

ATLANTIC CANADA'S TOP 40 EMPLOYERS 2020



Researched and compiled by
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Atlantic Business Magazine

Family-friendly work environments are the leading perk among Top Employers. What else do these recruit-and-retain superstars have to offer? Turn the page to find out...



The backstory

Richard Yerema, managing editor of Canada's Top 100 Employers (produced by Mediagroup Canada Inc.), shares his thoughts on this year's selection process and what it takes to become a Top Employer.

Atlantic Business Magazine: There were more Atlantic Canada winners this year than ever before. Why is that?

Richard Yerema: Each year, we hear from more employers in the region and the list simply reflects this development. Of course, behind the overall increase is an underlying good news story in terms of economic and employment growth.

Noseworthy Chapman takes company culture beyond the office



How do you create an award-winning work environment? Just ask Noseworthy Chapman Chartered Professional Accountants (NCCPAS). For the fourth consecutive year, they're one of Canada's Top Small and Medium employers (2019). They're also one of Atlantic Canada's Top Employers (2020).

Says Dorothy Keating, a partner in the firm, it's simple: "Our people make all the difference. And we appreciate that by trying to create and maintain a positive environment both in and out of the office."

Not surprisingly, perhaps, NCCPAS, together with its sister firm Janes Noseworthy, has grown from small beginnings in 1983 into the largest independent firms of Chartered Professional Accountants, Management Consultants and Trustees in Bankruptcy in Newfoundland and Labrador. With over 50 full-time employees, they provide assurance, accounting, taxation, litigation support, mergers and acquisitions, and other advisory services to almost every industry and business sector in the province.

At NCCPAS, that involves creating a culture of integrity, teamwork, and respect. Through ongoing training for employees—combined with their broad experience, diverse professional backgrounds, and excellent understanding of ever-changing tax legislation—the firm works relentlessly to keep itself tuned to clients' needs. It also offers staff frequent opportunities to build relationships with team leaders, clients and members of the community. Meanwhile, its social committee organizes events throughout the year. Says managing partner David Howe: "Our philosophy is to be there when clients need us. So, we're there when employees need us."

To this end, the firm provides a variety of specific workplace benefits: long-term savings matching RSPs; a 50-per-cent company-paid health plan; alternative work options, flexible work times, and reduced summer hours; three-week paid vacations for all employees after one year on the job; support for new moms, dads and adoptive parents with weekly maternity or parental leave top-up payments; employee charitable involvement; and in-house training.

Says Keating: "The bottom line is that we believe in workplace wellness. We want to make sure that we offer an environment in which employees can build both rewarding careers and healthy work-life balances. That's just good for everyone's business." – Sponsored content

ABM: Did you notice any changes compared to previous years?

RY: Looking back, we have watched the evolution in maternity and parental leave top-ups, the adoption of flexible work options in reflection of new technologies, enhanced time-off policies, workplace design, etc. One of the most recent areas of change we have noted is the evolution of health benefits programs to include the adoption of mental health strategies as part of the growing awareness of the importance of work-life balance and mental health issues. The adoption of workplace wellness strategies is a growing area of interest for many of our leading employers.

ABM: Why should an employer make the time to apply for this recognition?

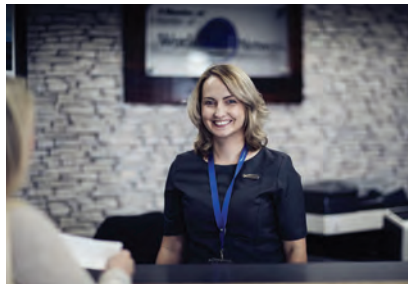
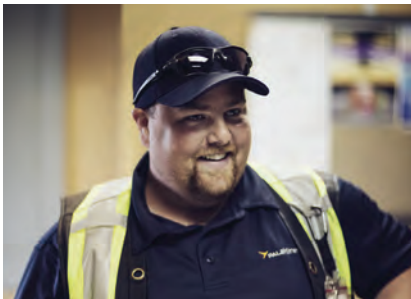
RY: I think the project offers a unique opportunity for employers to benchmark themselves against other leading employers and to ensure that they are competitive with their peers in the war for talent. I believe being recognized as a top employer helps not only in their recruitment challenges but also helps employers in their business-to-customer and business-to-business relationships.

ABM: Any tips for someone who wants to apply for next year's list?

RY: One of the strengths of the project is that we publish our reasons for selection for all to see, whether that's individuals looking for a career change or employers looking to see what the best employers featured in the competition are doing today. With that in mind, my first recommendation is to review our editorial reasons for selection. This is where interested employers can quickly see their strengths (and weaknesses) relative to the selected employers. Most of the winning employers we hear from have taken the time to make such comparisons, maybe make a few small tweaks and changes to some policies and programs, and ultimately recognize that they have a good story to share—and we do want to hear from them to help us paint a more complete picture and showcase the best of employment opportunities in today's Atlantic Canada.

