

# WATERLOO AREA'S TOP EMPLOYERS

ADVERTISING FEATURE  
DECEMBER 2020



OpenText employees volunteer to support a local Habitat for Humanity build in Kitchener



Together and apart – the OCAS team of over 100 employees proudly supports the Ontario college system and learners from around the world.



The team members at Toyota Motor Manufacturing Canada celebrated the production of their nine millionth vehicle this year.

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**therecord.com**

WATERLOO AREA'S  
TOP EMPLOYERS 2021

# CELEBRATING THE BEST PLACES TO WORK



WATERLOO AREA'S  
TOP EMPLOYERS  
2021

Now in its 14th 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 & Skill 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.

## AET Group Inc. 29 full-time employees [www.aet98.com](http://www.aet98.com)

*AET Group Inc. is an international environmental consulting firm.*

- As 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 online 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

## Allianz Global Assistance Canada 484 full-time employees [www.allianz-assistance.ca](http://www.allianz-assistance.ca)

*Allianz Global Assistance Canada, formerly known as Mondial Assistance Canada, is a provider of specialty insurance and assistance services.*

- Allianz Global Assistance starts its new employees with three weeks of paid vacation and offers three paid personal days off to help employees balance their work and personal lives – and employees can apply for unpaid

- leaves of absence and one-week self-funded leaves
- Allianz Global Assistance helps employees save for the longer term through generous matching RSP contributions – and employees may share in the successes of the company through a formal year-end bonus program
- Allianz Global Assistance helps employees balance their working and personal lives through a number of flexible work options, including flex hours, shortened and compressed work weeks as well as working from home as needed

## BlackBerry Limited 1918 full-time employees [www.blackberry.com](http://www.blackberry.com)

*BlackBerry Limited is a cybersecurity software and services company, specializing in end-to-end enterprise network protection for Internet of Things (IoT) devices.*

- As part the health plan, BlackBerry Limited offers a wellness spending account as well as mental health support through an employee assistance plan and a dedicated mental health practitioners benefit (to \$1,500 annually)
- BlackBerry Limited support employees over the longer term with retirement planning assistance and contributions to a matching RSP plan – employees may also be able to share in the company's successes through share purchase and year-end bonus programs
- BlackBerry Limited strongly encourages ongoing employee learning through in-house and online training initiatives as well as through generous tuition subsidies (to \$6,000 annually) for courses related and not directly related to their current position

## Crawford & Company (Canada) Inc.

1133 full-time employees  
[www.crawfordandcompany.ca](http://www.crawfordandcompany.ca)

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

- Crawford & Company supports ongoing employee development through in-house and online training initiatives, as well as offering tuition subsidies for courses related to their current position – and supports children of employees through an academic scholarship program (up to \$3,300)
- Crawford & Company 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

## D2L Corporation 626 full-time employees [www.d2l.com](http://www.d2l.com)

*Founded in 1999, D2L Corporation is a developer of e-learning software for the education, government and corporate sectors.*

- D2L encourages employees to become recruiters for the firm with new employee referral bonuses, from \$100 to \$2,000 depending on the position
- D2L supports its own Wellness Committee that works to provide wellness resources including a wellness map,

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mental health resources, a healthy eating program, weight management resources to quit smoking – and participates in the Bell Let's Talk initiative and Not Myself Today program to address mental health issues in the workplace

- 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 along with phased-in return to work options when ready to come back

### Energy+ Inc. 123 full-time employees www.energyplus.ca

*Energy+ Inc., formerly Cambridge and North Dumfries Hydro Inc., is a supplier of energy to more than 52,000 homes and businesses.*

- Along with hosting regular Live Event Virtual Communication meetings, Energy+ Inc. hosted daily updates on company's intranet for employees working from home and has set-up additional locations for operational employees to help facilitate easier physical distancing
- Energy+ Inc. offers employees a variety of alternative working options to help balance their work and personal lives (varying by position) and supports an employee wellness committee that organizes a variety of events during the year, from an onsite health fair, to yoga and stretching classes, to weekly visits from a wellness coach
- Energy+ Inc. supports ongoing employee education with generous tuition subsidies for courses related and not directly related to their current position – the company also reaches out to the next generation of employees through summer employment, co-op placements, paid internships and apprenticeship programs

