.

Perks of the job:

- maternity and parental leave top-up payments (to 75% of salary for 17 weeks) with the option to extend into an unpaid leave of absence
- 3 weeks of starting vacation for most employees
- retirement planning services, defined benefit and defined contribution pension plans (enrolment varies by employee group) and phased-in retirement work options

Is this job a good fit for my career?

"Fit" is a small word but a big question. How well you "fit" in an organization may be the single biggest determinant of your career success. You could have all the skills and experience required for a role, but if your approach and personality don't align with workplace culture and company values you may find the path ahead to be a bumpy one. Fit needs to be assessed equally by employer and employee. So, when faced with a new career opportunity, how do you go about determining fit?

Ask good questions

Get to know your prospective employer during the interview by asking questions like: What type of person fits best here? How would you describe the culture? What makes a successful employee? What type of career progression is possible and how does the organization support this?

Request references

Employers are going to ask for your references, it's only fair that you ask for a couple as well. Respectfully ask are there a couple of existing employees you could speak to (or ideally, meet with) to get a better sense of the organization's culture and what it's like working there.

Take the long view

Make sure you look at how the opportunity fits with your career goals rather than simply as a job. This doesn't mean you have to stay forever, but if the opportunity doesn't support your long-term aspirations then it might be best to pass.

If, after taking stock of the opportunity—the pros and the cons—you still don't feel comfortable, then maybe it's not the right opportunity for you. Finding the right fit can take time but it's worth the wait. In the end, you will save time by avoiding a venture down the wrong path.

Kevin Stoddart
Managing Partner, KBRS & Meridia
Recruitment Solutions



SPECIAL BLEND: parental leave top-up payments, IVF subsidies and extended leave of absence options are frequent perks offered by Top Employers

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Atlantic Canada's Top Employers is part of the Canada's Top 100 Employers project, managed by Mediacor Canada Inc.

Newfoundland and Labrador Credit Union Ltd.

Industry: credit union
 FT employees in Canada: 121
 Location: St. John's, N.L.
 Perks of the job:

- committed to 60 Acts of Kindness to support communities in which employees live and work
- 3 weeks of starting vacation for new employees, moving to 4 weeks after only 3 years of service
- earned days-off program allows employees to extend their workday to earn an extra day off every 3 weeks
- retirement planning assistance, phased-in retirement work options and matching RSP contributions

Northwood Group of Companies

Industry: nursing care facilities
 FT employees in Canada: 1,009
 Location: Dartmouth, N.S.
 Perks of the job:

- employee-led Staff Morale and Recreation Team organizes fun events for employees every year, including a holiday family movie, Easter party, summer beach party, Halloween party and a winter carnival
- main location employees have access to on-site amenities including an employee lounge, a quiet room for meditation and relaxation, and an on-site fitness facility
- defined benefit pension plan along with continued enrollment in the health benefits plan up to the age of 65

Noseworthy Chapman Chartered Professional Accountants

Industry: accounting
 FT employees in Canada: 57
 Location: St. John's, N.L.

Perks of the job:

- social committee organizes fun events throughout the year, including the after tax season dinner and social, a summer barbecue, softball and golf tournaments, dinner and dance at Christmas (along with a special childrens' Christmas party) as well as celebrations for employees achieving their professional designations
- weekly standardized maternity or parental leave top-up payments for the full year of their leave
- matching RSP contributions, year-end bonuses, signing bonuses for some positions and new employee referral bonuses

NTT DATA Canada, Inc.

Industry: computer systems design services
 FT employees in Canada: 807
 Location: Halifax, N.S.
 Perks of the job:

- new employee referral bonuses, from \$1,500 to \$5,000 depending on the position

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PAL employees filled a PAL Airlines plane with backpacks and school supplies to support local families during the “2018 Pack The Plane” initiative.

Passion, Ambition, Loyalty

The three employee characteristics that lift PAL to ever higher heights

From its origins in St. John’s, Newfoundland and Labrador, Provincial Aerospace Limited (PAL) has become a diversified global company with more than 40 years of experience providing a wide range of quality aviation and aerospace services. In serving an increasingly diverse group of international clients and customers, PAL has built its strong corporate reputation on the core values of reliability, safety and exceptional customer service. Without ensuring and advancing the well-being of its dedicated workforce, delivering on these values would be impossible.