For more information:
<https://canadastop100.com/atlantic/>

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ADMIRAL INSURANCE SERVICES LTD.

Industry: Direct property and casualty insurance carriers

FT employees in Canada: 435

Location: Halifax, N.S.

Interest points:

- maternity and parental leave top-up payments (to 100 per cent of salary for 22 weeks) and parental top-up for new fathers and adoptive parents (to 100 per cent of salary for seven weeks); option to extend with an unpaid leave of absence
- employee well-being supports include monthly therapy dog visits, a Community Chest program

to provide financial support for employees participating in physical activities and a wellness loan program (a \$300 interest-free loan)

- profit-sharing plan and defined contribution pension plan

ALCOOL NB LIQUOR/ANBL

Industry: Provincial Crown corporation, alcohol distribution and regulation

FT employees in Canada: 442

Location: Fredericton, N.B.

Interest points:

- retirement planning assistance and contributions to a defined benefit pension plan
- tuition subsidies for job-related

courses, with no annual maximum, and subsidies for professional accreditation

BIOVECTRA INC.

Industry: Pharmaceutical manufacturing

FT employees in Canada: 351

Location: Charlottetown, P.E.I.

Interest points:

- year-end bonuses and referral bonuses for employees who recruit candidates from their personal networks (to \$1,000)
- defined contribution pension plan
- full tuition subsidies for employees and an academic scholarship program for children of employees (to \$1,500 per child)
- health spending account of up to \$400 per employee per year as well as a separate wellness spending account of up to \$250 per year

Be Part of Something Bigger at East Coast Credit Union

With more than \$835 million in assets under management, serving over 42,000 members at branches from Cape Breton to Halifax, East Coast Credit Union relies heavily on the knowledge, commitment and community focus of its nearly 200 employees.

“Our people are our greatest asset. Their hard work, passion and dedication is what makes us so successful,” says Layla Khalil, Vice-President of Human Resources for East Coast Credit Union, which is one of Atlantic Canada’s Top Employers for 2020.

East Coast Credit Union places a strong focus on cooperative social responsibility and its staff are committed to making a difference through countless volunteer hours. That includes the annual #EastCoastCUCares Random Acts of Kindness initiative, which encourages and motivates people to be kind to one another. Through this initiative, staff volunteer their time, collect monetary and in-kind donations for various organizations and bring treats to local hospitals, schools and community groups. Staff also support the launch of exciting new partnerships and ventures, such as the East Coast Credit Union Social Enterprise Centre.

In addition, says Khalil, “Our corporate culture is based on collaboration, open communication, innovation and care for people including our staff, members, and the communities we serve. Our leaders work hard to communicate the business results and strategic objectives to their respective teams. We have regular staff, department and town hall meetings where staff can share their input and ask questions. We also have several cross-functional internal committees where our staff have an opportunity to shape our initiatives.”

“We are committed to maintaining an engaged and motivated workforce,” says Ken Shea, President and CEO. “They are the ones who make the real difference to our members and are central to East Coast Credit Union’s dedication to building stronger communities through sustainable practices.” Through its partnership with Bullfrog Power, a Canadian green energy provider, all locations and ATMs are powered by renewable energy sources.

Staff can expect paid education, professional development opportunities and promotion from within. A wellness program provides a \$200 credit for each staff member annually and opportunities to be involved in many activities throughout the year to promote mental and physical well-being.

East Coast Credit Union offers competitive compensation and a generous benefits package including a defined contribution plan of up to nine per cent of employment earnings.

When you join East Coast, you not only become part of the credit union family but also part of something bigger—from the way they do business to the way they help their members every day, including the way they positively impact their communities. It’s banking that goes further. - Sponsored content

CAA ATLANTIC LIMITED

Industry: Auto club and travel agency

FT employees in Canada: 166

Location: Saint John, N.B.

Interest points:

- referral bonuses for employees to recruit candidates from their personal networks (up to \$1,000 per successful hire)
- in-house and online training initiatives, as well as tuition subsidies for courses both related and not directly related to their current position
- provides one paid hour per week for volunteering and seeks employee feedback on which charitable organizations to support

CBCL LIMITED

Industry: Engineering services

FT employees in Canada: 294

Location: Halifax, N.S.

Interest points:

- supports community causes and charities with a special focus on health, education, community, science and technology and sustainability (over 75 organizations received support last year)
- maternity leave top-up payments for new mothers (to 80 per cent of salary for 16 weeks) with the option to extend leave into an unpaid leave of absence
- academic scholarships for university and college-aged children (to \$750 per child)
- head office location is steps away from shops and restaurants along the Halifax waterfront

Energized by Teamwork



Across Emera, our talented team drives energy transformation through collaboration, innovation and customer service excellence.

We are proud to be named a Top 100 Employer in Canada for 2020. Our goal is to be an employer of choice everywhere we work by giving back to our communities, investing in our employees, and providing a safe, respectful and healthy work environment where everyone feels valued. By attracting and retaining the best and brightest talent, we are working together to deliver cleaner, affordable and reliable energy to our customers and value for our shareholders.



