

WATERLOO AREA'S TOP EMPLOYERS

WATERLOO REGION
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ADVERTISING FEATURE
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WATERLOO AREA'S
TOP EMPLOYERS
2020



Top: With funds raised from an IT equipment auction, the OCAS team donated bikes, scooters, and helmets to the Children's Foundation of Guelph and Wellington's Adopt-a-Family program.



Top right: NDI employees engaging in their Research and Development collaboration space.



Bottom right: Gore Mutual employees spending time with Corporate Canine's therapy dogs.

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For a full listing of this year's winners and more information on the competition, please visit www.canadastop100.com/waterloo

Celebrating the best places to work in the Waterloo area

Now in its 13th year, Waterloo Area'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 Kitchener-Waterloo area that lead their industries in offering exceptional places to work. Employers are evaluated by the editors of Canada's Top 100 Employers using the same eight criteria as the national competition: (1) Physical Workplace; (2) Work Atmosphere & Social; (3) Health, Financial & Family Benefits; (4) Vacation & Time Off; (5) Employee Communications; (6) Performance Management; (7) Training & Skills Development; and (8) Community Involvement. Employers are compared to other organizations in their field to determine which offers the most progressive and forward-thinking programs.



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Proud Top Employer for the 5th year in a row!



Waterloo Area's Top Employers 2020

AET Group Inc

AET Group Inc. is an international environmental consulting firm. An environmental consulting firm, AET encourages its employees to walk-the-talk with generous public transit subsidies (offers a 60 per cent reimbursement for transit costs), as well as generous subsidies for new bicycles (to \$200) and the purchase of hybrid and electric cars (from \$1,000 to \$1,500).

AET encourages ongoing employee development through in-house and on-line training and generous tuition subsidies for courses at outside institutions (to \$2,500 annually) – and helps to develop younger talent with paid internships and mentoring programs.

As a smaller employer, AET encourages its employees to make a big impact in their community with paid volunteer time off (up to 2 days annually) along with an unlimited matching charitable donations program.

Crawford & Company (Canada) Inc.

Crawford & Company (Canada) Inc. is a provider of insurance adjusting and risk management services to insurance companies and public institutions.

Crawford & Company (Canada) supports ongoing employee development through in-house and online training initiatives as well as offering tuition subsidies for courses related and not directly related to their current position.

Crawford & Company (Canada) cultivates an ownership culture through a share purchase plan, available to all employees – and offers a number of additional financial incentives, including profit-sharing and year-end bonuses for all, as well as contributions to a defined contribution pension plan. Crawford & Company (Canada) supports local and national charitable organizations each year and encourages employees to give back to local communities by providing paid time off to volunteer and matching employee donations (to \$500).

D2L Corporation

Founded in 1999, D2L Corporation is a developer of e-learning software for the education, government and corporate sectors. D2L encourages employees to balance their work and personal lives through alternative work options, personal days off (in addition to paid vacation)

and manages the "LiveWell" program, which encourages employees to adopt healthy lifestyles – and participates in the "Bell Let's Talk" initiative and "Not Myself Today" program to address mental health issues in the workplace. Employees working at D2L's head office enjoy a unique workspace which features an outdoor patio with Muskoka chairs and accessible Wi-Fi, daily lunch deliveries and snacks (including fresh fruit and vegetables, yogurt, muffins and bagels), and an employee lounge with foosball, pinball machine and an assortment of vintage computer games – and a pet-friendly work environment where dogs can be found attending meetings, social events or simply lounging around waiting for a pat. D2L provides maternity leave top-up payments for new mothers (to 100 per cent of salary for the first two weeks and 80 per cent of salary for six additional weeks) and offers the option to extend their leave into an unpaid leave of absence.

Diva International Inc.

Diva International Inc. develops and manufactures innovative eco-friendly feminine hygiene products. A leading smaller employer, Diva International Inc. offers its new mothers maternity leave top-up payments (for up to 12 weeks) and offers support for IVF treatments if needed through its health benefits plan (to \$3,000). Diva International Inc. encourages employees to maintain a focus on personal health through new quarterly wellness seminars (holistic self-management for employees), daily 15-minute fitness breaks, a generous health spending account (to \$500 annually) as part of their health plan, and a variety of alternative work options to help balance their work and personal lives.

Energy+ Inc.

Energy+ Inc., formerly Cambridge and North Dumfries Hydro Inc., is a supplier of energy to more than 52,000 homes and businesses. Varying by position, Energy+ Inc. offers employees a variety of alternative working options to help balance their work and personal lives and supports an employee wellness committee that organizes a variety of events during the year, from weekly visits from a wellness coach to yoga and stretching classes to an onsite health fair.

Along with retirement planning assistance, Energy+ Inc. helps its employees

prepare for life after work with contributions to a defined contribution pension plan – and ensures that all retirees are invited to the annual holiday dinner and dance during the Christmas season.

