

HAMILTON/ NIAGARA'S TOP EMPLOYERS

ADVERTISING FEATURE
NOVEMBER 2020



Dedicated staff from the Public Works Horticultural division work hard to brighten up our spaces.



Niagara Health values diversity, celebrates individuality, and promotes inclusion in all that it does.



Maneuvering into position to repair the overhead power lines.
Photo courtesy of Burlington Hydro Inc.

VIEW ONLINE AT
thespec.com

HAMILTON-NIAGARA'S
TOP EMPLOYERS 2021

CELEBRATING THE BEST PLACES TO WORK



Now entering its 14th 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. Mediacorp 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, Mediacorp 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:

ArcelorMittal Dofasco G.P.
4791 full-time employees
dofasco.arcelormittal.com

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

- ArcelorMittal Dofasco supports long-term personal and professional development through generous tuition subsidies (up to \$24,000) for courses both related and unrelated to an employees' current position, and offers academic scholarships for children of employees who wish to pursue post-secondary education (up to \$2,500 per child)
- ArcelorMittal Dofasco's employees can support charities of their choosing and direct their support through the Employee Donations Fund with over \$40 million raised and donated over the past seven decades – employees also support numerous charitable causes through the Team Orange volunteer program
- ArcelorMittal Dofasco maintains the F.H. Sherman Recreation and Learning Centre that is open to retirees and family members and supports a range of extended health services including smoking cessation, post-cardiac rehabilitation, diabetes support and mental health support

Brock University
1677 full-time employees
www.brocku.ca

Brock University is a post-secondary educational institution with approximately 18,700 undergraduate and graduate students and 580 faculty members.

- Brock University encourages its employees to continue their education in-house with tuition fees waived for the university's undergraduate and graduate courses

- employees also receive subsidies for professional accreditation and can take advantage of in-house career planning assistance
- Varying by their employee group, Brock University helps all employees save for the future with contributions to a defined benefit pension plan – additionally, faculty can take advantage of phased-in work options when nearing retirement
- To encourage employees to get involved in the wider community, Brock University requests employee feedback on which initiatives to support and provides a paid half day off each year to volunteer



HAMILTON-NIAGARA'S TOP EMPLOYERS 2021

Burlington Hydro Inc.

92 full-time employees

www.burlingtonhydro.com

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

- Burlington Hydro helps employees plan for the future with contributions to a defined benefit pension plan, retirement planning assistance and phased-in work options for employees approaching retirement
- Along with in-house training initiatives, Burlington Hydro invests in ongoing employee development with full tuition subsidies for courses related and not directly related to their current position
- Burlington Hydro offers a 100 per cent compassionate top-up program with the number of weeks discretionary and determined on a case-by-case basis

City of Hamilton

5651 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.

- Employees at the City of Hamilton are encouraged to keep their skills up to date through a variety of in-house training initiatives, as well as tuition subsidies for courses at outside institutions – and reaches out to the next generation through summer employment opportunities, paid internships and co-op placement
- Varying by employee group, the City of Hamilton supports its new moms with maternity leave top-up payments and offers a variety of alternative working options to help employees balance their work and personal commitments, along with a dedicated workplace mental health and well-being strategy

IKEA Canada Limited Partnership

3500 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 with a matching RSP program and longer serving employees have the opportunity to share in the



company's success through a defined profit-sharing plan (after five consecutive years)

- IKEA Canada supports employee development with a variety of in-house and online training programs and encourages continuous development through tuition subsidies for courses related to an employees' position and subsidies for their professional accreditations
- To help balance employee priorities outside of work, IKEA Canada offers paid Wellness Days (varying by employee group), which can be taken for a variety of personal reasons, including illness, supporting a family member, participating in a community event, appointments or spending time with a new pet – employees can also tailor their coverage through a generous combined \$800 wellness and health spending account

InvestorCOM Inc.

80 full-time employees

investorcom.com

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

- InvestorCOM helps employees keep their skills up to date through in-house training initiatives, as well as tuition subsidies for courses at outside academic institutions
- 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

- InvestorCOM encourages a sense of community through an employee incentive program that rewards employees for recognition, participation in fun work events and charitable donations with points that can be redeemed for prizes that include a day off, clothing or gift certificates

Joseph Brant Hospital

1070 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
- Along with retirement planning assistance services, Joseph Brant Hospital helps employees save for the future through a defined benefit pension plan – and offers phased-in work options for employees when they near retirement
- In addition to mental health coverage offered through the health plan, Joseph Brant Hospital introduced a free six-week mindful adaptive practice workshop series to help staff and physicians navigate the challenges of the pandemic – a mobile well-being CARE cart was also arranged to travel around the hospital with snacks and words of encouragement

