

WATERLOO REGION RECORD

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WATERLOO AREA'S
TOP EMPLOYERS
2019

2019



WATERLOO WELLINGTON REGION'S
TOP EMPLOYERS

Trust, respect among the key values at top employers

DAVE PINK
Special to The Record

WATERLOO REGION — Competitive wages, generous benefits and a comfortable working atmosphere will only go so far when it comes to the retention and recruitment of valuable personnel, say the managers and staff at some of the local companies judged to be among the best places to hold a job.

People want to be trusted and listened to, they say. They want to work in a collaborative and supportive environment where their ideas are respected. And they want to believe in the product or service they are helping to deliver.

"People need to feel valued and respected," says Doug Sider, vice-president of people and culture at Reid's Heritage Group of Companies, one of the organizations on Mediaport

worry about productivity and profitability."

Michel De Mey, a senior director at ON Semiconductor in Waterloo, says his company is guided by a three-word philosophy — respect, integrity, initiative.

"We want people to take initiative in an atmosphere that will tolerate failure," he says. "It's better to fail than to not try at all. And that formula results in a great deal of success."

At Kitchener-based Diva International, Roxanne Law, vice-president of operations, says: "What we have here is passion for the product. It's the team that makes this company special. It's our passion for the product, and for women's health, that's makes this company what it is."

The top employers list is com-

mance management; training and skills development; and community involvement.

The Waterloo Region area employers on this year's list are:

- AET Group
- Allianz Global Assistance Canada
- Centre for International Governance and Innovation
- Crawford & Co. (Canada)
- D2L Corp.
- Diva International
- Equitable Life Insurance Co. of Canada
- eSentire Inc.
- GHD Ltd.
- Gore Mutual Insurance Co.
- Northern Digital
- Novocol Pharmaceutical of Canada
- OCAS Application Services
- ON Semiconductor
- Ontario Teachers Insurance Plan
- OpenText Corp.
- Reid's Heritage Group of Companies
- Sleeman Breweries
- Toyota Motor Manufacturing Canada
- University of Waterloo
- Vidyad
- WalterFedy
- Waterloo North Hydro
- Waterloo Wellington Local Health Integration Network
- Wilfrid Laurier University
- Open Text, Toyota and the University of Waterloo also are on the list of Canada's top 100 employers.

The 54 people working at ON Semiconductor's Kumpf Drive office develop a range of devices used in high-efficiency electronics — many of them in the health-care industry. The local operation is a branch of a multinational based in Phoenix, Ariz.

ON Semiconductor recently was named one of the world's most ethical companies by the international rating agency Ethisphere.

"Our mission is to make a product to improve people's lives and to create innovations that help people," says De Mey. "We apply these attitudes to our employees, to make their lives better, to know that they are valued, and that they have stability within the company."

"How many people can say, 'I do something to improve people's lives?'" asks Marko Markovic, the company's business operations manager. "That's motivation by itself."

Shola Slough, a product marketing specialist, says she appreciates the diversity of her job, the faith that has been placed in her and the co-operative spirit of her co-workers. "Everyone is pushing toward a common goal," she says.

Fel Min Lorente, a business process analyst, has been with the company for 15 years. "It's a lot of work," she says. "But the amount of work is reflective of the growth and the new markets being developed, and that's what's good."

"And if anyone here can help anyone else, they will. This is a place where everyone pulls together. I know I'll get support, and that I won't be told no."

On the lighter side, she adds: "Then there's the lunch hour soccer games. You don't have to be that good."

Serene Abu-Sardianah, a co-op engineering student on her second tour of duty at ON Semiconductor, says the company compares very favourably to other firms where she has worked. "This is an environment where you are allowed to grow. You are expected to rise to the challenges, and you are helped along the way."

Over at Diva International in Kitchener, Roxanne Law hints that each and every one of 41-member team is on mission to change the way women think — and that they are winning them over.

