

HAMILTON/ NIAGARA'S TOP EMPLOYERS

ADVERTISING FEATURE
DECEMBER 2019



The Niagara Health team is committed to providing quality, safe care.

Niagara Casinos participate in Pink Shirt Day in support of anti-bullying.

Hornblower Niagara Cruises' employees are passionate about providing world class guest service and creating amazing experiences!

VIEW ONLINE AT
thespec.com

**HAMILTON-NIAGARA'S
TOP EMPLOYERS 2020**

CELEBRATING THE BEST PLACES TO WORK

Now entering its 13th year, Hamilton-Niagara's Top Employers is an annual competition organized by the editors of Canada's Top 100 Employers. This special designation recognizes the employers in the Hamilton-Niagara area that lead their industries in offering exceptional places to work.

This year's competition saw the largest number of employers to date take part in the selection process, which starts each spring. Mediagroup editors began by examining the recruitment histories of nearly 100,000 employers that it tracks for its popular job-search engine, Eluta.ca. From this pool, Mediagroup invited 10,000 employers to submit detailed applications, including a comprehensive review of their operations and HR practices that compares them to others in their industry and region. Employers interested in next year's competition may also request an application online.

Details on the selection criteria and information for employers on applying is available on the competition homepage: <https://www.canadastop100.com/hamilton/>.

AREA WINNERS INCLUDE:

Airbus Helicopters Canada Limited 270 full-time employees

<https://www.airbus.com/helicopters.html>

Airbus Helicopters Canada Limited is a helicopter assembly, design and repair company.

- Airbus Helicopters Canada Limited encourages employees to continue learning throughout their careers with tuition subsidies for courses at outside institutions as well as through a variety of in-house training initiatives – also reaching out to the next generation with paid internships, apprenticeships and formal mentoring

ArcelorMittal Dofasco G.P.

5,149 full-time employees
[dofasco.arcelormittal.com/](https://www.dofasco.com/)

ArcelorMittal Dofasco G.P. is a supplier of steel products to markets across North America.

- ArcelorMittal Dofasco maintains the impressive F.H. Sherman Recreation and Learning Centre that's situated on over 40 hectares a short drive away and features tennis courts, baseball diamonds, soccer fields, a driving range, beach volleyball, two arenas, a gymnasium and the fitness facility -- the centre is open to retirees and family members, and also offers a range of extended health services

Bosch Rexroth Canada Corporation

333 full-time employees
www.boschrexroth.com/

Bosch Rexroth Canada Corporation, formerly Basic

Technologies Corporation, manufactures drive and drive control technologies.

- Bosch Rexroth Canada Corporation encourage employees to become recruiters for the company with generous new employee referral bonuses, from \$1,000 to \$2,500 depending on the position

Burlington Hydro Inc.

93 full-time employees

www.burlingtonhydro.com/

Burlington Hydro Inc. is a provider of hydro services to residential and commercial customers.

- Burlington Hydro offers an on-site wellness program through a third party to encourage healthy lifestyles, providing employees with access to personalized wellness coaching, information on stress management and nutrition, and free healthy snacks each month -- employees can also keep fit with discounted memberships to a nearby fitness facility"

Durward Jones Barkwell & Company LLP

133 full-time employees

www.djb.com/

Founded in 1940, Durward Jones Barkwell & Company LLP is a chartered accounting firm that provides assurance, taxation, and information technology services.

- Durward Jones Barkwell & Company LLP helps employees starting a family with generous maternity and parental leave top-up programs that are open to new moms, dads and adoptive parents, to 75 per cent of salary for 17 weeks - Durward Jones Barkwell & Company LLP keeps a busy social calendar for its employees with events throughout

the year, including an annual pot luck, Halloween costume competition, Christmas sweater competition and Christmas holiday party, an end of tax season celebration dinner, summer barbecues and monthly birthday cake celebrations

City of Hamilton

5,582 full-time employees

www.hamilton.ca/

The City of Hamilton provides municipal government services to local businesses and a population of approximately 510,000 residents.

- As part of a workplace mental health and wellness strategy, the City of Hamilton organizes a number of activities to encourage employees to make health and wellness a priority, including lunch and learn sessions on various topics, 10-minute massages on breaks, free yoga and group exercise classes, as well as a fitness app that tracks their fitness goals and allows colleagues to engage in friendly fitness challenges

Hornblower Canada Co.

47 full-time employees

www.niagaracruises.com/

Hornblower Canada Co. is an official boat tour operator on the Canadian side of the Niagara River.

- Hornblower Canada Co.'s young workforce enjoys a busy social calendar, including the tour season kick-off, "Event in the Tent" gathering, summer employee barbecues, an ice cream day, the annual manager's night out, Canada Day celebrations, community tree planting, and an annual party in the Christmas season

IKEA Canada Limited Partnership

3,239 full-time employees

www.ikea.ca/

IKEA Canada Limited Partnership is a home furnishings retailer that operates 12 stores across the country.

- IKEA Canada helps employees save for the future through a matching RSP program and longer serving employees (after five consecutive years) have the opportunity to share in the company's success through a defined profit-sharing plan

InvestorCOM

87 full-time employees

investorcom.com/

InvestorCOM provides a complete suite of software products for clients in the financial services industry, addressing document composition, delivery, compliance, marketing, reporting and analytics.

HAMILTON-NIAGARA'S TOP EMPLOYERS 2020

- InvestorCOM starts its newest employees with three weeks of paid vacation (working to a maximum of five weeks for longer serving employees) and considers previous work experience when setting individual vacation entitlement

Joseph Brant Hospital

1,039 full-time employees
www.josephbranthospital.ca/

Joseph Brant Hospital is an acute care hospital that provides integrated healthcare services to Burlington and surrounding areas.