**HAMILTON-NIAGARA'S
TOP EMPLOYERS 2021**

MCMASTER UNIVERSITY
L3HARRIS
1199 full-time employees
www.wescam.com

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

- A subsidiary of American-based company L3Harris Technologies, L3HARRIS participates in the company's global recognition program, R.I.S.E., which recognizes peers and allows colleagues to nominate others to receive points or monetary awards for extraordinary achievements, as well as celebrate service milestones
- L3HARRIS supports employees who are new mothers with maternity and parental leave top-up, to 100 per cent of salary for 16 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
- Along with helping employees save for the future, L3HARRIS offers generous referral bonuses for employees who successfully recruit candidates from their personal networks, to \$3,000 per hire

McMaster University
6210 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 \$3,573 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 \$4,650 per child)
- Along with supporting new families with maternity and parental leave top-up payments (varying by employee group), McMaster University helps employees balance their work and personal lives with a variety of alternative work options where possible and up to five paid personal days
- McMaster University recently expanded mental health benefits for faculty and staff, increasing

annual benefits coverage to \$3,000 for services from registered psychologists, social workers and psychotherapists

Mohawk College
1080 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.

- Mohawk College provides generous maternity and parental leave top-up payments to its new moms (to 93 per cent of salary for 52 weeks), as well as top-up for new dads and adoptive parents (to 93 per cent of salary ranging from 35 to 37 weeks, depending)
- Mohawk College helps its employees plan ahead with retirement planning assistance services, contributions to a defined benefit pension plan and a retiree health benefits plan with no age limit
- Mohawk College runs an onsite Health Centre for students, employees and the community staffed with a multi-disciplinary team of practitioners offering medical, therapeutic, dental and wellness services and utilizes virtual consultations during the pandemic – additionally, the college holds a variety of wellness workshops and sessions for employees throughout the year, such as mental health first aid, stress management and achieving work-life balance

National Tire Distributors, Inc.
670 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 supports new mothers and fathers with maternity and parental leave top-up payments (including adoptive parents) – and offers an adoption assistance subsidy of \$2,000 per child
- National Tire Distributors invests in the education of current and future generations with tuition subsidies for employees pursuing additional education (to \$5,000) and academic scholarships for employee family members and their children (to \$5,000)
- Additionally, the company recently added a new academic scholarship to any eligible student, of any age, internal or external to National Tire Distributors (to \$1,000)

HAMILTON-NIAGARA'S TOP EMPLOYERS 2021

Niagara Health 4,800 staff, 600 physicians 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 helps their employees plan securely for the future with contributions to a defined benefit pension plan, assistance with retirement planning and phased-in work options when they near retirement
- 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
- As part of Niagara Health's commitment to employee health, safety and wellness, its Be Well strategy focuses on healthy eating, stress management, smoking cessation and physical exercise initiatives to promote a balanced lifestyle, with support for initiatives such as massage chairs on quiet floors at the organization's five sites, a dedicated wellness nurse who provides support and counselling on issues including mental health, mindfulness and life coaching, and opportunities for staff to hear from local specialists on a variety of health-related topics

Sodexo Canada Ltd. 5700 full-time employees www.sodexo.ca

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

- Sodexo Canada encourages ongoing employee development with tuition subsidies for courses at outside institutions (to \$1,500 annually) and manages a variety of in-house training initiatives, including specialized programs for frontline, managers and high-potential employees, access to an online learning platform and career planning services
- Sodexo Canada encourages employees to share feedback on charitable causes to support and maintains a focus on initiatives that fight hunger and poverty – additionally, the company launched a new Gina Gentleman Stop Hunger scholarship to honour volunteerism and community involvement, which offers \$2,500 to support an employee or their

immediate family member's tuition cost, as well as a \$2,500 donation to a hunger-related charity chosen by the recipient

Stryker Canada ULC 677 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 starts new employees with three weeks of paid vacation and considers previous work experience when setting starting vacation entitlements for senior personnel – and longer serving employees can apply for an unpaid leave of absence, durations determined on an individual basis
- Stryker Canada 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) and supports parents-to-be with a subsidy for fertility drugs if needed (to \$15,000)
- Stryker Canada offers training and development

opportunities for employees at every stage of their career, from global mentoring to a future leaders academy for high-potential individuals to paid internships for young people

Tim Horton Children's Foundation, Inc. 127 full-time employees company.timhortons.ca

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

- Tim Horton Children's Foundation supports employees who want to start a family with maternity and parental leave top-up payments, to 70 per cent of salary for six weeks for new mothers and fathers – and new parents can take advantage of a phased-in return to work
- Tim Horton Children's Foundation's longstanding sick day policy provides employees peace of mind in keeping healthy, offering employees six paid sick days annually that can be carried into the next year and supplement short-term disability payments, if needed



JOSEPH BRANT HOSPITAL

HAMILTON-NIAGARA'S
TOP EMPLOYERS 2021

BURLINGTON HYDRO

Supporting employees in a year of disruption

As Burlington Hydro celebrates its 75th Anniversary, the company is reminded of the versatility and dedicated service of its employees through many decades of change and growth.