Named one of Atlantic Canada’s Top Employers for 2019, PAL has a number of operating divisions each offering unique, world-class Aviation and Aerospace services. These include PAL Airlines, PAL Aerospace, CarteNav, AirPro (a joint venture with Airbus DS), Moncton Flight College, DECA Aviation, Air Borealis, PAL Aviation Services, PAL LLC, and Atlantic Avionics Inc. In Canada, the group employs more than 1,250 talented, highly skilled people who form the foundation of PAL’s unique, diverse and high quality value proposition.

“We work hard to support and empower our employees because we understand they drive our business and deliver our success,” says PAL CEO Brian Chafe “You can’t have a great company without great people, so we concentrate throughout our organization on recruiting, developing and retaining the best team across our industries.”

Chafe is adamant that ‘top employer’ recognition is all the more reason to keep striving to make his company a better place to come to work. “Our employees are committed to continuous improvement in customer service and product delivery and we are equally committed to improving as an employer. As a management team, we are constantly reviewing benefits and employee services to ensure they are aligned with what our employees want and need,” explains Chafe.

PAL has grown significantly in recent years, both organically and through a series of strategic acquisitions. With that success and growth, there are challenges to address and opportunities to capture. Chafe explains: “Making sure we are both locally sensitive and globally aware is a difficult but necessary daily consideration for us now. Our workforce in Curacao is looking for different services and support than our workforce in Halifax or Goose Bay.” Culture, experience,

work-life balance, and workplace diversity are all important considerations at PAL and by building a corporate culture of respect, the company believes it stands to benefit from the effort and innovation of dedicated employees.

For that reason, engaging and developing all employees has long been one of the Company’s core values and underpins ongoing corporate behavior. For example, in 2018, the Company launched a formal Employment Equity and Diversity Program and committed to its first independently administered companywide Employee Engagement Survey. These initiatives ensure PAL’s workforce feels empowered and engaged in their work to support ongoing internal improvement processes.

PAL also believes the success of the organization depends on its employees continuously acquiring new skills and knowledge, seeing long-term opportunities within the organization, and feeling inspired to innovate and improve. To this end, eligible employees are encouraged to pursue formal education at recognized post-secondary institutions. PAL provides financial assistance to employees for relevant courses and professional development opportunities.

Engagement and development also extends to PAL families and communities. The company awards post-secondary scholarships to children of PAL employees and grants junior awards for younger children to help foster a passion for learning at all ages. Over the last three years, in the places where PAL employees live and work, the company has donated more than \$1.5 million dollars to community and charitable organizations. Community outreach has been and will continue to be guided by PAL employees, many of whom regularly volunteer and fundraise for their chosen causes during and outside of work hours.

PAL maintains a comprehensive benefit program for all employees, which includes health benefits, a defined contribution pension plan, access to stock options and a range of discounts with partner businesses. Moreover, PAL maintains a Years of Service Recognition Program which includes service coins, stamped with the words “Passion”, “Ambition” and “Loyalty” for employees celebrating 10, 15, 20, 25, 30 and 35 years with the company.

That’s one more meaning behind PAL, where Passion, Ambition and Loyalty soar skyward. —sponsored content

NTT DATA Canada, Inc. cont'd from page 58

- in-house and online training programs, formal mentoring and generous tuition subsidies for job-related courses (to \$5,250)
- head office employees have access to an employee lounge (comfortable seating, games, books and magazines), on-site yoga classes, weekly massages and monthly visits from professional hair stylists

Opportunities New Brunswick

Industry: provincial government, economic development
 FT employees in Canada: 151
 Location: Fredericton, N.B.

Perks of the job:

- head office employees get free membership to an onsite, shared-use fitness facility as well as free weekly massages from students at the Atlantic College of Massage Therapists
- in-house training initiatives plus tuition subsidies
- defined contribution pension plan
- health benefits plan extends to retirees, with no age limit

(PAL) Provincial Aerospace Ltd.

Industry: air transportation/aerospace
 FT employees in Canada: 1,263
 Location: St. John's, N.L.

Perks of the job:

- discounted flight passes for employees and immediate family

STRETCH RELIEF: from fitness subsidies and healthy snacks to snowshoeing clubs and yoga classes, workplace wellness is a priority for Top Employers

- share purchase plan with the ability to receive additional shares and dividends on investments they make
- provides new mothers with maternity leave top-up payments, with the option to extend into an unpaid leave of absence
- tuition subsidies for job-related courses plus in-house training and apprenticeship programs
- scholarships available for children of employees

ResMed Halifax Inc.