[emera.com](https://www.emera.com)



CLEARWATER SEAFOODS LP

Industry: Seafood processing
FT employees in Canada: 1,032
Location: Bedford, N.S.

Interest points:

- celebrates exceptional performance through the Organizational Capability Awards (for teamwork, competence and character) and the peer-nominated You Made a Difference Award
- maternity and parental leave top-up payments, to 70 per cent of salary ranging from 35 to 52 weeks (including adoptive parents)
- tuition subsidies for job-related courses and subsidies for profes-

sional accreditation; course completion bonuses for specific programs

CROMBIE REIT

Industry: Property management and development

FT employees in Canada: 269

Location: New Glasgow, N.S.

Interest points:

- employee wellbeing framework (focused on physical, psychological, professional and personal wellbeing) includes free access to an onsite fitness facility, healthy cooking sessions, mental health training and a dog-friendly office policy
- provides new mothers and fathers,

including adoptive parents, with maternity and parental leave top-up payments (to 70 per cent of salary for 26 weeks) and the option to extend leave into an unpaid leave of absence

- unlimited paid time off to volunteer

DALHOUSIE UNIVERSITY

Industry: Post secondary schools, university

FT employees in Canada: 3,734

Location: Halifax, N.S.

Interest points:

- maternity and parental leave top-up payments (varying by employee group) with the option to extend leave into an unpaid leave of absence
- on-campus childcare
- health spending account, ranging from \$500 to \$1,000
- supports mental health via Dal Thrive, a university-wide mental wellness initiative

EAST COAST CREDIT UNION

Industry: Credit union

FT employees in Canada: 145

Location: Antigonish, N.S.

Interest points:

- training opportunities include mentoring, subsidies for professional accreditation, co-op placements and summer employment
- charitable efforts focused on healthcare, seniors, the arts, youth, community and the environment
- paid time off to volunteer and matches employee donations to charity
- defined benefit or defined contribution pension plan, depending on the employee group

EFFICIENCYONE

Industry: Energy conservation advocacy

FT employees in Canada: 116

Location: Dartmouth, N.S.

Interest points:

- social events and celebrations include in-office competitions (such as Office Olympics), a softball tournament, a curling event and a winter holiday party
- tuition subsidies for courses taken at outside institutions and subsidies for professional accreditation
- employee health and wellness initiatives, including free fruit weekly and healthy snacks for purchase, corporate rates for nearby gyms, and internal wellness challenges

EMERA INC.

Industry: Electric power generation and distribution and gas distribution

FT employees in Canada: 2,342

Location: Halifax, N.S.

Interest points:

- head office amenities including



Plaid for Dad fundraising event 2019

Employees are the biggest asset at EfficiencyOne

EfficiencyOne is a leader in resource efficiency programs and services for homes, businesses, and large industrial customers. Over the past decade, the company—operating in Nova Scotia as Efficiency Nova Scotia—has encouraged over 400,000 program participants to achieve more than \$1 billion in energy savings, avoiding nearly one million tonnes of CO2 annually.

“Our employees are our biggest asset,” says Stephen MacDonald, CEO of EfficiencyOne. “All of our accomplishments are because our employees are so dedicated and committed to the work that we do every day. Being selected as one of Atlantic Canada’s Top Employers for 2020 speaks to the culture we have built.”

EfficiencyOne’s employees are fully engaged in designing programs that have reduced the province’s electricity use by an impressive 11 per cent. “It is an important piece of the culture at EfficiencyOne that employees delivering the programs also be involved at the program design level. It really helps to ensure that everyone feels engaged and has a sense of ownership for the work that we do,” adds MacDonald.

Employees across the organization often cite how connected they are to the work done at EfficiencyOne. “The work is engaging. It’s inspiring to look at the targets and see that you are making a difference in people’s lives,” says Kate McDonald, Regulatory Manager.

The availability of flexible work arrangements are just one of the ways employees can find optimal work-life balance, a very important component for both EfficiencyOne and its employees. The company also has a strong focus on career advancement, making promoting from within a priority, whenever possible. “We provide training and skills development,” says Nicole Delaney, Human Resources Business Partner. “When opportunities come up, employees are ready to take on new responsibilities.”

Located in a LEED Platinum office building in Dartmouth with hundreds of windows, open-concept meeting spaces, quiet nooks for research, and access to a community garden, EfficiencyOne’s customer-focused employees are proud to serve Nova Scotians directly and by example.

As EfficiencyOne continues to meet its performance and energy savings targets—with a focus on integrity, partnership, innovation, continuous improvement, and customer satisfaction—it remains committed to a culture where employees are highly valued for their crucial contributions to a more sustainable world. - Sponsored content

WHAT DO WE GET FOR BEING A TOP EMPLOYER?



The Best.