"At the heart of 75 successful years are our employees both past and present. They are the very core of our company - who we are and who we aspire to be as we look forward to many more years of providing power to our customers and the community," says Gerry Smallegange, President and Chief Executive Officer.

Today, Burlington Hydro's employee 'Shine Inside' brand exemplifies creative thinking, teamwork, diversity, adherence to safety, and professionalism, among other attributes. These are themes that reflect a company-wide culture aimed at engaging and recognizing

employees at every level.

Motivation and inspiration are key components of an environment where employees have room to excel. Burlington Hydro places significant emphasis on professional development, safety, staff health and wellness, effective internal communications, and initiatives that foster a rewarding work environment.

Transparency and timely actions to protect employees have been fundamental to the company's COVID-19 response. Measures and protocols were adopted in the earliest days of the pandemic based on the advice/direction of government health authorities, and included among others, important access to mental health support resources.

Designated as an essential

92
full time
employees

2
Apprentices
2
Interns
6
Co-op
Students



Maneuvering into position to repair the overhead power lines. (Photo courtesy of Burlington Hydro Inc.)

workplace, Burlington Hydro has confronted the challenges of an altered work environment with three primary objectives:

- Achieving effective preparation and response through clarity, process familiarity and confidence for employees and other stakeholders.
- Sharing appropriate information - from official sources - with employees and contractors in a timely manner.
- Modifying company operations and procedures to

"Burlington Hydro's culture focuses on the promotion of employee wellbeing, diversity and growth."

Jennifer Smith, Executive
Vice President, Corporate and
Chief People Officer

protect employees and the public.

Some office staff are rotating between home and office, while many operational staff have remained on-site, adhering to measures designed to ensure their safety. From

customer service representatives to control room staff and operation crews, the company continues to provide full service, with safety measures in place - from social distancing, increased hygiene and the

wearing of masks in common areas of the office, among others. One example of heightened protocols is the physical separation of operations' crews in different garage locales to ensure air gaps between existing teams.

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.



Burlingtonhydro inc.



HAMILTON-NIAGARA'S
TOP EMPLOYERS 2021

CITY OF HAMILTON

Grow your career with one of Hamilton-Niagara's Top 100 Employers

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, as well as pregnancy and parental leave top-up and flexible work

Approximately
8,000
employees

Provide public
services to
approximately
537,000
residents



Dedicated staff from the Public Works Horticultural division work hard to brighten up our spaces.

arrangements. 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 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, prosperous city, make the City of Hamilton a great place to grow one's career. Hamilton has consistently had a lower unemployment rate relative to similar populations within the Province, 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



**HAMILTON-NIAGARA'S
TOP EMPLOYERS 2021**
JOSEPH BRANT HOSPITAL

Teamwork is integral to leading to Joseph Brant Hospital's pandemic response

For the sixth year in a row, a culture of compassion, accountability, respect and excellence has guided Joseph Brant Hospital toward a coveted position on Hamilton-Niagara's Top Employers list.

"This past year has been a truly remarkable time that has tested our staff in ways no one could anticipate, and they've risen to the challenge," said Leah Martuscelli, Chief Human Resources Officer.

From the very beginning of the COVID-19 global pandemic, the hospital's 194 physicians, 1,911 full- and part-time staff have worked closely together to deliver safe, quality care.

In April, the leading-edge community teaching hospital became the first in Canada to build a Pandemic Response Unit (PRU) as part of their COVID-19 preparedness and response plan.

The PRU is an external all-season structure situated on the hospital's grounds, designed specifically for COVID-19 patients with mild to moderate symptoms who require care and support that they can't receive at home. It now serves as a resource not only for Joseph Brant Hospital, but for other hospitals in Hamilton, Niagara, Haldimand, Norfolk and Brant should the need arise.

"The PRU is just one example of how Joseph Brant Hospital continues to meet the emerging needs of the city of Burlington," said Martuscelli. "I'm proud we had this foresight in supporting our community."