Industry: custom computer programming services
 FT employees in Canada: 202
 Location: Halifax, N.S.

Perks of the job:

- 3 weeks of starting vacation for all employees with experienced personnel starting with 4 weeks; all employees receive additional time off over the holidays
- employee lounge has a games room, popcorn machine and a daily supply of snacks, including fresh fruit, yogurt and granola bars
- share purchase plan and matching RSP contributions
- new employee referral bonuses (up to \$5,000)



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Sekisui Diagnostics PEI Ltd.

Industry: medical diagnostic products

FT employees in Canada: 135

Location: Charlottetown, P.E.I.

Perks of the job:

- employees included in head office redesign and renovation plans. The updated space features lots of natural lighting, wall murals depicting local landscapes, updated conference rooms and restroom facilities, new office furniture, telecommuter workstations and a central outdoor courtyard that serves as a central gathering place for relaxation, company barbecues and social gatherings
- tuition subsidies (up to \$4,000 per year), subsidies for professional accreditation and a variety of in-house and online training programs
- employee wellness committee organizes numerous events such as healthy lunches, walking groups and fun activities in the community

Serco Canada Inc.

Industry: technical consulting and management services

FT employees in Canada: 673

Location: Happy Valley-Goose Bay, N.L.

Perks of the job:

- head office employees have subsidized access to the fully-equipped onsite shared-use fitness facility (featuring a basketball court, sauna and instructor-led yoga classes) and outdoor baseball diamonds in the summer months
- in-house training options and tuition subsidies (up to \$5,250 annually)
- retirement planning assistance, a defined contribution pension plan and phased-in retirement work options

University of New Brunswick

Industry: post-secondary school, university

FT employees in Canada: 1,752

Location: Fredericton, N.B.

Perks of the job:

- majority of new employees start with three weeks of paid vacation (faculty receive additional time) and additional paid time off over the Christmas holiday season
- option for an unpaid leave of absence
- full tuition subsidies

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- defined benefit pension plan contributions and retirement planning assistance
- Retired Employees Association assists members with health benefits and related concerns, and provides a collective voice to the university

Verafin Inc.

Industry: specialized financial software

FT employees in Canada: 303

Location: St. John's, N.L.

Perks of the job:

- subsidy for in-vitro fertilization when needed

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Across Emera, our people see opportunity in the changing energy industry. We're thinking creatively about new solutions, constantly innovating and delivering for customers. This is our creative energy.

We're proud to be one of the Top 100 Employers in Canada for 2019. Our team members work safely every day to deliver the cleaner, affordable and reliable energy our customers need. We're also driving innovations to deliver energy choice and control. We strive to be an employer of choice, recruiting and retaining the best people to put their creative energy to work.



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Verafin Inc. cont'd from page 60

- maternity and parental leave top-up payments for new mothers (to 75% of salary for 52 weeks) and new fathers (to 75% of salary for 35 weeks)
- no-limit vacation policy where time-off is officially unlimited and determined on a case-by-case basis
- employees can apply for unpaid leaves of absence
- the new head office was designed with employee feedback and features open concept pod-style seating, video chat stations and kitchen areas that include free breakfast and snacks
- building is situated near a wooded area with trails, which inspired the creation of an employee snow-shoeing club that takes lunchtime treks



John Flewelling, P.Eng
President and CEO

“We are grateful to receive Atlantic Canada’s Top Employer Award once again for 2019. It is a reflection of the exceptional people that make up the CBCL family and our commitment to promoting rewarding careers with balanced lives.”

Workers’ Compensation Board of Nova Scotia

Industry: administration of human resource programs
FT employees in Canada: 405
Location: Halifax, N.S.

- Perks of the job:
- alternative work options, including flexible hours, telecommuting and an earned days-off program
 - maternity leave top-up payments for new mothers (to 93% of salary for 17 weeks) and parental leave top-up for new fathers and adoptive parents (to 93% of salary for 10 weeks)
 - academic scholarship program for children of employees (to \$500 each)
 - retirement planning assistance and contributions to a defined benefit pension plan



It’s not just the care we provide, it’s the conversation we have while doing it.

Northwood
LIVE MORE

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THANKS TO OUR OUTSTANDING TEAM!



Killam
APARTMENT REIT

OUT-OF-OFFICE:
Top Employers know that flexible work arrangements, extended vacation and paid volunteer hours make for a more productive workplace