Top employers continued of E3



Melanie Jones, from left, Roxanne Law, Virginia Shay and Erik Kikuchi say the enjoy working at Diva International because they are so passionate about its products. Mathew McCarthy, Waterloo Region Record

list of the top 25 employers in the Waterloo Region area. "We hire the right people, we put them in the right positions, we equip them properly, and then we get out of the way."

And when these people come to work, he says, "We don't have to

piled annually by Toronto-based Mediaport. Employers across Canada apply for inclusion. They are evaluated using eight criteria: physical workplace; work atmosphere; health; financial and family benefits; vacation and time off; employee communications; perfor-

Padmashini & Pierre-Louis,
2 years at Allianz.

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WATERLOO AREA'S TOP EMPLOYERS 2019

Celebrating Excellence

Reid's Heritage Group of Companies is proud to be recognized as one of Waterloo Area's Top Employers for the second year in a row. We genuinely thank our extraordinary team members for this prestigious honour.

Built on a solid reputation for quality, integrity and service, Reid's Heritage Group of Companies is one of Ontario's leading home builders.

WE BUILD AND ENHANCE QUALITY OF LIFE

We are proud of our outstanding team members. As a growing, family-owned company with some of the brightest minds in the region, we offer a creative and rewarding work environment.

BUILD AND ENHANCE YOUR CAREER AT REID'S HERITAGE GROUP OF COMPANIES

To learn more about our team and your next career opportunity, connect with us online.

REID'S HERITAGE GROUP OF COMPANIES

REID'S HERITAGE HOMES HY-MARK RHC REID'S Heritage Properties

Top employers continued from E2

“Our business grew 612 per cent over the last five years,” she says.

The company designs and develops menstrual cups, made from environmentally friendly silicon, and is gaining acceptance as an alternative in a market dominated by traditional feminine hygiene products.

“We were a niche product, but now we have moved into the mainstream stores,” she says. The Diva Cup is now available in 21 countries, most recently in Vietnam.

But because of the very personal nature of the product, the company still relies on word of mouth endorsement. “That’s why we’ve grown,” says Law.

Virginia Shay, the company’s communications co-ordinator, says she first heard about the Diva Cup from the people participating in the yoga group where she was an instructor. “I wanted to work for a company that made a product I could be passionate about, and in an area where I could contribute to women’s health. This was the perfect combination.”

Melanie Jones, the company’s community manager, also says she was attracted to the company because of the product. “They made

something I wanted,” she says. “The opportunity for growth here is awesome, and they put trust in young people. They leave things in my hands and I know I am trusted.”

As well, the company doesn’t overlook their employees’ physical needs. “I’m tall,” says Melanie, adding that the company wanted no time finding a chair and work station that would best accommodate her five-foot-10-inch frame.

“Ergonomics is something we take seriously,” says Law. “In matters of health we are proactive, not reactive.”

“Our goal was to create an environment of collaboration and listening,” says Erich Kikuchi, who was recruited as the company’s president two years ago. “This is a workplace where you can be yourself. Here we have a culture of appreciating people with all of their quirks and abilities.”

Diva was founded in 2002 by Francine Chambers and may soon outgrow its McIntyre Drive location. The manufacturing and packaging of the Diva Cup is outsourced to a company in Cambridge.

Reid’s Heritage Group of Companies, based in Puslinch Township



Reid’s Heritage Homes employees, from left, Ashley Kizis, Chris Roth, Michelle Trothen and Doug Sider stand outside the company’s offices. Peter Lee, Waterloo Region Record

just east of Cambridge, has just celebrated its 40th year in business. The family-owned company builds, on average, about 500 houses each year and also does other commercial projects across southern Ontario. It also built and manages an adult-lifestyle development on 100 acres in Guelph, and operates Hy-Pro, a plumbing, heating and air-conditioning business.

It employs 275 full-time staff and “a ton of subtrades,” says Sider.

“Our mission statement says it all,” points out Michelle Trothen, the property manager at the Guelph location. “We are all about quality of life,” not just for the company’s customers, but for its employees

“That’s the core value here.”