Joseph Brant Hospital has worked with other hospitals in the region to develop a shared strategy to support acute COVID-19 care during the second wave of the pandemic. It is one of four designated hospitals

1,911
full and
part time
staff

194
physicians



Joseph Brant Hospital's Pandemic Response Unit stands ready to support COVID-19 patient care, adjacent to the state-of-the-art Michael Lee Chin & Family Patient Tower, with Lake Ontario as a beautiful landscape for our healthcare facility.

The state-of-the-art hospital, which completed a Redevelopment of a new Patient Tower in 2017, is also listening and responding to feedback from the community and staff to create an even healthier, more positive workplace. A recent Worklife Experience survey revealed that staff and physicians feel that the hospital inspires their work, encourages cooperation among co-workers and supports diversity.

A low turnover rate demonstrates that this is a workplace where employees feel valued, connected

Joseph Brant Hospital Staff & Physicians are grateful for the support by the local community during the COVID-19 pandemic.

and accepted. Joseph Brant Hospital has intentionally focused on co-designing the culture. Together, staff, leadership, patients and the community have built a culture roadmap that will help Joseph Brant Hospital create and sustain a healthy, caring and positive workplace culture for Joseph Brant Hospital. This is part of the work to continue and expand

efforts to become a more inclusive, safe and respectful place for everyone to visit, work and receive care. The hospital has formed a Diversity and Inclusion Action Table comprising Joseph Brant Hospital staff, physicians, volunteer, patient advisor and Board representation.

Being part of the Joseph Brant Hospital team offers an experience to be part of a great culture, build your career, work in state of the art spaces all while doing what you love – contributing to exemplary health care.



We are proud to be one of this year's Hamilton-Niagara's Top Employers

Our hospital is built of 2000 individuals working in many diverse professions, connected through the common goal to serve our patients and Burlington community with our values of Compassion, Accountability, Respect and Excellence, during the COVID-19 pandemic, and every day.

**JOSEPH BRANT
HOSPITAL**

Join Us. We're Hiring.

josephbranthospital.ca/careers



HAMILTON-NIAGARA'S
TOP EMPLOYERS 2021

MCMASTER UNIVERSITY

Leading university noted for employee learning and growth

For the sixth year in a row, McMaster University has secured a position on Hamilton-Niagara's Top Employers list.

"There are so many reasons to be proud to work at McMaster, from groundbreaking research to fundraising and talent development," said Melanie Garaffa, Associate Director, Talent, Equity and Development, Human Resources Services. "It's an exciting place to work that has become an important part of the Hamilton and Niagara communities."

McMaster is one of the largest employers in the Hamilton area; its contribution to the local economy is estimated at \$3.9 billion. With a commitment to collaborative innovation, global impact and an inclusive mindset, the university employs

professors and researchers from 55 countries. Faculty and staff total close to 16,000, including 6,000 full-time employees.

"The staff and faculty are the reason McMaster is a great place to work. From world-renowned researchers to dedicated professionals, our people make this university an amazing place," said Garaffa.

"Our people are our greatest asset," added Wanda McKenna, Assistant Vice-President and Chief Human Resources Officer. "Thank you for making McMaster such a great place to work."

McMaster has an international reputation for innovative educational programming and provides many subsidized or free development programs, including a generous tuition assistance allowance.

16,000
faculty
and staff

Researchers
from
55
countries



"McMaster really is synonymous with learning – not only for our students, but for our employee groups as well. We invest heavily in the continuous education of our staff and faculty and make it easy to continue learning throughout your entire career," said Garaffa.

Leadership development programming includes three distinct phases of individual development: programming, experiential learning and resources. Each phase enables leaders to build their capabilities and move the

McMaster really is synonymous with learning – not only for our students, but for our employee groups as well. We invest heavily in the continuous education of our staff and faculty and make it easy to continue learning throughout your entire career

university forward towards achieving its goals and objectives.

Ranked among the top 75 universities in the world, McMaster's purpose is to

advance human and societal health and well-being. Home to over 70 research institutes, it's recognized as Canada's most research-intensive university. It also lays claim to a museum of modern art, a planetarium and a nuclear reactor.

For more information on McMaster University, visit hr.mcmaster.ca/careers/work-at-mcmaster <https://hr.mcmaster.ca/careers/work-at-mcmaster/> or check the university's Facebook page. <https://www.facebook.com/mcmasteruniversity/>



Join our team! We are hiring. careers.mcmaster.ca

McMaster
University



BRIGHTER
WORLD



HAMILTON-NIAGARA'S
TOP EMPLOYERS 2021

MOHAWK COLLEGE

Why Hamilton's Mohawk College is a Top Employer

Since 1966, Mohawk College of Applied Arts and Technology in Hamilton, Ontario, has been training people for exciting careers in a multitude of disciplines.