- Joseph Brant Hospital supports its new moms, dads and adoptive parents with maternity and parental leave top-up payments -- to 84 per cent of salary for up to 27 weeks for new moms, and up to 12 weeks for dads and adoptive parents, with top-up duration varying by employee group

L3HARRIS, WESCAM Inc.

1,105 team members
www.wescam.com/

L3HARRIS, WESCAM Inc. is a leading manufacturer of stabilized camera and microwave transmission systems that produce stable images from moving platforms.

- L3HARRIS, WESCAM Inc. is breaking ground on a new 330,000 square foot facility in Hamilton, which will see approximately 1,500 jobs created for the region in the coming year

- L3HARRIS, WESCAM Inc. supports employees who are new mothers with maternity and parental leave top-up, to 100 per cent of salary for eight weeks followed by 75 per cent for an additional 10 weeks and provides parental top-up for fathers and adoptive parents, to 75 per cent of salary for 10 weeks

McMaster University

5,960 full-time employees
www.mcmaster.ca/

Founded in 1887, McMaster University is a post-secondary institute that serves over 17,000 students.

- As an educator, McMaster University encourages ongoing employee development with generous tuition subsidies (to \$3,970 annually) for courses taken at McMaster as well as other institutions -- the school also offers a generous academic scholarship program for children of employees who are interested in pursuing post-secondary studies (up to \$5,100 per child)

Mohawk College

1,018 full-time employees
www.mohawkcollege.ca/

Founded in 1947, Mohawk College is a post-secondary institute that offers full-time, apprenticeship, and co-op programs.

"- Employees at Mohawk College can keep fit at the fully equipped onsite fitness centre which features a variety of instructor-led classes and even an outdoor beach volleyball court -- employees can also enjoy an extended hike along the nearby Bruce Trail that winds along the Niagara Escarpment

National Tire Distributors, Inc.

685 full-time employees
www.ntdcanada.com/

Since 1978, National Tire Distributors, Inc. is a provider of tire distribution services to independent tire dealers across Canada.

- National Tire Distributors provides FitBits to all employees to encourage physical activity and participation in various wellness challenges such as the Step into September Step Challenge -- additionally, the company organizes an annual wellness event with guest speakers, free healthy snacks for the month, and themes such as physical wellness and mental wellness

Niagara Casinos

2,605 full-time employees
www.fallsviewcasinoresort.com/

Niagara Casinos is a gaming and entertainment facility.

- Niagara Casinos makes recognition a central part of its culture through a variety of initiatives including the Great People Celebrations, an annual recognition gala, and a peer-to-peer intranet for employees to share recognition, select personalized awards, and celebrate long-service milestones

- Niagara Casinos offers training and development opportunities for individuals at various stages of their career,

Niagara Health

2,755 full-time employees
www.niagarahealth.on.ca/

Niagara Health is a provider of acute health care services to the residents of the Regional Municipality of Niagara.

- Niagara Health offers training and development opportunities for individuals at various stages of their career, from tuition subsidies for employees pursuing additional education, to leadership training for employees as they advance, to co-op placements and paid internships for students and young people

Sodexo Canada Ltd.

6,192 full-time employees
www.sodexo.ca/

Sodexo Canada Ltd. provides outsourced food and facilities management services to clients across Canada.

- Sodexo Canada encourages employees to share feedback on which charitable causes to support and maintains a focus on initiatives that fight hunger and poverty -- additionally, the company recently launched

a new scholarship to honour volunteerism and community involvement, which offers \$2,500 to support an employee or their dependant's tuition cost as well as a \$2,500 donation to a hunger-related charity chosen by the recipient

St. Joseph's Healthcare Hamilton

3,001 full-time employees
www.stjoes.ca/

St. Joseph's Healthcare Hamilton is a multi-site teaching hospital and academic health science centre with more than 4,900 full- and part-time employees.

- St. Joseph's Healthcare Hamilton offers a number of initiatives to help employees make healthier choices, including health assessments offered by an in-house wellness team, monthly highlights of employee wellness success stories (such as quitting smoking and maintaining mindfulness), and a Wellness School, with monthly lunch and learn seminars on topics including mental health, nutrition and stress management

Stryker Canada ULC

396 full-time employees
www.stryker.com/

Stryker Canada ULC is responsible for the sales, marketing, and distribution of Stryker's medical technologies, including reconstructive, medical and surgical, and neurotechnology and spine products, to leading healthcare institutions in all provinces.

- Stryker Canada supports parents-to-be with a subsidy for IVF if needed (to \$15,000) and provides generous maternity and parental leave top-up payments to new mothers and fathers, including adoptive parents (to 100 per cent of salary for 26 weeks)

- Training and development opportunities for employees at every stage of their career

Tim Horton Children's Foundation, Inc.

178 full-time employees
<https://www.timhortons.com/>

The Tim Horton Children's Foundation serves youth from low-income families in Canada and the United States, and operates seven camp locations.

- Located on the Grand River watershed, Tim Horton Children's Foundation's primary location offers employees a unique environment with a working farm (cattle, goats, chickens, donkeys, horses and rabbits all onsite), various camp activities including high ropes courses, canoeing, mountain biking, archery and fishing, nearby nature trails for walking and jogging, and access to a basketball court and outdoor pool

**HAMILTON-NIAGARA'S
TOP EMPLOYERS 2020**
NIAGARA CASINOS
Great people work here!

We are excited to be named Hamilton-Niagara's Top Employer for the tenth year in a row! A vibrant workplace culture coupled with an enhanced customer experience – these are all ingredients of a bright future. We recognize that people are our greatest asset and we work hard by innovating, inspiring and investing in our employees, customers and communities.