For four years in a row, ONB has attracted highly talented people by being recognized as a top employer. In the end, they've driven our success.



Emera Emera Inc. cont'd from page 42

an onsite fitness facility with free memberships (offsite employees can take advantage of subsidized fitness club memberships) as well as an onsite full-service cafeteria and a rooftop patio and seating overlooking the Harbour

- subsidy for IVF treatments (to \$15,000)
- maternity and parental leave top-up payments for its new moms, dads and adoptive parents (to 95 per cent of salary for six weeks)
- post-secondary scholarship programs for children of employees and retirees that includes six annual scholarships

(ranging from \$1,500 to \$10,000)

- Good Neighbour program and Dollars for Doers initiative encourages employees to donate time and resources to charity

HEALTH ASSOCIATION NOVA SCOTIA

Industry: Professional associations

FT employees in Canada: 100

Location: Bedford, N.S.

Interest points:

- tuition subsidies for employees to pursue job-related (and unrelated) courses and academic scholarships of up to \$2,500 per child
- health and wellness initiatives

include onsite RMT visits bi-weekly, employee-led yoga classes, a one-day wellness fair and a flu clinic for staff and their families

- maternity and parental leave top-up payments for new mothers and fathers, including adoptive parents (to 93 per cent of salary for 15 weeks), and a subsidy for IVF (to \$15,000)

INMARSAT SOLUTIONS (CANADA) INC.

Industry: Mobile satellite communications services

FT employees in Canada: 188

Location: Mount Pearl, N.L.

Interest points:

- maternity and parental leave top-up payments, to 80 per cent of salary for up to 20 weeks
- flexible work options, including paid personal days off, shortened work weeks, flexible hours and telecommuting
- financial benefits include share purchase plan available to all employees, signing bonuses for some, matching RSP contributions

INNOVACORP

Industry: Provincial Crown corporation, venture capital services

FT employees in Canada: 37

Location: Halifax, N.S.

Interest points:

- maternity and parental leave top-up payments for new mothers (to 75 per cent of salary for the first week, followed by 93 per cent for 16 weeks) and parental top-up for fathers and adoptive parents (to 93 per cent of salary for up to 11 weeks)
- contributions to a defined benefit pension plan and retirement planning assistance
- health benefits extend to retirees, with shared premiums and no age limit
- new employees receive three weeks of paid vacation to start; previous experience considered when setting vacation entitlements for experienced hires

IRVING OIL

Industry: Petroleum refining, distribution and retail

FT employees in Canada: 2,802

Location: Saint John, N.B.

Interest points:

- most new employees receive three weeks paid vacation (maximum of six weeks over their careers); previous work experience considered when setting individual vacation entitlements for experienced applicants



At MetOcean, knowledge connects the world

From its 40,000-square-foot design and production facility in Dartmouth, Nova Scotia, MetOcean Telematics designs, enables and produces complete telematic products and services for business and industry around the world.

Key to this is the knowledge and dedication of its workforce, which CEO Tony Chedrawy credits with helping the company triple its revenue over the past five years. “We are fortunate to employ highly effective people with the skills necessary to keep MetOcean at the cutting edge of global telematics,” he says. “They are crucial as we literally connect the world with innovative voice, data and web-based solutions tailored for niche and specific applications.”

The firm, one of Atlantic Canada’s Top Employers for 2020, operates on virtually every continent—with regional offices in the United States, the United Kingdom and Australia collaborating with partners in South America, the Asia Pacific, Europe, and the Middle East—as a leader in the satellite communications industry.

Its three business units (MetOcean Systems, Telematics, and Defence and Security) operate within this global web of customer care on a 24/7 basis. Says Chedrawy: “All our customers get treated like local customers—no matter where they are in the world.”

MetOcean’s technical knowledge and manufacturing expertise has enabled it to distinguish itself in the international marketplace as an end-to-end creator and solutions provider of telecommunications technologies—supported by continuous data collection and system research and development for commercial and military oceanographic sectors. Proximity to the sea is also an important competitive advantage: no artificial test facility can duplicate the real world conditions the open ocean presents to the company’s design, manufacturing and technical service teams.

In this context, MetOcean places a premium on highly skilled, knowledgeable and motivated employees. It offers paid internships, summer jobs and co-operative opportunities for post-secondary students. Meanwhile, all employees receive handsome health benefits, flexible working hours, telecommuting opportunities, and paid time off for volunteer activities.

It’s no wonder, perhaps, that over the past five years MetOcean has not only tripled its revenue—it’s also tripled its workforce. — Sponsored content

Cont’d page 46

With an Employee-Focused Approach, The Sky Is the Limit at PAL

Since first taking to the skies over 40 years ago, St. John's-based PAL has grown into a multifaceted, international aerospace, aviation and technology company employing over 1,400 people around the world. Throughout the company's history, the ingenuity and innovative spirit of PAL's employees have been critical to its success.