The Equitable Life Insurance Company of Canada

Established in 1920, the Equitable Life Insurance Company of Canada is an independent mutual life insurance company that provides insurance, investment and annuity products. Equitable Life encourages employees to recruit their friends through a generous new employee referral bonus program, from \$500 to \$1,000 depending on the position. Equitable Life Insurance Company of Canada 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).

eSentire Inc.

eSentire Inc. is a provider of cyber security services for asset management and financial firms.

eSentire supports its new mothers with maternity leave top-up payments (to 66.7 per cent of salary for up to six weeks) – employees may also have the opportunity to take advantage of flexible hours and telecommuting work options to help balance their work and personal lives. The company's employee-led social committee organizes number events to suit everyone's tastes, including a Star Wars May 4th Day, ice cream truck day, summer family picnic, holiday party, escape room outing, Pi Day, chili cook off, ugly sweater day, musical jam night, and much more! Along with helping employees ease for the future, eSentire offers signing and year-end bonuses for some employees and generous referral bonuses for employees who successfully recruit their friends (to \$5,000).

Farm Mutual Re

Formed in 1959, Farm Mutual Re is a mutual reinsurance company that provides farm, personal and commercial insurance products to members from across the country. Employees working at Farm Mutual Re's head office can take advantage of a number of onsite amenities, including an employee lounge with television and board games, and free membership to a shared-use fitness facility that includes free family memberships.

Farm Mutual recently introduced a holistic employee wellness program designed to help employees adopt and make healthy lifestyle choices – the initiative features one-on-one coaching, fitness classes, wellness challenges as well as lunch and learns and workshops.

Along with helping employees ease for the future through a defined benefit pension plan, Farm Mutual Re provides retirement planning assistance and phased-in work options to help those nearing retirement transition.

FedDev Ontario

FedDev Ontario is a regional development agency that specializes in funding opportunities and business advancement services. FedDev Ontario support its new moms with generous maternity and parental leave top-up payments (to 93 per cent of salary for 52 weeks) and extend its parental leave top-up to new dads and adoptive parents (to 93 per cent of salary for 37 weeks) – employees also have the option to extend their leave into an unpaid leave of absence. FedDev Ontario supports an employee Wellness Committee that is dedicated to creating a "healthy and positive" workplace through a focus on three areas – healthy minds, healthy eating and healthy body. Encouraging a culture of learning amongst its employees through in-house and online training as well as full tuition subsidies for courses both related and not directly related to their current position, FedDev Ontario reaches out to the next generation through summer employment and co-op work experience programs.

GHD Limited

GHD Limited and its subsidiaries GHD, Inc. and INSPIC-SOL Inc., are providers of architecture, environmental and engineering consulting services. GHD encourages employees to leave the car at home and consider taking alternative transit to work – the commuting program rewards employees up to \$400 annually when they choose to walk, cycle, car-pool or take transit to and from work. GHD Ltd. helps employees plan for the future with retirement planning assistance services along with matching RSP contributions – and offers phased-in retirement work options for those nearing retirement. GHD Ltd.'s social committee organizes a wide range of social events throughout the year to suite all employees' interests, including spa days, summer socials, theatre nights, bowling, white water rafting, casino trips, golf, summer picnics, March parties, wine tours, Oktoberfest celebration, barbecue days, Toronto Blue Jays games and Toronto

Raptors games, summer canoe trip as well as supporting employee hockey and baseball teams.

OCAS Application Services

Based in Guelph, Ontario, Ontario College Application Services (better known as OCAS) is the centralized application service for Ontario's public colleges.

Technology and innovation are at the heart of their business and OCAS has been recognized as one of Waterloo and Area's top employers. They offer generous maternity and parental leave top-up payments to employees who are new mothers and fathers, including adoptive parents (to 93 per cent of salary for a full year).

OCAS Application Services supports a number of local charitable initiatives each year and encourages employees to get involved in their local community with up to three paid days off to volunteer. Along with over four weeks of starting vacation allowance, OCAS Application Services provides paid time off during the winter holidays and summer months, helping employees enjoy more time away from the office.

Gore Mutual Insurance

Established in 1839, Gore Mutual Insurance Company is a provider of personal and commercial insurance services to small and medium sized businesses. Focusing its charitable efforts on initiatives that support youth, the community, and keeping families safe from harm, Gore Mutual also provides employees paid days off to volunteer (with no annual max). Employees have even built an onsite community garden and regularly donate their harvest to the Cambridge Self-Help Food Bank. Staff is also encouraged to keep fit with free membership to an onsite fitness facility, which includes a variety of instructor-led classes such as Zumba, step, yoga, Pilates and boot camp and have access to a Total Health Care Index Assessment, to help them learn about their health status and potential risk areas.