We work to inform and empower our team to continue to raise the bar on customer experience while living our company values. Together we provide remarkable service, earn trust and loyalty, work as one team and improve our communities.

Our workplace culture is a true representation of an environment where every employee is valued, respected, accepted and can bring their true self to work each day. Our ncdiversity program includes a committee of over 40

employees who work together to promote inclusivity and awareness of cultural events. Our ncwomen's initiative focuses on empowering our female staff of 1,900 strong through resiliency training, mental health sessions, networking opportunities and community volunteerism. We celebrate each other's achievements, promote our strengths and build each other up. Our organization believes that differences and unique qualities in people should not only be celebrated, but encouraged!

We also provide industry leading compensation and benefits as well as enhancements in additional vacation time, flexible work options, health benefits, a nationally recognized safety program, one of the top 50 Defined Contribution pension plans, award-winning wellness initiatives and globally acclaimed training

**4,200
employees**
**7,517
job applications
last year**


Niagara Casinos' associates participate in Pink Shirt Day in support of anti-bullying.

Our people are our greatest asset!

We are dedicated to building a culture where our great people have every opportunity to live our values of – providing remarkable service, earning trust and loyalty, working as one team and improving our communities.

*Richard Taylor, President
Niagara Casinos*

programs. From pre-retirement financial planning to on-site gyms, we are a learning

organization focused on creating remarkable customer experiences, to every guest every time.

At Niagara Casinos we have a long-standing commitment to community development deeply embedded throughout our business. We continue to help solve major societal challenges with our community partners in the areas of diversity and inclusion, environmental protection, affordable housing, healthcare and education. Our 4,200 associates are the inspiration for our

Community Giving Program, ncCommunity. The program's outreach encompasses social improvement through ncCommunity sponsorships with over 170 organizations, volunteerism through our Sunshine Program and associate fundraising for United Way Niagara.

Interested in joining our family? Visit us at niagaracasinosjobs.com

Instagram @niagara_casinos
Twitter @Niagara_Casinos
Facebook @NiagaraCasinosJobs
LinkedIn niagara-casinos














HAMILTON-NIAGARA'S
TOP EMPLOYERS 2020

NIAGARA HEALTH

Extraordinary experiences at Niagara Health

It has been another extraordinary year at Niagara Health.

There are numerous examples of our teams receiving national recognition for their commitment to providing quality, safe care; we are working with our partners to improve access to healthcare services and build a better-connected health system; and we are creating more opportunities for patients to manage their chronic conditions at home.

Being named one of Hamilton-Niagara's Top Employers for the second straight year is another source of pride for our organization. And it is a testament to our team's loyalty and dedication, which has helped to shape us into the organization we are today.

Our caring and compassionate team is made up of more than 6,000 employees, physicians

and volunteers who make a difference in the lives of our patients and families every day across our hospital sites and community-based services.

"Our people are our most valuable resource at Niagara Health and we appreciate their commitment to providing extraordinary caring to every patient, every time," says Interim President Angela Zangari. "Our aim is to make the experience of working at our sites exceptional through a wide range of programs and initiatives that support career growth. We ensure our teams are given the resources and support they require to continually learn and improve."

As a community-based academic centre, teaching and learning, research, innovation and partnership inspire us to continually raise the bar.

33,000
acts of
kindness

17
Leading
Practices



The Niagara Health team is committed to providing quality, safe care.

Our Acts of Kindness Workplace Challenge is a shining example of our caring culture.

We've had great success in attracting and retaining leading healthcare professionals, a testament to a work environment that supports personal and professional growth and our respectful and caring culture.

Over the past year, we received national recognition for our commitment to providing

quality, safe care, with 17 Leading Practices that hospitals around the world can use to guide their quality improvement efforts.

The Leading Practices include a music and memory program that is increasing the quality of life for patients with dementia, an initiative to improve nutrition for people who are malnourished and our leadership development program.

Our Acts of Kindness Workplace Challenge is a

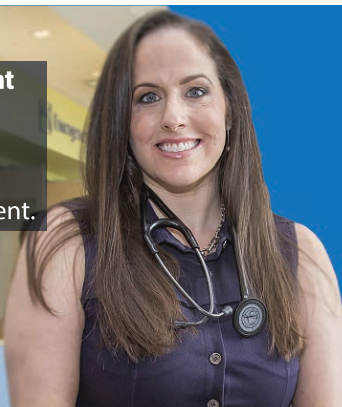
shining example of our caring culture.

The grassroots movement sees Niagara Health departments complete 1,000 acts of kindness in a month. So far, 34 teams have completed the challenge, logging more than 33,000 acts of kindness that have been felt both inside and outside the hospital walls.

Thank you to our teams for making Niagara Health such a great place to work and for helping us create a Healthier Niagara.

Emergency Department Physician

Dr. Melanie Senechal is Niagara Health's 2019 President's Award recipient.



THANK YOU TO OUR TEAM

for your extraordinary work caring for our patients and families.



niagarahealth
Extraordinary Caring. Every Person. Every Time.

HAMILTON-NIAGARA'S
TOP EMPLOYERS 2020

ST. JOSEPH'S HEALTHCARE HAMILTON

Committed to excellence. Dedicated to discovery.

St. Joseph's Healthcare Hamilton is committed to providing compassionate care and innovative healthcare solutions. We are excited to once again be named one of the Hamilton-Niagara Top Employers.