Earlier this year, a Reid’s employee suffered a severe injury while vacationing in Costa Rica. The company waited no time in chartering a flight to bring her home to the Region of Waterloo International Airport for care at a local hospital.

Chris Roth, the company’s sales and marketing manager, says that the supportive atmosphere at Reid’s brought him through a health crisis in his family. “I was very fortunate that the people here helped me through that time,” he says. “It defines our company, that when people need help we’re there for them.”

On the business side, company officials say there have never been more challenges in the construction business, given all that is expected in making a home energy efficient. Many of the company’s recent projects actually put energy back on the grid rather than drawing from it, says Sider.

Reid’s employees have more than met the challenge, he says. “Other builders go through our homes to see what we do.”

“We build in all kinds of efficiencies,” says Roth. “We’re light years ahead of the building code. It’s all about innovation and teamwork. There’s nothing we can’t do, and our success is due to the support system we have here.”

“It’s a matter of working above and beyond expectations; beyond what any other builder would provide,” says Trothen. “When you feel this level of passion you ask, ‘What can I do to contribute?’”

Ashley Kizis, a corporate business strategist at Reid’s for the last eight years, adds: “There is a lot of trust given to you here, and you want to give it back. Rarely do you hear the word no.”

“I never thought I would stay with a company all my life until I arrived here,” she says.



ON Semiconductor employees, from left, Fei Min Lorente, Marko Markovic, Serene Abu-Sardana, Michel De Mey and Shola Slough say they enjoy working on products that improve people’s lives. David Beebe, Waterloo Record Record

ADVERTORIAL

OCAS Named one of Waterloo Area’s Top Employers for 4th Consecutive Year

By Jane Pinzhoffer, for the Record

OCAS, an independent, non-profit organization based in Guelph, supports Ontario public college applicants as they set out on their journey to a brighter future. Each year, through their explore and apply website [ontariocolleges.ca](https://www.ontariocolleges.ca) <https://www.ontariocolleges.ca>, they help over 200,000 people research their program options and complete their college applications. Recently, to celebrate their 25th anniversary, OCAS also introduced the [Changing Tomorrow Award](https://www.ontariocolleges.ca/changing-tomorrow-award) <https://www.ontariocolleges.ca/changing-tomorrow-award>, an essay-based award with a \$1,500 prize granted to each of the 25 chosen winners.

In addition to supporting college applicants, OCAS’ team of 83 diverse talented individuals also provide technology, data and support services to Ontario’s public colleges, as well as other organizations in the higher education sector.

The annual Waterloo Area Top Employer’s competition recognizes companies in Kitchener, Waterloo, Cambridge and Guelph, who offer exceptional work environments for their employees. Companies are evaluated on the same selection criteria as the national Canada’s Top 100 Employers. This includes: physical workplace; work atmosphere and social; health, financial and family benefits; vacation and time off; employee communications; performance management; training and skills development; and community involvement.

Here are a few of the reasons why OCAS was chosen as one of Waterloo Area’s Top Employers for 2019:

Work Atmosphere and Social

To keep an upbeat, enjoyable office atmosphere, the OCAS Fun Squad organizes events for the whole organization, including: Popcorn Wednesdays, themed costume days, friendly inter-office competitions, and plenty of opportunities to socialize.

Vacation and Time Off

In addition to a generous 4 weeks of starting vacation allowance, OCAS also offers paid time off during the winter holidays and in the summer.

Training and Skills Development

Employees are encouraged to continue developing their skills with tuition subsidies for job-related courses (up to \$2,500 per year), subsidies for professional accreditation, and a number of in-house and online training options.

Community Involvement

OCAS actively supports charities in the local community. Employees donate blood to Canadian Blood Services several times each year, collect donations year-round for the Guelph Food Bank, and participate in the Children’s Foundation of Guelph and Wellington Adopt-a-Family Program during the holidays. In the fall, OCAS joined the Guelph Family Health Team’s FHT to Move Activity Challenge, and took home the Spirit Award for best video submissions of their team having fun at staying active. New for OCAS employees this year were the Rotary Classic Superhero Run, which raises funds and awareness for KidsAbility, as well as fundraising and participating in MS Bike.