Northern Digital Inc./NDI

Northern Digital Inc. specializes in the design, manufacture and sale of advanced spatial measurement systems. Located in Waterloo, Northern Digital encourages lifelong learning with tuition subsidies for courses related and indirectly related to an employees' current role (to \$1,000) and also provides subsidies for professional accreditation.

NDI helps keep employees connected and engaged through a number of social events and celebrations throughout the year, including an annual holiday party, ice cream Fridays, a summer family day at Bingemans Park and an Easter egg hunt, to name only a few!

Northern Digital cultivates an ownership culture through a share purchase plan, available to all employees, and offers generous referral bonuses for employees who successfully refer a candidate (up to \$2,500).

Novocol Pharmaceutical of Canada Inc.

Novocol Pharmaceutical of Canada Inc., a division of Septodont, manufactures dental anaesthetics. Novocol Pharmaceutical of Canada supports a number of community-based healthcare initiatives and encourages employees to give back to their local communities with three paid days off to volunteer. Novocol Pharmaceutical of Canada 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. Employees plan for the longer term with retirement planning assistance and RSP contributions – and offers phased-in retirement work options for those nearing retirement.

ON Semiconductor

ON Semiconductor is a designer and manufacturer of integrated mixed-signal products and structured digital products for the automotive, medical and industrial sectors. ON Semiconductor invests in ongoing employee development with generous tuition subsidies for courses related and indirectly related to an employees' current role (to \$7,000) and provides subsidies for individuals pursuing professional accreditation. ON Semiconductor helps keep employees engaged and connected through a variety of social events and celebrations throughout the year, including a holiday party, an employee recognition dinner, and annual team building events such as bowling and axe throwing.

ON Semiconductor encourages its employees to become recruiters for the company through generous new employee referral bonuses, ranging from \$250 to \$5,000, depending on the position.

OpenText Corporation

OpenText Corporation is Canada's largest software company, specializing in enterprise information management software for all types of businesses as well as public sector clients worldwide. Located on the University of Waterloo's campus (where the company's founders have their

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roots), OpenText is a strong supporter of ongoing employee education with tuition subsidies for courses related and not directly related to their current position (to \$3,000 annually). OpenText offers a full suite of financial benefits, ranging from a share purchase plan (available to all employees), to profit-sharing for all, to generous referral bonuses of over \$3,000. OpenText recognizes and celebrates exceptional performance through a variety of initiatives including CEO Excellence Awards, the Achiever's Club for sales employees, and a unique Patent Incentive Program to reward employees for innovative ideas.

Qool Media Holdings ULC

Qool Media Holdings ULC is a marketing and advertising firm located in Guelph, Ontario. Qool Media cultivates an ownership culture through a share purchase plan, available to all employees, and extends the financial success of the company to all through a profit-sharing plan. Along with three weeks of starting vacation allowance, Qool Media provides employees seven paid days off during the winter holiday season.

Qool Media encourages employees to keep fit with an annual subsidy for gym membership, to \$420 per person.

Sivantos Inc.

Sivantos Inc. is a leading manufacturer of hearing aids, manufacturing one out of every four hearing aids used worldwide including hearing aids sold under the Siemens, Signia, Audio Service, Rexton and A&M brands. Along with three weeks of starting vacation allowance, Sivantos provides paid time off during the winter holidays and a variety of flexible work options to help employees balance work and their personal commitments.

As part of Sivantos' health benefits plan, the company offers a wellness spending of \$400, which can be used to offset the cost of related expenses. Sivantos offers referral bonuses as an incentive for employees to recruit candidates from their personal networks, up to \$1,000 per successful hire.

Sleeman Breweries Ltd.

Sleeman Breweries Ltd. is the third largest national brewery in Canada. Sleeman Breweries invests in ongoing employee development with generous tuition subsidies (to \$4,000 per year) and offers opportunities for the next generation to gain meaningful experience through summer employment and co-op placements. Sleeman Breweries maintains an Environ-

mental Steering Committee, responsible for overseeing various initiatives such as procurement policies and waste diversion programs, and also supports an in-house Regional Green Team, to help raise awareness and encourage employee involvement. The Guelph-based brewery offers a number of financial incentives including year-end bonuses for some and "Beer Privilege" (free beer) as a taxable benefit.

Toyota Motor Manufacturing Canada Inc. / TMMC

TMMC is the largest manufacturer of Toyota vehicles outside of Japan, producing over 570,000 vehicles annually for the North American market. TMMC employees can enjoy time off early in their careers, receiving 3.8 weeks of paid vacation after their first year on the job, moving to four weeks after only three years of employment and up to 6.4 weeks for long-serving employees. TMMC leads its industry in offering family-friendly benefits, providing maternity and parental leave top-ups for new moms (to 65 per cent of salary for 52 weeks) and parental leave top-ups for new dads and adoptive parents (to 65 per cent of salary for 35 weeks) – and also manages a generous academic scholarship program for children of employees, to \$2,500 USD per child. TMMC encourages employees to volunteer in the community with paid time off, matching employee charitable donations and financial donations for employees who volunteer their time (to \$500 for every 50 hours volunteered).