### The Equitable Life Insurance Company of Canada 761 full-time employees www.equitable.ca

*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 \$3,000, depending on the

position

- Equitable Life encourages employees to get involved in the community with one paid volunteer day off each year as well as offering matching charitable donations
- Equitable Life's health benefits plan includes a wellness spending account and the company supports a Wellness Committee that hosts numerous awareness events and educational initiatives every year

### eSentire Inc. 292 full-time employees www.esentire.com

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

- eSentire encourages ongoing employee training with tuition subsidies for courses at outside institutions, in-house and online training programs as well as supports younger people entering the workforce through apprenticeship and paid internship programs
- 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
- Along with signing and year-end bonus programs for some employees, eSentire encourages all employees to become recruiters for the firm with generous new employee referral bonuses, up to \$5,000

### Farm Mutual Re 91 full-time employees www.farmmutualre.com

*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.*

- Farm Mutual recently introduced a holistic employee wellness program designed to help employees adopt and make healthy lifestyle choices – the initiative features personal coaching, fitness, wellness challenges and as part of the health plan employee receive a flexible health spending account as well as a dedicated mental health practitioners benefit
- Farm Mutual encourages employees to volunteer for the initiatives that are important to them by offering one paid day off for volunteering in the community as well as offering each employee \$200 to donate to the charity of their choosing
- Along with helping employees save 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

### Glen Dimplex Americas Limited 120 full-time employees www.glendimplexamericas.com

*Glen Dimplex Americas Limited, a member of the Glen Dimplex Group, is a manufacturer of electric heaters, media consoles, and wall-mounts.*

- Glen Dimplex Americas helps employees plan for the future with retirement planning assistance as well as providing RSP contributions
- Glen Dimplex Americas starts new employees with three weeks of paid vacation and considers previous work experience when setting vacation entitlement for experienced candidates
- Glen Dimplex Americas encourages employees to become recruiters for the company with new employee referral bonuses, from \$500 to \$1000 depending on the position

### Gore Mutual Insurance Company 388 full-time employees www.goremutual.ca

*Established in 1839, Gore Mutual Insurance Company is a provider of personal and commercial insurance services to small and medium sized businesses.*

- Employees at Gore Mutual Insurance can take advantage Total Health Care Index Assessment as part of their health plan – the initiative offers confidential assessments to help learn more about their total health status and risk areas (and employees receive free membership to an onsite fitness facility)
- Gore Mutual Insurance focuses its charitable efforts on initiatives that support youth, the community, and keeping families safe from harm, and provides employees paid days off to volunteer (with no annual max) – employees have even built a community garden onsite and regularly donate their harvest to the Cambridge Self-Help Food Bank
- Gore Mutual Insurance offers maternity leave top-up payments to employees who are new mothers (to 100 per cent of salary for up to six weeks) and supports employees who want to start a family with a subsidy for IVF if needed (to \$5,000)

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### Home Hardware Stores Limited

2236 full-time employees

[www.homehardware.ca](http://www.homehardware.ca)

*Home Hardware Stores Limited is a leader in hardware distribution and retail.*

- As part of the health benefits plan, Home Hardware offers the services of a dedicated Wellness Consultant who provides (via chat during the pandemic) free fitness classes, meditation, stretching breaks, and more
- Home Hardware provides retirement planning assistance services and helps employees save for the future through a defined contribution pension plan
- Located in the town of St. Jacobs, Home Hardware employees enjoy working in a rural community with easy access to walking trails, open countryside and a head office that features community garden plots for employees and their families to manage – and the town is only a short drive to the urban amenities of Kitchener and Waterloo

### NAVBLUE

176 full-time employees

[www.navblue.aero](http://www.navblue.aero)

*NAVBLUE, previously Navtech Systems Support Inc., is a developer of flight operation software for the commercial aviation industry.*