OCAS

For the fourth consecutive year,
OCAS is proud to be recognized as a
Top Employer in the Waterloo Area.



**WATERLOO AREA'S
TOP EMPLOYERS
2019**

We celebrate this recognition with our
83 employees, who each year provide the
pathways, information and support for college
explorers working towards a brighter future.



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Want to make the
world a better place?

SKIP THE SPANDEX.
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www.ocas.ca/careers

Top employers in Waterloo Region area

AET Group

Environmental consulting services
539 Wellington St. N., Kitchener
27 employees

- Offers transit subsidies (to \$600 annually) as well as subsidies for new bicycles and the purchase of hybrid and electric cars (up to \$1,500 every 3 years)
- Encourages employee development through in-house and online training and tuition subsidies for courses at outside institutions (to \$2,500 annually)
- Helps develop younger talent with paid internships and mentoring programs
- Offers paid volunteer time off (up to 2 days annually) along with an unlimited matching charitable donations program

Allianz Global Assistance Canada

Provider of travel and specialized insurance
4273 King St. E., Kitchener
868 employees

- Employees start with 3 weeks of paid vacation and 3 paid personal days off; employees can apply for unpaid and one-week self-funded leaves of absence
- Helps employees save for the future and offers signing bonuses for some employees, year-end bonuses for all and referral bonuses of up to \$750 for employees who recruit candidates from their personal network
- Offers tuition subsidies for job-related courses (to \$1,000 per year), subsidies for professional accreditation, and in-house and online training programs
- Manages an Actuarial Student Support Program that includes study leave time and course completion incentives

Centre for International Governance Innovation

Think tank
67 Erb St. W., Waterloo
80 employees

- An employee-led social committee hosts events throughout the year, such as the annual Pi Day, last year's solar eclipse viewing party, monthly pub nights, an annual holiday party with live music, and ice cream and popsicles before every summer long weekend
- Offers new mothers and fathers, including adoptive parents, maternity and parental leave top-up payments, to 75 per cent of salary for up to 10 weeks
- Offers 3 weeks of starting vacation allowance and paid time off during the

winter holidays, as well as up to 3 paid personal days off, which can be scheduled at the employees' discretion

Crawford & Company (Canada) Inc.

Provider of insurance adjusting and risk management services
539 Riverbend Dr., Kitchener
1179 employees

- Recognizes exceptional employee performance through a number of initiatives and awards programs, from the High Five instant recognition awards to annual awards such as the Leader of the Year, Claims Professional of the Year and Entrepreneurial Spirit of the Year award
- Offers a share purchase plan to all employees
- Offers additional financial incentives, including signing bonuses for some, profit-sharing and year-end bonuses for all, and referral bonuses to encourage employees to refer candidates from their network (up to \$1,000 per referral)
- Supports local and national charitable organizations, and encourages employees to give back to local communities by providing paid time off to volunteer and matching employee donations (to \$5,000)

D2L Corp.

Developer of e-learning software
151 Charles St. W., Suite 400, Kitchener
591 employees

- Encourages employees to balance their work and personal lives through alternative works options, personal days off (in addition to paid vacation)
- Manages the LiveWell program, which encourages employees to adopt healthy lifestyles and offers a \$300 subsidy that can be applied to fitness club memberships, weight management programs and organized sports teams
- Offers head office employees a unique workspace featuring an outdoor patio with hammocks and accessible Wi-Fi, daily lunch deliveries and snacks, and an employee lounge with foosball, a Star Wars pinball machine, guitars, ukuleles and an assortment of vintage computer games
- Provides maternity leave top-up payments for new mothers (to 85 per cent of salary for 8 weeks) and offers the option to extend their leave into an unpaid leave of absence

Diva International

Manufacturer of feminine hygiene products
222 McIntyre Dr., Kitchener
33 employees