Chief Human Resources Officer Megan Mascarin was attracted to the organization based on Mohawk's track record when it comes to diversity and inclusion, among other things.

Dedication to the environment

The Joyce Centre for Partnership & Innovation, located on the Fennell Avenue campus, is the largest institutional net-zero building in Canada. It was also the first of its kind in Hamilton. Mohawk was the first college in Ontario to adopt a comprehensive environmental management plan in 2011, and

since 2007 the college has reduced absolute greenhouse gas emissions by 63 per cent.

Why does this make Mohawk a top employer? "Employees want to feel good about the organization they work for," said Mascarin. "It feels good to work for an organization that has taken real action to address an important issue like climate change."

Training and career advancement

Mohawk offers staff training and career advancement opportunities. Everyone has room to learn and grow within the organization, regardless of position. Many of these professional development programs are being offered virtually now, so the learning and growing hasn't stopped.

Facing the new normal

Since March 2020, most

Educate
and serve
33,000
students
per year

3
Campuses plus
learning hubs
across Hamilton



Mohawk College, Stoney Creek Campus

employees of Mohawk have been working from home. "For us, a top priority has been to support the health, safety and well-being of the whole college community," said Mascarin.

With many employees juggling their work and home lives while working virtually, Mohawk offers flexible schedules and other supports to make this new normal work for them. Team leaders are agile, making

changes on the fly to accommodate staff needs.

You know you are making a difference here, and it leaves you with a sense of accomplishment that is often missing at other workplaces.

So, why should you consider a career at Mohawk?

"Regardless of position or role within the organization,

faculty and staff see themselves as contributors to our students' success. You know you are making a difference here, and it leaves you with a sense of accomplishment that is often missing at other workplaces."

Learn more about Mohawk at [MohawkCollege.ca](https://www.mohawkcollege.ca/about-mohawk/careers-at-mohawk/why-work-at-mohawk-college). <https://www.mohawkcollege.ca/about-mohawk/careers-at-mohawk/why-work-at-mohawk-college>

Congratulations to all our employees for making Mohawk College a Top Employer for the eighth straight year.



Human Resources

MOHAWK
COLLEGE

HAMILTON-NIAGARA'S
TOP EMPLOYERS 2021

NIAGARA HEALTH

In It Together: Niagara Health teams shine bright during pandemic

It has been a year like none other at Niagara Health.

The regional health care provider – with multiple sites and a growing network of virtual and community-based services – experienced many advancements in care. And then its teams were tested like never before with the arrival of COVID-19.

Inspiring during this challenging time is how the Niagara Health teams have pulled together and supported one another to continue providing the best and safest care to their patients.

The response to COVID-19 is a source of pride for Niagara Health. So is being named one of Hamilton-Niagara's Top Employers for the third straight year.

"This recognition demonstrates

our teams' unwavering dedication and commitment," said President Lynn Guerriero. "Our response to the pandemic is a testament to our supportive workplace culture and the engagement of our teams. It has been impressive to see how our teams across Niagara have gone above and beyond, working with our partners and the community, to provide safe, high-quality care during the pandemic."

Niagara Health makes the experience of working or volunteering at its hospital sites extraordinary through a range of programs and initiatives that support career growth – allowing teams to continually learn and improve.

A caring culture is a vital part of who they are and integral to what makes Niagara Health a

5,580
staff

600
physicians

750
volunteers

40,000
acts of
kindness



top employer. This year, its Workplace Acts of Kindness challenge surpassed a milestone of 40,000 acts of kindness, many of which were carried out during the pandemic, when they were needed the most.

Niagara Health values diversity, celebrates individuality, and promotes inclusion in all that it does.

Niagara Health continually pushes itself to raise the bar in teaching and learning, research and innovation.

For the second time, the organization was accredited with exemplary standing by Accreditation Canada. As a

community-based academic and research centre, Niagara Health continually pushes itself to raise the bar in teaching and learning, research and innovation.

Niagara Health also continues to see great collaboration with its partners, which is integral to creating a stronger, more integrated health care system.

THANK YOU TO OUR TEAMS

for making Niagara Health a great place to work
and for helping us create a Healthier Niagara.

niagarahealth
Extraordinary Caring. Every Person. Every Time.

www.NiagaraHealth.on.ca

Support Local Journalism



Telling the stories that need to be told.

Congratulations to
Hamilton/Niagara's Top Employers
from

THE
HAMILTON SPECTATOR

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