Over the past 129 years, St. Joe's has evolved into a premier academic and research healthcare organization, deeply invested in our region and the health of its citizens. Employees are driven by shared values of the Sisters of St. Joseph, who founded the hospital in 1890 to care for the most vulnerable. Today, St. Joe's is a multi-site healthcare centre located in the heart of Hamilton. We are a proud member of the St. Joseph's Health System.

St. Joseph's Healthcare Hamilton is taking bold

steps that will lead our region through the healthcare challenges of today and build a healthier community for tomorrow. We will achieve this through our four clear directions: Leading, Learning, Building and Caring. Through these directions, St. Joe's is working with our community to transform patient care, discover life-saving pathways,

"We are proud of our talented, knowledgeable and dedicated employees, volunteers, learners and physicians who have helped build our tradition of excellence in care, research and teaching in healthcare in Hamilton."

Dr. Judy Hunter, Vice President,
People, Culture & Diversity

1st in Canada
to perform
robotic knee
replacement
surgery

1st in Canada
to partner a
mental health
worker with police
responding to a
911 crisis call



Ana MacPherson, Integrated Care Coordinator (right), connects with her patient, Georgia Carbary, through virtual visits on MyDovetale.

embrace and engage our diverse, talented and dedicated workforce, and partner with patients to deliver state-of-the-art care with compassion, dignity and respect, every time.

St. Joe's is a leader in respiratory care, kidney and urinary care, mental health and addictions, eye care and surgical services. St. Joe's pioneered the development of Integrated Comprehensive Care (ICC) and is on the

forefront of the expansion of virtual care.

We are committed to building an inspiring place to work and learn. The organization's Employee Wellness Program provides staff with seminars on topics like nutrition, conflict resolution and financial health. The Employee Wellness Centre is equipped with stationary bikes, treadmills and space for class activities.

More than 6,000 staff, physicians, and volunteers at

our three campuses and community programs do extraordinary work to make a positive difference in the lives of those we serve. Together, their efforts have resulted in St. Joe's achieving Exemplary Standing from Accreditation Canada multiple times – the highest rating for a Canadian hospital.

To learn more about how you can make a difference by working at St. Joe's, please visit www.JoinStJoes.ca.

Leading

Learning

Building

Caring

#WeAre
StJoes

Committed to Excellence.
Dedicated to Discovery.

Learn more about who we are and our promise to our patients, families, staff and community at stjoes.ca/strategicplan

St. Joseph's
Healthcare Hamilton

HAMILTON-NIAGARA'S
TOP EMPLOYERS 2020

ARCELORMITTAL DOFASCO

We are part of the world's leading steel and mining company

Fewer than one per cent of companies have achieved what ArcelorMittal Dofasco has – more than 100 years in business. Our achievements are in part due to our ongoing ability to stay ahead of the curve, react swiftly and persevere through periods of immense change to emerge stronger.

ArcelorMittal Dofasco is part of the world's largest steel and mining company. ArcelorMittal is present in more than 60 countries, has an industrial footprint in 19 countries and more than 200,000 employees. Our 5,000 employees make more than 100 grades of steel here in Hamilton and it is used in the automotive, distribution, construction and manufacturing, tubular and consumer and industrial

packaging sectors. Ingenuity and creativity have been the driving force of our organization throughout our history. They have pushed our team to design and develop steels that are transforming the design, performance and sustainability of autos, steels that are creating stronger, safer and more sustainable buildings, innovative new packaging as well as supporting emerging technologies in the tubular energy market.

ArcelorMittal Dofasco also has an incredible legacy of support for community across a diverse portfolio of organizations and projects. Today, our community work takes on a much broader scope and it is rooted in our 10 Sustainable Development Outcomes. These are outcomes

The Hamilton
Niagara region's
largest private
sector employer,
offering a variety
of career paths

Recognized as
one of Canada's
Top 100
Employers for
six consecutive
years



Christina Marianos is an Operations Team Member at ArcelorMittal's newest finishing line, No.6 Galvanize. Christina and her colleagues oversee a unique galvanizing line that produces heavy gauge Galvanize steel primarily for Automotive and Construction customers.

that help us achieve our goal of sustainability leadership — by defining the kind of company we want to be. This Sustainable Development Framework also helps us secure the commercial success of our business in the medium term, while contributing to solving the world's sustainable development challenges in the long term. This is good for society, good for our stakeholders and good for us.

Our achievements are in part due to our ongoing ability to stay ahead of the curve, react swiftly and persevere through periods of immense change to emerge stronger.

Strong companies like ours have people that work together to meet challenges head on. We recognize that our strength is people. We stop, challenge and choose. We play to win.

We are continuously looking for ways to improve and innovate.

We are the kind of company that is constantly changing and evolving to continue to be successful decade after decade, to keep our position in the top one per cent of companies around the globe – to be world class. We're a steel company. But we are so much more. We are not only making steel stronger, lighter and more sustainable, we're transforming tomorrow.

Our product is steel. Our strength is



ArcelorMittal Dofasco is the region's largest employer and a Canada's Top 100 Employer for six years straight.

Learn more at dofasco.arcelormittal.com

@ArcelorMittal_D
facebook.com/arcelormittaldofasco

@arcelormittal_dofasco

linkedin.com/company/arcelormittal-dofasco/



**HAMILTON-NIAGARA'S
TOP EMPLOYERS 2020**
AIRBUS HELICOPTERS CANADA

Canada's leading helicopter manufacturer

With 220 customers operating over 720 aircraft, Airbus Helicopters Canada is marking 35 years of providing quality customer service and technology to the Canadian helicopter industry. Based out of Fort Erie, Airbus Helicopters Canada has supported regional and national law enforcement agencies, emergency medical service providers, utility operators, government and corporate customers to supply, operate and maintain the fleet of Airbus Helicopters aircraft in Canada.