Appreciating the advantages that come from building a diverse and engaged workforce, PAL has devoted significant effort to encouraging skills development, lifelong learning and career progression within the company. Again recognized as one of Atlantic Canada's Top Employers in 2020, PAL is following through on its commitment to employees by emphasizing inward and upward mobility throughout the organization.

"One of our great strengths as an employer is the variety of opportunities we are able to offer employees through our global operations," says Lisa Sparkes, Senior Vice-President of Human Resources at PAL. "We've really focused on building capacity and programing to help our employees chart their course for career progression through our various business units. We want to give employees a chance to choose, depending on the experiences or challenges they'll find most engaging, how they can best contribute to PAL while growing within the company."

To further encourage engagement, development and retention, PAL is working to make sure that employees throughout the organization stay connected to the company by understanding and building on the value proposition it offers to employees. "We want people to come to work at PAL and to stay with PAL," says Sparkes. "In exchange for that commitment from our employees, we need to understand what's unique and attractive about our workplace and we have to be committed to improving ourselves as an employer."

In that respect, PAL is focused on making sure that employees understand and are inspired by the challenges the company takes on every day, whether that's conceptualizing, designing and delivering the Force Multiplier—an on-demand contract intelligence, surveillance and reconnaissance (ISR) platform for both domestic and international special missions; or partnering with Airbus on the Fixed Wing Search and Rescue program supporting C295W aircraft across Canada; or winning best FBO in Canada at its St. John's location; or winning Bombardier's on-time performance award for the 6th time.

PAL also emphasizes balancing opportunities with rewards. The company takes a holistic approach to supporting an employee's career journey with competitive pay, fulsome family benefits, support for retirement, consideration of healthy work-life balance and awesome travel benefits.

Finally, PAL has come to appreciate the importance of the connection between employees and the communities they live in. To foster that connection, PAL sponsors and encourages employee participation in several charitable initiatives including support for Ronald McDonald House charities, Children's Wish NL and the PAL Kite Festival, an annual event in St. John's that donates all proceeds to a charity chosen by PAL employees.

"Our workforce is determined to be involved and make a difference outside of the workplace as well," Sparkes says. "That's why we engage in extensive community initiatives that focus on giving back. Our people expect it of us and we're more than happy to provide those opportunities."

"We've spent a lot of time thinking about why people should want to work at PAL companies," concludes Sparkes. "It's important to have good answers for why someone should come and work at PAL and why someone should stay at PAL. We think we have a unique and attractive package to offer and while we're always improving, we're very proud of what we've built so far." - Sponsored content



Irving Oil cont'd from page 44

- community programs support families, the environment and education
- Good Energy in Action program offers employees one paid flex day off to volunteer each year and encourages employees to get involved through a national volunteer week campaign in the spring
- Individual employee charitable donations are matched, to a maximum of \$100 annually
- maternity and parental leave top-up payments for employees who are new mothers or fathers (including

- adoptive parents), to 100 per cent of salary for up to 17 weeks
- academic scholarships for children of employees pursuing post-secondary studies, up to \$2,000 per child

JAZZ AVIATION LP

Industry: Air transportation

FT employees in Canada: 4,698

Location: Dartmouth, N.S.

Interest points:

- social committee activities include golf tournaments, comedy club nights, swim parties, movie nights, pancake breakfasts, and a family fun day with barbecue and games at the hanger
- formal mentoring, in-house and

online training, and tuition subsidies for courses related to their position (up to \$3,000 annually)

- summer student opportunities, paid internships, co-op placements and apprenticeships
- via the "Jazz Lends a Hand" community program, employees can apply for a paid day off to volunteer

KILLAM APARTMENT REIT

Industry: Property management and development

FT employees in Canada: 454

Location: Halifax, N.S.

Interest points:

- retirement planning assistance, matching RSP contributions and financial benefits including discounted home and auto insurance, home internet services and more
- free membership to an onsite fitness facility featuring treadmills, stationary bikes, rowing machines, weights, instructor-led classes and running groups
- maternity leave top-up payments for new moms (to 80 per cent of salary for 17 weeks) and flexible work options
- academic scholarship program for children of employees, to \$3,000 per child

METOCEAN TELEMATICS LIMITED

Industry: Measuring and controlling device manufacturing

FT employees in Canada: 85

Location: Dartmouth, N.S.

Interest points:

- new employees get three weeks of paid vacation; previous work history considered when setting individual vacation entitlements for experienced candidates
- onsite bootcamp and yoga classes, workshops held by a professional nutritionist or life coach, on-site massage therapy once a year, and annual one-on-one meetings with a nutritionist
- new employee referral bonuses ranging from \$1,000 to \$2,000 for each successful hire, depending on the position

NEW BRUNSWICK COMMUNITY COLLEGE/NBCC

Industry: Post secondary schools, college

FT employees in Canada: 777

Location: Fredericton, N.B.