- Offers new mothers maternity leave top-up payments (for 12 weeks) and helps all parents balance work and personal lives with a variety of alternative working options
- Allows employees to tailor their health benefits through a health spending account (to \$500 annually)
- Offers employees a fitness club subsidy (to \$200 annually); they can also participate in employee-led mini fitness breaks that may include boxing, zumba and meditation classes



Equitable Life Insurance Co. of Canada

Life insurance
1 Westmount Rd. N., Waterloo
624 employees

- Encourages healthy lifestyles with a wellness corner in the employee lounge that offers related resource materials, and provides onsite fitness classes and the option to book massage therapy sessions in an onsite massage therapy room
- Recognizes exceptional employee performance through a number of initiatives, including the President's Award for top employees (who are invited to join senior leaders for a performance at the Stratford Festival) and the Equitable Life Award for both managerial and non-managerial staff (awarded up to \$5,000 in gift cards)
- Provides employees with a health spending account that lets employees top up existing levels of coverage depending on their needs, ranging from \$850 for single to \$1,500 for families

eSentire

Cybersecurity services
278 Pinebush Rd., Cambridge
256 employees

- Supports new mothers with maternity leave top-up payments (to 66.7 per cent of salary for up to 8 weeks) and offers

the option to extend their leave into an unpaid leave of absence

- Offers flexible hours and telecommuting work options
- Helps employees save for the future and offers signing and year-end bonuses for some employees, and referral bonuses for employees who successfully recruit their friends (to \$5,000)
- Offers tuition subsidies for job-related courses, and co-op opportunities and paid internships

GHD Ltd.

Provider of architectural, environmental and engineering consulting services
455 Phillip St., Waterloo
1,488 employees

- Offers new employee referral bonuses, from \$750 to \$5,000 depending on the position
- Offers retirement planning assistance services along with matching RSP contributions and phased-in retirement work options for those nearing retirement
- A social committee organizes fun events throughout the year, including white water rafting, casino trips, a family holiday party, wine tour, staff holiday party, curling and bowling tournaments and summer canoe trips

Gore Mutual Insurance Co.

Provider of personal and commercial insurance
252 Dundas St. N., Cambridge
358 employees

- Offers free memberships to a fully-equipped onsite fitness facility and a variety of instructor-led fitness classes, including zumba, step, yoga, pilates and boot camp
- Offers tuition subsidies for courses taken at outside institutions, subsidies for professional accreditation and financial bonuses for some course completion
- Offers maternity leave top-up payments to new mothers (to 100 per cent of salary for up to 6 weeks) and supports employees who want to start a family with a subsidy for IVF if needed, to \$5,000

Northern Digital

Designs and makes spatial measurement systems
103 Randall Dr., Waterloo
113 employees

- An employee social committee orga-

Region continued on E5



SEPTODONT

is proud to be recognized as a Top Employer in the Waterloo Area for the third consecutive year.



**WATERLOO AREA'S
TOP EMPLOYERS
2019**

Thank you

**to our employees, customers
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great team!**

For further details about Septodont, please visit www.septodont.ca

**CAREERS THAT MAKE
PEOPLE SMILE!**

Region continued from E4

- nizes numerous events for employees, including a holiday party at Christmas, family skating in the winter, ice cream and food truck visits in the summer, axe throwing and rock climbing excursions
- Offers year-end performance bonuses, a share purchase plan and new employee referral bonuses
- Offers retirement planning assistance services and matching RSP contributions
- Offers new employees 3 weeks of paid vacation and considers previous work experience when setting individual vacation entitlements

Novocol Pharmaceutical of Canada

Makes dental anesthetics
25 Wolseley Crt., Cambridge
414 employees

- Provides opportunities for students and new grads to gain meaningful career experience through summer employment, paid internships and co-op placements, and offers academic scholarships to children of employees interested in post-secondary studies
- Offers, in addition to paid vacation time, up to 8 paid personal days off each year that can be scheduled at the employees' discretion
- Offers retirement planning assistance and matching RSP contributions, and phased-in retirement work options for those nearing retirement