University of Waterloo

Founded in 1957, the University of Waterloo offers degrees to over 30,000 undergraduate and graduate students and has the largest co-operative education program in the world. Along with a broad charitable focus that includes the arts, culture and diversity, economic development, health and well-being, environmental sustainability and youth engagement, the University of Waterloo recently launched a unique "Volunteer Centre" to help engage students and employees with causes that are of the greatest importance to them. A Health Workplace Committee furthers the commitment to the social, emotional, spiritual, physical and psychological health and safety of its community – past initiatives have included a healthy challenge, mental health awareness week, Movember activities and a Keeping Well at Work Day. University of Waterloo 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) – additionally, the university 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

Vidyard is a developer of an online video platform. Vidyard employees enjoy working in one of the city's most unique head offices – the downtown head office features an open-concept design with exposed beam ceilings, a gaming area, foosball tables, a library, a "Room of Requirement" for quiet time and religious observance, a yoga studio, private booths and meeting areas, media studio, a hanging picnic table, and a unique foam pit. Vidyard supports lifelong learning for individuals at all stages of their career, from tuition subsidies for employees pursuing job-related courses (up to \$1,500) to opportunities for formal mentoring to co-op placements and paid internships for students and young people. Vidyard supports its new moms and dads, including adoptive parents, with maternity and parental leave top-up payments (up to 17 weeks) and encourages all employees to balance their work and personal lives with a variety of alternative work options.

WalterFedy Inc.

Founded in 1951, WalterFedy Inc. is an integrated architecture, engineering and construction firm. Employees stay engaged and connected through a variety of social events and celebrations including an employee appreciation week, winter holiday celebrations, an Amazing Race-style scavenger hunt, monthly summer barbecues, and a Halloween costume contest, to name only a few! WalterFedy encourages ongoing employee development with tuition subsidies for courses at outside institutions as well as in-house training initiatives and subsidies for professional accreditation – the company also reaches out to the next generation of employees through co-op work terms and internship programs. WalterFedy supports employees who are new mothers with maternity leave top-up, recently increasing the duration of paid leave from six weeks to 15 weeks – and offers a variety of flexible work arrangements to help them transition to their new roles as parents.

Waterloo North Hydro Inc.

Established in 1905, Waterloo North Hydro Inc. is a provider of regulated elec-

tricity distribution services to over 57,000 residential and business customers in the City of Waterloo and the Townships of Wellesley and Woolwich. Waterloo North Hydro manages an ongoing wellness program that includes opportunities for employees to work with wellness consultants, training on topics such as mental health and nutrition, exercise classes and wellness competitions – employees also receive a fitness club subsidy as part of the organization's health benefits plan (to \$300 per year). Waterloo North Hydro encourages ongoing training and development through a variety of in-house and online training programs as well as tuition subsidies for courses at outside institutions – and is helping develop the next generation of employees through summer employment opportunities, apprenticeships and mentoring programs.

Employees are also assisted with planning securely for life after work with contributions to a defined benefit pension plan and a formal retiree group holds regular meetings and ensures that retirees are invited to social events such as the annual holiday party and dance.

Wilfrid Laurier University

Founded in 1910, Wilfrid Laurier University is a post-secondary educational institution. Wilfrid Laurier University supports employees who are new parents (including adoptive) with maternity and parental leave top-up, to 95 per cent of salary ranging from 12 to 27 weeks – and offers the option to extend their leave into an unpaid leave of absence. In keeping with its raison d'être, Wilfrid Laurier University provides employees with full tuition subsidies for courses both related and not directly related to their current position – the organization also offers full tuition for children of employees through an academic scholarship program. Wilfrid Laurier University encourages employees to make health and wellness a priority by providing subsidized membership to the university's extensive fitness facilities and organizes an annual wellness week with workshops and activities that promote a healthy lifestyle and well-being.



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2020

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WATERLOO AREA'S
TOP EMPLOYERS
2020

INNOVATION LAB
COLLABORATION
& PARTNERSHIP

INNOVATION IS IN
MIXING PEOPLE A

"Given the velocity
spaces are becoming
balance technology
and human needs

The Lab is a dedicated
methodology. The first

Our people
make us
great.

As a company, we've embraced the idea of being different. We're bolder and more confident than we've ever been, thanks to the talented people helping us move forward – product designers, data scientists and analysts, technological engineers and architects, digital gurus, storytellers and ClaimCare professionals. With innovation and compassion in our DNA, we believe we can radically change insurance for the good of customers. Join us if you feel the same.

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