Interest points:

- maternity leave top-up payments (to 75 per cent of salary for 17 weeks) with the option to extend leave into an unpaid leave of absence



"Our people make all the difference.
And we appreciate that by trying to create and maintain a
positive environment both in and out of the office."



NOSEWORTHY CHAPMAN
JANES NOSEWORTHY

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As one of Canada's top employers, Emera and its operating companies are committed to fostering an inclusive and diverse workforce. These Nova Scotia Power employees represent a growing number of women across Emera working in what were once considered non-traditional roles.

Emera's employees help shape a dynamic future

With 2.5 million customers in six different countries, Emera is a leader in the energy industry at a time when customers want more choice, more control and greater access to cleaner, affordable and reliable energy.

Based in Halifax, Nova Scotia, Emera has about 7,500 employees across Canada, the United States and the Caribbean, that are focused on anticipating and shaping dynamic change in the energy industry.

"Emera is an energy leader because of the strength of our team," says Chief Human Resources Officer Mike Roberts from the company's newly renovated headquarters in downtown Halifax. "Significant growth in the midst of accelerating change wouldn't be possible without our dedicated and innovative people who are committed every day to delivering for customers everywhere we work."

Emera began as a single electric utility in Nova Scotia and has grown into an international energy company that has approximately \$32 billion in assets and 2018 annual revenues of more than \$6.5 billion. As it continues to grow, one thing has remained the same: Emera takes special care to create an environment in which employees can thrive—a significant part of why the company has been named one of Atlantic Canada's Top Employers for 2020.

"Working at Emera means opportunities to learn and develop in an international business environment," Roberts says. "Our goal is to be an employer of choice, which is why we are focused on attracting and retaining the best and brightest. We continually invest in our people, enabling them to grow and advance in their careers."

To this end, the company embraces a "speak-up" culture that stems from its collaborative approach.

"Our employees are encouraged to raise any safety concerns they may have and be confident they will be heard and supported," Roberts explains. "Everyone on our team has, not just the freedom, but the responsibility to speak-up and identify risks and opportunities to help make us all better. It's also about fostering an inclusive and diverse corporate culture where everyone is treated with respect and everyone's ideas are valued."

Emera also invests in its employees with competitive compensation packages that include a comprehensive pension and benefits plan and employee-sponsored saving plans. Career growth initiatives include a strategic focus on employee development, opportunities to advance within and between operating companies, and company-sponsored education programs.

Emera is committed to making communities stronger, safer and more innovative. This includes corporate investments and sponsorships, employee fundraising-matching and volunteerism programs, and scholarships for employees' children.

"In 2018, we invested over \$18 million in our communities," Roberts says. "This included a special, one-time contribution to Memorial University to establish the Emera Innovation Exchange—a public collaboration space to help support entrepreneurship and innovation in Atlantic Canada."

At the same time, Emera employees contributed a total of 38,000 hours of their time to worthy causes in their communities. Emera and Nova Scotia Power employees are the largest group of private sector contributors to the United Way in Atlantic Canada.

As Emera continues to grow and deliver cleaner, affordable and reliable energy for customers in Atlantic Canada, the United States and the Caribbean, it remains proudly headquartered in Nova Scotia. And if creating the right environment is fundamental to building a high-quality workforce, then Emera is also responding with the bricks and mortar of innovative growth.

Last year, the company opened its new headquarters, Emera Place, in Halifax's downtown core. This state-of-the-art facility is a working demonstration of the company's strategy and values-in-action – its commitment to innovation, safety and health, sustainability and collaboration. Named one of the Smartest Buildings in Canada by American technology giant Cisco Systems, the space boasts world-class, sustainable building standards, and leading-edge technology.

"Our new headquarters is a great example of the investments Emera makes, and continues to make, in its team and in the region," says Roberts. "We've designed this inspirational space for our employees who, in turn, keep us at the leading edge of innovation and customer service." Sponsored content

NBCC cont'd from page 46

- job-related tuition subsidies as well as for courses of general interest, to a lifetime maximum of \$10,000
- retirement planning services, defined benefit and defined contribution pension plans (enrolment varies by employee group) and phased-in work options for employees nearing retirement

NEW CASTLE HOTELS & RESORTS

Industry: Hotels and motels
FT employees in Canada: 292
Location: Halifax, N.S.

Interest points:

- head office location offers employees access to an onsite fitness facility complete with an indoor pool and whirlpool, onsite eating options and is a short walk to the harbourfront boardwalk
- summer employment, co-ops and paid internships, apprenticeships and mentoring initiatives
- in-house training as well as tuition subsidies for courses related and not directly related to an employee's current position

NEWFOUNDLAND AND LABRADOR CREDIT UNION LTD.

Industry: Credit union
FT employees in Canada: 116
Location: St. John's, N.L.