- NAVBLUE's maintains a local charitable focus and encourages employees to get involved with one paid volunteer day, matching charitable donations (to \$100) and \$200 donations for every 100 hours that an employee volunteers
- NAVBLUE supports ongoing employee development with tuition subsidies for courses at outside institutions (to \$1,000 annually) as well as through in-house and online training programs
- Employees at NAVBLUE can pay a little extra to enhance their health benefit coverage levels – and employees can take advantage of a number of unique services, from My Childcare to access to emergency childcare at no cost to the newly established (during the pandemic) GOeVisit for direct online access to medical advice and feedback

### Northern Digital Inc. / NDI

141 full-time employees

[www.ndigital.com](http://www.ndigital.com)

*Northern Digital Inc. specializes in the design, manufacture and sale of advanced spatial measurement systems.*

- 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
- 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) – and introduced additional spot bonuses during the pandemic

### OCAS Application Services, Inc.

90 full-time employees

[www.ocas.ca](http://www.ocas.ca)

*OCAS Application Services Inc. provides administrative systems and application processing services to Ontario's colleges.*

- OCAS Application Services offers 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 ongoing employee development with generous tuition subsidies for courses at outside institutions, up to \$2,500 for courses related to their current position
- Along with over four weeks of starting vacation allowance, OCAS Application Services provides paid time off during the winter holidays (up to five days) and summer months (up to five days)

### ON Semiconductor

172 full-time employees

[www.onsemi.com](http://www.onsemi.com)

*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 also provides subsidies for professional accreditation
- ON Semiconductor starts new employees with three weeks of paid vacation along with ten paid personal days off every year – existing employees can also apply for an unpaid leave of absence (up to six months)
- 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

2036 full-time employees

[www.opentext.com](http://www.opentext.com)

*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 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) along with a variety of in-house and online training options
- OpenText offers a variety of alternative work options, including flexible hours, shortened and compressed work options as well as working from home options
- OpenText offers a full suite of financial benefits, ranging from matching RSP contributions, a share purchase plan (available to all employees) and profit-sharing

### Reid's Heritage Homes Ltd.

167 full-time employees

[www.reidsheritagehomes.com](http://www.reidsheritagehomes.com)

*Established in 1978, Reid's Heritage Homes Ltd. is a home-building company in southwestern Ontario.*

- Reid's Heritage Group of Companies offers a wellness spending account of \$250 per year and through the social and wellness committee, organizes lunch and learns on various topics such as healthy eating, cooking, wellness, organization and fitness
- Reid's Heritage Group of Companies supports its new moms with maternity leave top-up payments, to 80 per cent of salary for up to 17 weeks
- Along with helping employees save for the future, Reid's Heritage Group of Companies provides retirement planning assistance and phased-in work options for those nearing retirement

### System1 Canada ULC

66 full-time employees

[www.qool.com](http://www.qool.com)

*System1 Canada ULC is a marketing and advertising firm located in Guelph, Ontario.*

System1 Canada ULC supports ongoing employee development through in-house and online training programs as well as tuition subsidies for courses related and not directly related to their current position

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- Along with 3.4 weeks of starting vacation allowance, System1 Canada ULC provides employees with up to seven paid days off during the winter holiday season – and employees can also apply for an unpaid leave of absence with duration determined on a case-by-case basis
- System1 Canada ULC supports an employee Wellness Committee that organizes everything from discounted rates with local gyms to visits by massage therapists, nutritionists and mental health professionals – and the company's health plan features a dedicated mental health practitioners benefits (to \$500 annually)

## Toyota Motor Manufacturing Canada Inc. / TMMC

**9601 full-time employees**

[www.tmmc.ca](http://www.tmmc.ca)

*TMMC is the largest manufacturer of Toyota vehicles outside of Japan, producing over 570,000 vehicles annually for the North American market.*

- TMMC helps employees prepare for life after work through retirement planning assistance services, a defined contribution pension plan (employee hired prior to 2014 participate in a defined benefit pension plan) as well as a health benefits plan that extends to retirees with no age limit
- TMMC provides generous time-off policies, starting new employees with 3.8 weeks of paid vacation and ultimately moving to over six weeks after a decade on the job – longer serving employees may also apply for an unpaid leave of absence
- 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)

## Vidyard

**197 full-time employees**

[www.vidyard.com](http://www.vidyard.com)