OCAS Application Services

Provides administrative systems and application processing services to Ontario's colleges
60 Corporate Crt., Guelph
74 employees

- Offers alternative work options, including telecommuting, flexible hours and compressed work weeks
- Offers more than 4 weeks of starting vacation allowance and additional paid time off during the winter holidays and summer months
- Offers maternity and parental leave top-up payments to new mothers and fathers, including adoptive parents (to 93 per cent of salary for a full year)

ON Semiconductor

Semiconductor manufacturer
611 Kumpf Dr., Suite 200, Waterloo
158 employees

- Offers new employee referral bonuses, from \$250 to \$5,000 depending on the position

- Encourages employees to give back to their community with one paid volunteer day off each year as well as through a matching donations program to \$100 annually
- Supports new moms with maternity leave top-up payments (for up to 8 weeks) and offers alternative work options, including flexible work hours, telecommuting, compressed and shortened work weeks

Ontario Teachers Insurance Plan

Provider of insurance services for education employees
125 Northfield Dr., Waterloo
675 employees

- Offers onsite fitness consultations, wellness programs and challenges, onsite yoga and meditation classes, and cardio and boot camp classes; and three massage chairs in private rooms with relaxing artwork and music for a quiet break
- Encourages employees to volunteer in the community with up to 2 paid volunteer days off every year, matching financial donations as well as a volunteer time matching program to \$150 for every 20 volunteer hours
- Provides maternity leave top-up payments for new mothers as well as parental top-up for adoptive parents (to 90 per cent of salary for 17 weeks) and offers the option to extend their leave into an unpaid leave of absence

OpenText Corp.

Provider of enterprise information management software
275 Frank Tompka Dr., Waterloo
1,713 employees

- Offers tuition subsidies for courses related and not directly related to employees' current position (to \$3,000 annually)
- Supports new mothers with maternity leave top-up payments (provided on a sliding scale depending on length of service) and offers the option to extend their leave into an unpaid leave of absence
- Offers a complimentary shuttle (with free WiFi) that travels between the Waterloo and Richmond Hill (Toronto) offices every Tuesday and Thursday;
- Offers head office employees a fully equipped employee lounge and full-service cafeteria that offers a variety of healthy menu items; and provides adjustable workstations, and stationary

Reid's Heritage Group of Companies

Home builder
6783 Wellington Rd. 34, Cambridge
253 employees

- Supports new moms with maternity leave top-up payments, to 80 per cent of salary for up to 17 weeks
- Offers a wellness spending account (to \$250 annually) that can be used for a variety of fitness and healthy lifestyle initiatives, from nutrition planning to gym memberships
- Encourages employees to volunteer their construction expertise with paid volunteer time and support for initiatives such as the building of playgrounds at a local women's shelter and support for Habitat for Humanity

Sleeman Breweries Ltd.

Brewery
551 Clair Rd., Guelph
1,094 employees

- Offers year-end bonuses for salaried employees and profit-sharing for unionized personnel, and all employees receive free beer as a taxable benefit
- Offers tuition subsidies (to \$4,000 per year) and opportunities for the next generation to gain meaningful experience through summer employment and co-op placements

**Toyota Motor Manufacturing Canada Inc.**

Automobile manufacturing
1055 Fountain St., Cambridge
8,767 employees

- Encourages employees to volunteer in the community with volunteer time off, matching employer donations as well as financial donations for employee volunteer hours, to \$250 for every 50 volunteer hours; and runs focus groups with representation from the public, charities and employees to help determine the company's charitable focus
- Offers 3.8 weeks of paid vacation after the first year on the job, increasing to 4 weeks after 2 years and up to 6.4 weeks for long-serving employees

- Offers onsite amenities such as free membership to a fitness facility (with full gymnasium), employee lounge with games room, a quiet room for meditation and religious observance, outdoor walking trails, baseball diamond, basketball court, tennis courts, soccer field, children's playground and community garden