Interest points:

- academic scholarship program for children of employees and members
- tuition subsidies for courses related and not directly related to an employee's current position
- new employees start with three weeks of vacation, moving to four weeks after three years on the job
- earned days-off program allows employees to extend their workday to earn an extra day off every three weeks
- retirement planning assistance, phased-in work options for employees nearing retirement and matching RSP contributions

NORTH ATLANTIC

Industry: Petroleum Refining and Distribution
FT employees in Canada: 379
Location: Come By Chance, N.L.

Interest points:

- new employees start at three

weeks of paid vacation, moving to a maximum of six weeks over the course of their careers

- longer-serving employees can apply for an unpaid leave of absence
- full-time employees have access to retirement planning assistance and receive contributions to a defined benefit pension plan

NORTHWOOD GROUP OF COMPANIES

Industry: Nursing care facilities
FT employees in Canada: 1,012
Location: Dartmouth, N.S.

Interest points:

- in-house and online training programs as well as tuition subsidies for courses at outside academic institutions
- employee-led "Staff Morale and Recreation Team" organizes events including a holiday family movie and a winter carnival
- main location amenities include an employee lounge, a quiet room for meditation and relaxation, and an onsite fitness facility with staff-only hours
- defined benefit pension plan

**OUR EMPLOYEES
ARE A PART OF
SOMETHING
BIGGER**



"Our people are our greatest asset. Their hard work, passion and dedication is what makes us so successful."

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UNION**
EAST COAST

NOSEWORTHY CHAPMAN CHARTERED PROFESSIONAL ACCOUNTANTS

Industry: Accounting

FT employees in Canada: 55

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

Interest points:

- new parents (and adoptive parents) receive a weekly maternity and parental leave top-up payment for the full year of their leave (\$92 per week for 52 weeks)
- social committee organizes a number of events, including an after-tax season dinner and social, mid-winter blues casino night, annual summer-sizzle barbecue, and a dinner and dance to kick-off the Christmas season
- employees provide input on the firm's charitable efforts, receive paid time off for volunteering and matching employer donations

NTT DATA CANADA, INC.

Industry: Computer systems design services

FT employees in Canada: 880

Location: Halifax, N.S.

Interest points:

- Employee Incentive and Management Incentive programs offer financial rewards and/or salary increases for innovations and new ideas that support business development
- head office location features an employee lounge (comfortable seating, video games, foosball, table hockey, books and magazines) as well as onsite yoga classes, weekly massages and monthly visits from professional hair stylists
- in-house and online training programs, formal mentoring and tuition subsidies for job-related courses (to \$5,250)

OPPORTUNITIES NEW BRUNSWICK

Industry: Provincial Crown corporation, economic development

FT employees in Canada: 143

Location: Fredericton, N.B.

Interest points:

- head office employees have free access to an onsite, shared-use fitness facility and free weekly onsite massages from students at the Atlantic College of Therapeutic Massage

- maternity and parental leave top-up payments for new and adoptive moms (to 75 per cent of salary for 16 weeks) with the option to extend leave to an unpaid leave of absence
- tuition subsidies for courses related to current position along with a variety of in-house training initiatives

ORGANIGRAM INC.

Industry: Medical cannabis grower

FT employees in Canada: 619

Location: Moncton, N.B.

Interest points:

- new employee referral bonus (up to \$250 for each successful hire)
- access to a wellness spending account (to \$250 annually), support for IVF treatments if needed (to \$3,000 per employee) and discount medical cannabis when prescribed
- in-house and online training initiatives and tuition subsidies for job-related programs at outside academic institutions

PROVINCIAL AEROSPACE LTD./PAL

Industry: Air transportation

FT employees in Canada: 1,091

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

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PAL Aerospace cont'd from page 49

Interest points:

- maternity leave top-up payments (to 100 per cent of salary for up to 17 weeks) with the option to extend leave into an unpaid leave of absence
- access to support for IVF treatments if needed (to \$15,000)
- no-limit tuition subsidies for courses related and not directly related to current position
- co-op placements, paid internships, apprenticeships and formal mentoring programs
- social committee events include an employee Christmas party (as well as a separate event for employees' children), special family day event, summer barbecue, movie nights, and more

RESMED HALIFAX ULC

Industry: Custom computer programming services

FT employees in Canada: 214

Location: Halifax, N.S.

Interest points:

- maternity and parental leave top-up payments for employees who are new mothers, fathers or adoptive parents, to 100 per cent of salary for up to 14 weeks

- new employees receive three weeks of starting vacation allowance, moving to four weeks after two years on the job
- telecommuting and flexible work options
- share purchase plan for employees plus matching RSP contributions

SEKISUI DIAGNOSTICS PEI LTD.

Industry: Medical diagnostic products

FT employees in Canada: 130

Location: Charlottetown, P.E.I.

Interest points:

- tuition subsidies for job-related courses (up to \$4,700 per year), subsidies for professional accreditation, and a variety of in-house and online training programs
- three weeks of starting vacation allowance, moving to four weeks after four years on the job
- flexible work hours and a telecommuting option
- maternity and parental leave top-up payments for new mothers and fathers, including adoptive parents (to 100 per cent of salary for up to eight weeks)

SERCO CANADA INC.