*Vidyard is a developer of an online video platform.*

- 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 flexible work options
- Vidyard encourages employees to take a proactive approach in managing their health and well-being through a wellness spending account of up to \$1,000 per year – additionally, the company's wellness

committee organizes related events such as yoga classes and fireside chats with mental health and counselling professionals

- Vidyard offers generous referral bonuses as an incentive for employees who recruit candidates from their personal networks, ranging from \$1,000 to \$5,000 depending on the position

## WalterFedy Inc.

**171 full-time employees**

[www.walterfedy.com](http://www.walterfedy.com)

*Founded in 1951, WalterFedy Inc. is an integrated architecture, engineering and construction firm.*

- As part of WalterFedy's health benefits plan, employees receive a generous health spending account of \$1,400 per year, allowing them to customize coverage to suit their needs
- WalterFedy helps employees balance the unexpected challenges of day-to-day with flexible work hours, work from home options, three paid personal days per year (which can be scheduled as needed), and up to 10 paid sick days annually
- WalterFedy supports a number of local and national charitable organizations each year and offers two paid days off for employees to volunteer – in 2019, the organization donated an impressive 3,500 volunteer hours on company time

## Waterloo North Hydro Inc.

**122 full-time employees**

[www.wnhydro.com](http://www.wnhydro.com)

*Established in 1905, Waterloo North Hydro Inc. is a provider of regulated electricity 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 encourages ongoing training and development through a variety of in-house and online training programs, as well as tuition subsidies for courses at external institutions – and is helping develop the next generation of employees through apprenticeships, paid internships and co-op placements
- Waterloo North Hydro manages an ongoing wellness program that includes fitness classes and wellness competitions, training on topics such as mental health and nutrition, and opportunities for employees to work with wellness consultants

## Wilfrid Laurier University

**1690 full-time employees**

[www.wlu.ca](http://www.wlu.ca)

*Founded in 1910, Wilfrid Laurier University is a post-secondary educational institution.*

- Wilfrid Laurier University focuses on the longer term welfare of its employees with a health benefits plan that extends to retirees (with 100 per cent premium coverage and no age limit) and offers further peace of mind through defined benefit and defined contribution pension plans – retirees can also keep in touch through social and educational opportunities organized by a dedicated retirees' association, and continue to receive access to the university's athletic facilities and libraries
- Wilfrid Laurier University hosts an annual wellness week and, in light of the pandemic, collaborated with external partners to offer webinars and e-learning on a variety of topics including building resilience, isolation and loneliness, and anxiety and depression
- 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 10 to 25 weeks – and offers the option to extend their leave into an unpaid leave of absence

## WS Audiology Canada Inc.

**64 full-time employees**

[www.sivantos.com](http://www.sivantos.com)

*WS Audiology Canada 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.*

- WS Audiology Canada Inc. offers referral bonuses as an incentive for employees to recruit candidates from their personal networks, up to \$1,000 per successful hire
- WS Audiology Canada Inc. invests in ongoing employee development with tuition subsidies for courses taken at external institutions as well as subsidies for professional accreditation
- As part of WS Audiology Canada Inc.' health benefits plan, the company offers a wellness spending account of \$400, which can be used to offset the cost of related expenses

WATERLOO AREA'S  
TOP EMPLOYERS 2021

GORE MUTUAL

It's an exciting time to  
be an employee at  
Gore Mutual

Cambridge, Ontario's Gore Mutual has been providing insurance to Canadians since 1839. You don't stay in business for 181 years by staying still. The company's motto – "Go Forward" – reflects that.

Gore Mutual is undergoing a massive transformation, opening the door to many new opportunities for the company.

"Over the next few years, Gore Mutual will become a national scale insurer driven by world-class technology and operations," said Chief Human Resources Officer Sonia Boyle. "This is one of the most exciting times in the history of our business and will completely change how we deliver insurance to our brokers and customers."

## What makes Gore Mutual a top employer?

One factor is employee education and career growth. "The opportunity, more than ever, for our people to transform their skill set is really exciting," said Boyle. Gore Mutual employees can upgrade their skills and gain certifications through learning programs. Staff are given financial support and time off for this.