Airbus Helicopters Canada is a wholly-owned subsidiary of Airbus - a global leader in aeronautics, space and related services. Airbus is the world's No. 1 helicopter manufacturer, with a global in-service fleet includes approximately 12,000 helicopters operated by more

than 3,010 customers in 152 countries. Airbus' range of civil and military helicopters is the world's largest; accounting for one third of the worldwide civil and parapublic fleet. The company's main priority is to ensure the safe operation of its aircraft for the thousands of people who fly more than 3.2 million hours per year.

"We are very proud of being named one of Hamilton and Niagara's Top Employers," President & Chief Operating Officer, Dwayne Charette says of this accomplishment. "We strive to do our very best by our employees, and this recognition means a lot to us. It also drives us to want to do even better."

And one of the ways they are continuing to ensure they do better is by promoting a speak-up culture throughout

280+
full time
employees

35
years in
business in
Canada


Airbus Helicopters Dragon Boat team participated in the Dragon Boat Festival on June 8, 2019 at the Welland International Flatwater Centre.

the company - especially when it comes to the health and safety of their people and their products. "We started promoting this culture seven years ago, and we can really see the difference it has made in our ways of working," Charette explains.

Safety and innovation remain top priorities for Airbus Helicopters. The Fort Erie facility is a recognized centre of excellence for composite manufacturing and, thanks to

From our employees across Canada, to the communities where we operate, people come first.

the expertise of its team and its competitiveness, is the sole source supplier on 8 different Airbus helicopter platforms flying all over the world. The company also provides overhaul services, such as dynamic component repair, to Airbus helicopter operators worldwide.

At Airbus their strength is their people and they are committed to their employees, just as they are dedicated to the company. Customer interaction is a huge part of the company's success, which is why ensuring they have the right team is imperative for Airbus. Together as a company, they feel, act and behave as one large family and create an engaging and inclusive workplace that favours wellbeing, fun and trust to drive team work.

HELICOPTERS

35 years of excellence in Canada

We wouldn't be where we are today without our outstanding employees across the country. Interested in being a part of our next 35 years? Visit airbushelicopters.ca to check out our job opportunities.

From Fort Erie, Ontario, we make it fly.



HAMILTON-NIAGARA'S
TOP EMPLOYERS 2020

JOSEPH BRANT HOSPITAL (JBH)
**Proud to be a
Top Employer**

Joseph Brant Hospital (JBH) is proud to be celebrating its fifth consecutive year of being awarded as one of Hamilton-Niagara's Top Employers. The hospital strives to create an environment that encourages wellness for patients and staff. JBH provides a range of primary and secondary services through the compassionate and dedicated care of more than 1,900 staff members, 700 volunteers, 175 physicians and almost 300 trained students.

JBH's redeveloped and renovated facility features natural light and ample space designed with physical and process efficiencies that support a healthy and safe work environment. Patients, staff and visitors can also enjoy an outdoor healing garden, dining terrace

and labyrinth.

JBH understands that working in healthcare is both rewarding and challenging. The hospital continuously acknowledges the amazing contributions of staff through various events and programs. Some examples of this commitment are: Kudos Award program, senior leadership walkabouts, complimentary massage therapy, and various appreciation events.

Through JBH's commitment to continuous improvement, LEAN processes are incorporated into daily work with over 700 improvements made to date through the ideas and work of front line staff. The hospital encourages growth and development by providing staff learning opportunities. Recently, the hospital hosted a Mega-Sim event, with departments

1,911
employees

Compassionate
Care.
Exemplary
Service.
Every Time.



A member of Joseph Brant Hospital's Oncology team provides compassionate care to one of the patients who we serve, each and every day.

participating in simulated learning across multiple departments to foster dialogue, teaching and training. The hospital's investments and use of leading technology are an integral part of the hospital's commitment to provide professional, mental and emotional support to its valued staff.

Located in Burlington, staff and patients can enjoy the many facets of a city that is ranked the best Mid-Sized City in Canada. JBH offers a

We are committed to exemplary health care. We are focused on clinical excellence, quality and patient safety. We have a passion for service.

picturesque view of the lake from 75% of patients' rooms, is walking distance to the trendy downtown area, walking trails and is situated near all major highways for easy access from all directions.

This is a workplace that truly values its staff and is committed to helping each and every one of them flourish professionally, physically, mentally and emotionally.

The JBH team is growing, hiring nurses, allied health professionals, physicians and non-unionized employees. Visit josephbranthospital.ca for more information about the benefits provided to the staff and to apply today.



We are proud to be one of this year's
TOP EMPLOYERS for the fifth year in a row.

Join Us. We're Hiring.

josephbranthospital.ca/careers



**HAMILTON-NIAGARA'S
TOP EMPLOYERS 2020**

CITY OF HAMILTON

An extraordinary place in which to live, work and play

Our team of dedicated professionals are among the best in the province at providing high quality public services. With approximately 8,000 employees, we truly value the commitment and passion our staff bring to their jobs every day serving the residents of Hamilton. We are honoured to be recognized as a Top Employer in the Hamilton-Niagara Region. It is the hard work and dedication of our employees that enables us to provide quality public services that contribute to a healthy, safe and prosperous community. Empowering our employees to excel in their roles is central to achieving the city's vision to be the best place in Canada to raise a child and age successfully.