University of Waterloo

Post-secondary education
200 University Ave. W., Waterloo
5,355 employees

- Has a broad charitable focus that includes the arts, culture and diversity, economic development, health and well-being, environmental sustainability and youth engagement; a Volunteer Centre helps engage students and employees with causes that are of the greatest importance to them
- Encourages employee development through its Organizational and Human Development Office, which offers training programs on topics including business communications, leadership development, information technology, diversity and inclusivity
- Encourages employees to prepare for the future with contributions to a defined benefit pension plan, retirement planning assistance and health benefits that extend to retirees (with no age limit); and maintains a retiree association to help retirees stay connected and represent their concerns related to pension and benefit matters, human resource issues and university policy changes

Vidyard

Developer of an online video platform
8 Queen St. N., Kitchener
199 employees

- Downtown head office features an open concept design with exposed beam ceilings, gaming area, foosball tables, library, a Room of Requirement for quiet time and religious observance room, yoga studio, private booths and meeting areas, hammocks and a hanging picnic table along with the extremely rare foam pit
- Supports new moms and dads (including adoptive parents) with maternity and parental leave top-up payments (up to 17 weeks) and offers a variety of alternative work options
- Has a formal 'no limit' vacation policy

Region continued on E6





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Region continued from E5


that allows employees to schedule and manage their time off as needed, and also allows employees to apply for an unpaid leave of absence



WalterFedy
Architectural and engineering services
675 Queen St. S., Suite 111, Kitchener
172 employees

- Helps employees plan for life after work with retirement planning assistance services as well as profit sharing plans and matching RSP contributions; those nearing retirement can take advantage of phased-in retirement work options
- Offers tuition subsidies for courses at outside institutions as well as in-house training initiatives and subsidies for professional accreditation, and reaches out to the next generation of employees through co-op work terms and internship programs

- Seeks employee feedback to help direct its annual charitable program; employees are encouraged to volunteer with up to 2 paid volunteer days annually; matches hours volunteered with financial donations, to \$200 for every 20 hours contributed



Waterloo North Hydro
Electrical power distribution
526 Country Squire Rd., Waterloo
124 employees

- Offers a variety of in-house and online training programs as well as tuition subsidies for courses at outside institutions, and helps develop the next generation of employees through summer employment opportunities, apprenticeships and mentoring programs
- Contributes to a defined benefit pension plan, offers phased-in work options for employees nearing retire-

ment and manages a retiree group that holds regular meetings and ensures that retirees are invited to social events such as the annual holiday party and dance

- Manages an ongoing wellness program that includes a fitness club subsidy and offers employees the chance to work with a wellness consultant to address everything from meal planning to stress management and mental health training

Waterloo Wellington Local Health Integration Network
Health services
141 Weber St. S., Waterloo
421 employees

- Supports new moms with maternity leave top payments (to 75 per cent of salary for 15 week) and offers moms the opportunity to extend their leave into an unpaid leave of absence
- Starts most new employees with 3 weeks of paid vacation (managers start with 4 or 5 weeks) and moves employees to a maximum of 6 to 7 weeks over their careers, depending on their employee group

Wilfrid Laurier University
Post-secondary education
75 University Ave., Waterloo
1,637 employees

- Offers subsidized memberships to the university's fitness facilities that feature everything from an Olympic-sized swimming pool to instructor-led fitness classes to a complete range of fitness equipment and a rock climbing wall
- Offers phased-in retirement work options and enables retired employees to keep in touch through social and educational opportunities organized by a retirees' association; retired employees also continue to receive access to the athletic facilities and libraries
- Provides full tuition subsidies for courses both related and not directly related to their current position, and manages an academic scholarship program for children of employees



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– MELISSA IRELAND, *Manager, Indigenous Student Services*

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Our people make us great.

We've been one of the area's top employers 10 years running. How do we do it? We've got amazing employees who are doing cool and innovative things. Their talent and passion are driving change in our business and industry, making it an exciting time to work at Gore Mutual.

Whether your future is insurance, technology or something a little different, you should check out the unique and challenging opportunities we have to offer.

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