Industry: Technical consulting and

management services

FT employees in Canada: 817

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

Interest points:

- variety of in-house training options as well as tuition subsidies for courses related and indirectly related to current position (up to \$5,250 annually)
- retirement planning assistance and contributions to a defined contribution pension plan
- phased-in work options for employees nearing retirement
- subsidized access to fully equipped, shared-use onsite fitness facility featuring a basketball court, sauna and instructor-led yoga classes (baseball diamonds outside in the summer months)

SIGMAST COMMUNICATIONS INC.

Industry: Mobile communications services

FT employees in Canada: 51

Location: Bedford, N.S.

Interest points:


- new employee referral bonuses, to \$500 for each successfully hired new candidate
- matching RSP contributions

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ST. JOHN'S INTERNATIONAL AIRPORT AUTHORITY

Industry: Airport operations

FT employees in Canada: 105

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

Interest points:

- in-house job training initiatives and tuition subsidies for courses related and not directly related to current position
- free memberships to an onsite fitness facility that's open 24 hours, seven days a week

ULTRA ELECTRONICS MARITIME SYSTEMS INC.

Industry: Defence electronics manufacturing

FT employees in Canada: 147

Location: Dartmouth, N.S.

Interest points:

- summer and paid internship programs
- tuition subsidies for courses at outside academic institutions
- social activities throughout the year, including summer barbecues, golf games, lunchtime soccer in the summer and hockey games in the winter
- new employee referral bonuses (to \$5,000)
- access to the company's share purchase plan as well as profit-sharing

UNI FINANCIAL COOPERATION

Industry: Credit union

FT employees in Canada: 812

Location: Caraquet, N.B.

Interest points:

- new employees start with three weeks of paid vacation and up to four paid personal days each year
- employees can apply for unpaid leaves of absence (up to one year) as well as self-funded leaves of absence (to a maximum of two weeks)
- flexible work options
- parents with pre-school children can take advantage of an onsite daycare centre
- defined contribution pension plan
- year-end bonus program open to all employees
- phased-in work options for employees nearing retirement

UNIVERSITY OF NEW BRUNSWICK/UNB

Industry: Post secondary schools, university

FT employees in Canada: 1,754

Location: Fredericton, N.B.

Interest points:

- on-campus amenities include a cafeteria (with healthy and special diet menus), a quiet room for meditation and reflection, and subsidized access to UNB's fitness facility, which features an indoor swimming pool, a climbing wall, a dance studio and various fitness classes such as Zumba, yoga and pilates

- performance recognition including the Excellence in Teaching Awards, Distinguished Service Awards and President's Medals for Service Over the Span of a Career
- defined benefit pension plan 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: 384

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

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Top Employers by province:

N.S.	N.B.	N.L.	P.E.I.
55%	20%	20%	5%

...and most popular HR perks:

Family-friendly.....	20%
Financial incentives.....	14%
Professional development.....	13%
Retirement planning.....	12%
Health & wellness.....	11%

Verafin cont'd from page 51

Interest points:

- tuition subsidies for courses both related and unrelated to an employees' current role (up to \$2,000)
- no-limit vacation policy where time off is officially unlimited and determined on a case-by-case basis
- share purchase plan (available to all employees)
- new employee referral bonuses, up to \$2,000



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VERB INTERACTIVE INC.

Industry: Custom website design services

FT employees in Canada: 140

Location: Halifax, N.S.

Interest points:

- new employee referral bonuses, up to \$500 for each successful new hire
- new employees receive three weeks of paid starting vacation and additional time off over the Christmas holiday season (to five days)
- office features an employee lounge with television, foosball, video and arcade games
- daily selection of snacks including granola bars, rice crispy squares, cookies and weekly deliveries of fresh fruit

WEB.COM CANADA

Industry: Data processing, hosting, and related services

FT employees in Canada: 548

Location: Hebron, N.S.

Interest points:

- Wellness Coordinator organizes events throughout the year, from walking to weight loss challenges
- free yoga classes hosted every month and subsidized gym memberships at GoodLife Fitness
- matching RSP contributions and year-end bonus program that's open to all employees
- social activities include an employee appreciation week, annual Christmas party (separate kids party), summer barbecue, ice cream day, candy buffet day, casino night and golfing

WORKERS' COMPENSATION BOARD OF NOVA SCOTIA

Industry: Administration of human resource programs

FT employees in Canada: 414

Location: Halifax, N.S.

Interest points:

- full tuition subsidies for courses both related and not directly related to current position plus a variety of in-house training options
- maternity leave top-up payments (to 93 per cent of salary for 16 weeks) and parental leave top-up for new fathers and adoptive parents (to 93 per cent of salary for 10 weeks)
- children of employees may be eligible for post-secondary academic scholarships
- retirement planning assistance and defined benefit pension plan

FEEDBACK

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