Our mission is to provide high quality, cost conscious public services that contribute to a healthy, safe and prosperous

community, in a sustainable manner. Our strategic plan priorities include; community engagement & participation, economic prosperity & growth, healthy & safe communities, clean & green, built environment & infrastructure, culture & diversity and a strong focus on our people & performance. All City services align with and support these priorities and their desired outcomes.

The City offers a competitive compensation package which includes a health benefits plan and assistance in retirement planning through a defined benefit pension plan. Understanding the importance of mental and physical health, employees are encouraged to prioritize health and wellness through a variety of organized wellness activities such as workshops, outdoor fitness in partnership with local

**8,000
employees**
**Providing
70
city services**


"It's an honour to once again be recognized as a Top Regional Employer in the Hamilton-Niagara Region. It's important to us to create a work environment that is supportive, innovative and forward-thinking to best position our employees to serve our residents and businesses, now and in the future. This, combined with our commitment to building a vibrant, inclusive city, makes the City of Hamilton a great place to grow one's career." Janette Smith, City Manager, City of Hamilton

providers and other wellness activities.

Employees at the City of Hamilton are also supported in their work and professional development and are encouraged to pursue in-house training initiatives to keep their skills up-to-date. We also offer some tuition subsidies for courses at partner institutions to assist employees in augmenting their skills. We are partnership focused, customer service oriented and leverage

technology to enable employees to be the reason Hamiltonians have trust and confidence in their City government.

Our diverse team of talented and ambitious staff embody our values of sensational service, courageous change, steadfast integrity, collective ownership and being engaged empowered employees. Our work culture, combined with our commitment to building a vibrant, inclusive city, make

the City of Hamilton a great place to grow one's career. Hamilton has one of the lowest unemployment rates compared to most major urban areas, helping our city earn its reputation for being an extraordinary place in which to live, work and play.

New opportunities are posted every Thursday on www.hamilton.ca/jobs. Follow us on Twitter @cityofhamilton and on LinkedIn.



Proud to be a Top Employer in Hamilton-Niagara!

Our vision:

To be the best place to raise a child and age successfully.

HAMILTON.CA   @CITYOFHAMILTON



be
THE REASON...

**HAMILTON-NIAGARA'S
TOP EMPLOYERS 2020**
BURLINGTON HYDRO INC.

Inspired and respectful

Burlington Hydro (BHI) employees are the reason that the company ranks among the best managed and operated mid-sized utilities in Ontario. Our employees' commitment and hard work is at the core of a company they are proud to call their workplace.

Motivation and inspiration are key components to providing an environment where employees have room to excel. The company places significant emphasis on professional development, staff wellness, effective internal communications, and a variety of initiatives that foster a rewarding work environment. Professional development programs continue to receive top priority across all aspects of the operation.

Skills' training is a critical part of an employee's professional development. Whether that includes offerings such as Effective

Supervisory Skills for Technical/Trades Staff, or a professional development process for Leadership Evolution, the company offers a robust training portfolio. Funding is available for employees pursuing college or university level courses in work-related programs through the company's Educational Reimbursement Program.

"Attracting young talent to the company is a key component

"A passion for improvement is at the heart of a culture committed to excellence. From the exacting work of our engineers and the professionalism of our customer service representatives, to our resilient operations crews - and all those in-between - we work together to deliver value at every level of the organization."

Gerry Smallegange, President and CEO, Burlington Hydro Inc.

93
employees

**Our customer
satisfaction
score**
94



Crews ensure that materials are loaded on the truck before heading out to perform powerline maintenance work.

of our approach," says Jennifer Smith, Vice President, Corporate Relations, Burlington Hydro. "Co-op and Internship placements are designed to utilize the skills, talents, and versatility of post-secondary students, while exposing them to potential career opportunities."

Burlington Hydro has pledged its support by signing the Electricity Human Resources Canada (EHRC) "Leadership Accord on Gender Diversity

in the Electricity Industry." That commitment has expanded further to include 'Equal by 30', Natural Resource Canada's (NRCan) campaign to have public and private sector organizations commit to work towards equal pay, equal leadership and equal opportunities in the clean energy sector by 2030.

Burlington Hydro continues to provide focus on mental health and disability issues, with emphasis on taking the stigma out of mental health issues and providing employee support

networks. Under the auspices of the EHRC, the initiative "Diversity to Inclusion," seeks to create awareness among employees and employers of the requirements of the 'Accessibility for Ontarians with Disabilities Act' (AODA). Burlington Hydro chaired the steering committee leading this initiative.

The company understands that by creating a supportive work environment, employees will be healthier, happier, and more likely to reap the benefits of a meaningful career.

Proud. Experienced. Committed. Acknowledged.



Burlington Hydro is proud to be acknowledged as a leading employer. We credit our employees' unwavering commitment to operating an electricity distribution system recognized among the best in the Province for its innovation, reliability, and safety record.



Burlington**hydro** inc.



**HAMILTON-NIAGARA'S
TOP EMPLOYERS 2020**
MOHAWK COLLEGE

Learn and grow professionally

With just over 2,000 full-time and part-time employees, Mohawk is one of Hamilton's larger employers, and is committed to fostering excellence among employees by encouraging life-long learning and supporting professional development across the college.

Mohawk College is proud to educate and serve more than 32,500 full-time, part-time and apprenticeship students at three campuses and at learning hubs throughout the City of Hamilton.

Mohawk is among Canada's top 10 colleges for applied research, and for the past six years has been recognized as one of Canada's Greenest Employers by the editors of Canada's Top 100 Employers. The college is also home to the country's largest net zero energy institutional building, The Joyce Centre for

Partnership & Innovation. In 2019, The Joyce Centre became the first building in Canada to receive Zero Carbon Building Standard certification in both the Design and Performance categories from the Canada Green Building Council.

The college offers 179 postsecondary programs and is one of the largest trainers of apprentices in Ontario, providing training to more than 4,500 apprenticeship students annually at the Marshall School of Skilled Trades & Apprenticeship in Stoney Creek, Ontario. More than 125,000 students have graduated from Mohawk College, since it was founded in 1967.

Both students and employees have access to innovative spaces such as Social Inc., a safe, positive space on campus that celebrates social

2,038
full time and
part time
employees

32,500
students
educated
each year



Mohawk employees celebrate at the 2019 President's Breakfast.

inclusion. Students have access to a wide range of counselling services and supports throughout the year. There is also a health clinic and a fully equipped recreation centre, and the college hosts events and activities throughout the year to enhance the student experience and support the well-being of the entire college community.

Mohawk employees are also active in the community, raising funds to support students and

community organizations, and supporting scholarships

Mohawk is committed to the ongoing development and recognition of our employees, while providing an inclusive campus to ensure an open, accessible, equitable, and safe environment for everyone. We know that by investing in our employees, Mohawk College will provide the best education and services for our students.

and bursaries through donations to the Mohawk College Foundation and Hamilton Halton United Way. There are annual toy drives supporting local schools, community groups and the broader Hamilton area.

Mohawk is pleased to be named a Top Employer for the 7th straight year, and we look forward to supporting our students and the Hamilton community for years to come.

Congratulations

to all our employees for making Mohawk College a great place to work and learn.



Human Resources

Inspire. Grow. Learn.

MOHAWK
FUTURE READY

**HAMILTON-NIAGARA'S
TOP EMPLOYERS 2020**
BOSCH REXROTH
We move. You win.

Bosch Rexroth is part of the Bosch Group of companies and is the worldwide leader in “Drive & Control”. We provide drive and control solutions in the major technology areas of industrial hydraulics, electric drives and controls, linear motion, assembly technologies, and mobile hydraulics. We also provide our customers a competitive edge in their respective marketplaces through the effective application of superior Rexroth, value-add products, systems, engineering and services.

As a global partner for Mobile Applications, Machinery Applications and Engineering, Factory Automation and Renewable Energies, Bosch Rexroth supports mechanical and plant engineering efforts around the world with its cutting-edge technology and unique industry knowledge. More than 29,500 associates across the globe are developing tailored, safe and resource-friendly solutions. Our

innovations and cross-technology solutions deliver multi-dimensional enhancements for machine manufacturers and end users.

Customers set the requirements for their machine, project and system... we combine our drive and control technology and unique expertise to give them the right solution. Whether it's for Mobile Applications, Machinery Applications and Engineering, or Factory Automation, companies worldwide trust us to provide innovative components, complete system solutions and expert services, drawing on our portfolio of precise, proven, energy-efficient hydraulics, electric drives and controls, linear motion and assembly technologies.

Our highly trained team of engineers and technicians provide a tremendous level of expertise in our technologies and have developed extensive industry applied specific knowledge. Our field proven industry engineering expertise

Over
29,500
associates
across the globe

170
local
employees



Our talented Associates are our greatest and valued resource for success both now and in the future.

and innovations allow us to develop purpose-built electronic controls and hydraulics for the most demanding drive and control applications.

Rexroth products have an international reputation for high performance, quality and durability. Bosch Rexroth Canada is headquartered in Welland with 170 employees

locally, and more than 300 Canada wide. Our network of Canadian regional service centers delivers this same level of customer care to local markets, supported by local inventory and service competence. Bosch Rexroth Canada has the people, the products and the technology to meet customers' drive and control needs, but is also an active leader in social and corporate responsibility.

As an international company, we welcome people from a variety of cultures, offering them a professional home, equal opportunities, fair

working conditions and a means of balancing their work and personal lives.

The secret of our success is cultural diversity and commitment. Our associates work with colleagues from all around the world every day – sitting in the same office as well as on different continents. Cultural diversity is no catchphrase for us; it is a way of life. The result is a close-knit network of very diverse associates with unique skills, and a strong commitment to working together to find innovative solutions and better results.

Cultural diversity is no catchphrase for us; it is a way of life.

Bosch Rexroth Canada is proud to be selected as one of Niagara's/Hamilton's Top 20 Employers for 2020



Bosch Rexroth Canada 490 Prince Charles Drive, Welland, ON L3B 5X7
Toll Free 855-REXROTH | www.boschrexroth.ca | info@boschrexroth.ca

rexroth
A Bosch Company

**HAMILTON-NIAGARA'S
TOP EMPLOYERS 2020**
HORNBLOWER NIAGARA CRUISES

Amazing People providing world class service

Hornblower Niagara Cruises (HNC) creates amazing experiences for millions of guests each year. In May 2014, HNC entered into a 30-year contract with the Niagara Parks Commission and opened as the official boat tour operator to the iconic Niagara Falls in Canada. In 2018, HNC welcomed our 10 millionth guest and are proud to say that at the end of our sixth operating season, our amazing employees have hosted over 12 million guests from dozens of countries across the globe.

HNC has a mostly seasonal workforce of just over 200 amazing people who understand that we are all active and equal contributors, working together to produce a unique, one-of-a-kind experience for all our guests. Our employees achieve this every day because of their

dedication to quality, safety, the environment and their team. It is because of this commitment that HNC believes we can never lose sight of the most critical factor to our success – our People! Whether it is on board the vessels, in the office, in the Hornblower Ticket Plaza or the Hornblower Landing, HNC's focus is to create a fun, rewarding and satisfying work environment.

Because HNC recognizes that working outdoors with millions of guests each year can be both gratifying and challenging, we love to celebrate and recognize our employees through various events such as our annual welcome back Event in the Tent, Giving Thanks dinner, Christmas Party, appreciation barbeques and ice cream days. We also offer

ISO
certified in
Occupational
Health and
Safety, Quality,
Environment

200
employees
serving over
2.3 million
guests each year



Hornblower Niagara Cruises' employees are passionate about providing world class guest service and creating amazing experiences!

"HNC's success is a result of our extraordinary team of people. They show up each day ready to create amazing experiences. What we have accomplished together in the last five years is truly special."

Mory DiMaurizio
Vice President & General Manager
Hornblower Niagara Cruises

many employee programs which include Health, Safety and Wellness Month,

complimentary boat tour tickets, bi-weekly employee recognition awards and an employee referral program. And for returning seasonal employees, many can become eligible for our full-time benefit programs based on their length of service, which include an annual bonus, health care spending account, educational reimbursement and shoe allowance.

HNC is committed to continuous improvement and fosters a workplace of open

communication. Employees share feedback and ideas to improve their work environment through annual surveys, Employee Quality Committee, leadership roundtables and our open-door policy.

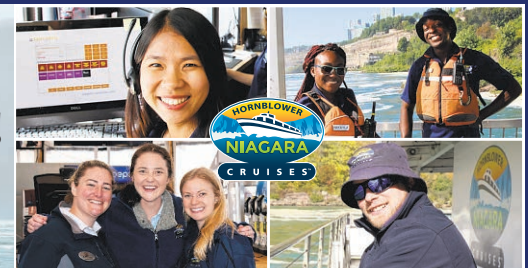
Every year we survey thousands of guests and they continue to confirm what we already know: our net promoter score ranks us as providing world class service! The reason we continue to achieve world class scores – our People!

WE CREATE AMAZING EXPERIENCES



**PROUD TO BE A
TOP EMPLOYER IN
HAMILTON-NIAGARA!**

**CONGRATULATIONS TO
OUR AMAZING EMPLOYEES**



f | AMAZING CAREERS AT HORNBLOWER NIAGARA CRUISES | NIAGARACRUISES.COM/CAREERS

**HAMILTON-NIAGARA'S
TOP EMPLOYERS 2020**
NATIONAL TIRE DISTRIBUTORS
Where the team is the first priority

National Tire Distributors (NTD) is Canada's premier independent supplier of tires to the replacement tire market. Through growth and acquisitions, NTD is the largest and most efficient distribution network in our country. NTD's corporate office is located in Burlington and operates 24 distribution centres nationwide. The combined experience of the NTD team, gained in every corner of Canada is unrivaled within the industry.

NTD believes in empowerment and flexibility to meet and exceed the distinct needs within the tire industry wherever the location, whatever the size. Passion for the best brands, the highest level of service and the delivery of relevant programs for our tire retailers drives every decision taken by the organization. NTD has the largest product selection in the industry.

The NTD team is here to deliver on our core values – iCare – Innovation, Collaboration, Accountability, Respect and Excellence – gained from our combined experience and commitment to the tire industry. NTD stays true to these values by continuing to stay ahead of the curve through leading in technology and providing customers with industry insights to help them create sustainable and relevant businesses by equipping them with tools and best practices to help them thrive.

Aligned with our iCARE people first values the safety of our team at NTD is paramount. Through a robust training and onboarding platform, coupled with consistent support from all levels of leadership our associates at NTD understand that we all have a responsibility and commitment to our personal safety, safety of our peers and the community.

Every individual at NTD plays a

Largest product selection in the industry

**Approximately
700
associates**



Thrive and drive into the future.

vital role in its success and in making a partner that our customers value. Our National Leadership Group (NLG) is comprised of leaders from each functional area that meet monthly to share the projects they are working on and to share stories about their peers' leadership successes and elevate ourselves as leaders. They understand NTD's value proposition and bring forward innovative ideas that allows us to stay competitive.

A key element of NTD's success has always been its people. As part of our team philosophy, we coach, support

"We believe it is the strength of our team that makes us successful.

We focus on creating a work environment where health, safety, wellbeing, respect, and teamwork are paramount. This is how we have been successful in attracting, retaining, and growing talented people. And providing great service to our customers!"

*George McClean - President
National Tire Distributors (NTD)*

and help develop all of our team members to become the best they can be! Some of the ways we do

this are through our training and development programs including a tuition reimbursement program, our compensation and benefit packages including competitive market wages, health coverage, parental top-up and of course tire discounts!

Our purpose is to help our customers thrive and drive into the future. And our commitment is simple: to contribute, every day, to delivering new and enhanced ways to help our customers' across Canada be successful.

WeAre



**Thank you to our NTD team
for achieving this prestigious award!**

www.ntdcanada.com • LinkedIn: National Tire Distributors • Facebook: @NationalTireDistributors

National Tire Distributors, Inc.

5035 South Service Rd, 6th floor, Burlington ON L7L 6M9 1-844-NTD-TIRE (1-844-683-8473)



Support Local Journalism



Telling the stories that need to be told.

Congratulations to
Hamilton/Niagara's Top Employers
from

**THE
HAMILTON SPECTATOR**

Contact us today at thespec.com/partner or 905-522-7732 | 1-800-263-8386 | circ@thespec.com

Quote offer **PARTNER**