## Benefits and more

Gore Mutual also supports its employees through its robust benefits packages, vacation time, staff discounts and health and wellness programs. Employees can also purchase home and auto insurance at greatly reduced rates

181  
years in  
business\$1,000  
given to all  
employees to  
set-up their  
home offices

Gore Mutual employees collaborating in the company's Discovery Concourse last year.

Gore Mutual offers employees a number of health and wellness programs including virtual health care coverage that allows them to instantly connect with Canadian doctors 24/7 from their phone, tablet or computer.

## Giving employees options

When COVID-19 hit, Gore Mutual was quick to pivot. "We transformed everybody to be 100 per cent work-from-home," said Boyle. But as the company has adjusted to the

new normal, they have given some employees the option to come back to the office, but with strict health and safety protocols in place. People like having the option to either keep working from

home or adopt a hybrid model.

"We're trying to stay connected in this non-physically-connected world."

## Why work for Gore Mutual?

Now is the time to be part of something special. As the company thinks about where it wants to be in 10 years, you can be part of that change.

Check out current job opportunities at [goremutual.ca/workhere](https://goremutual.ca/workhere).

## ▶ MAKE YOUR MARK

We're an innovative, fast-growing company with bold and ambitious plans to change insurance for good. Want to help shape our exciting future? Visit [goremutual.ca/workhere](https://goremutual.ca/workhere)



**GORE  
MUTUAL**  
▶ GO FORWARD

**WATERLOO AREA'S  
TOP EMPLOYERS 2021**
**HOME HARDWARE**

# Making talent and culture a competitive advantage

Home Hardware is proud to be named one of Waterloo Area's Top Employers. We are an award-winning business with a history of working with people who have an award-winning attitude. We are locally owned and genuinely Canadian and exist to serve the essential needs of over 1,050 communities across Canada.

Our success as a company is made possible because of the outstanding efforts of our dealers and our employees. We have a caring and connected culture – fostering respect and teamwork.

As we reflect on the past and look to the future, we are excited to share our commitment of making talent and culture a competitive advantage.

## Creating culture and wellness

At Home Hardware, we value community culture and wellness. That's why we have the right programs in place to support our employees: social and charitable events, wellness programs, career advancement opportunities and environmental initiatives.

Employees benefit from instructor-led classes on meditation, fitness and stretching, all of which are now hosted virtually. In March 2020, we also launched a new Employee Family Assistance Program, focusing on mental health. Employees can request consultations and advice on mental health, nutrition, physical activity and more.

Our cafeteria offers subsidized pricing on prepackaged

Founded in  
**1964**  
in St. Jacobs,  
Ontario

**100%**  
Canadian  
owned and  
operated



*An employee harvests fresh vegetables from Home Hardware's Community Garden in St. Jacobs, Ontario. Each week, staff and volunteers deliver the fresh produce to local charities to help feed families in need.*

homemade meals, salads and treats. During the warmer months, we have an outdoor picnic table area where employees can enjoy their food in a physically distanced way. Nearby greenspace means easy access to trails, where employees can take walks during their breaks.

## Making local food accessible

Located in St. Jacobs, Ontario, we offer a Community Garden

Recognized as one of Canada's  
Best Managed Companies in 2020

that spans over one acre. Employees and their families manage 36 plots, and an additional 1/3 of an acre is preserved for fresh food donations. This year, our dedicated team of employees and volunteers harvested over 3,500 pounds of fresh produce

– all benefiting local charities.

Home Hardware takes great pride and honour in receiving this special designation. In Canada, there are many good companies, but few great ones. Home Hardware is committed to being one of Canada's greatest companies.

For more information about Home Hardware, visit us at [www.homehardware.ca](http://www.homehardware.ca).



**Proud to be recognized as one of  
Waterloo Area's Top Employers**

Congratulations to our incredible employees!

**Join the Home team!**



**Here's How.** <https://www.homehardware.ca/en/careers>



WATERLOO AREA'S  
TOP EMPLOYERS 2021

NAVBLUE

Employee engagement  
and well-being come first  
at NAVBLUE

NAVBLUE is an Airbus Services company, wholly owned by Airbus, and dedicated to Flight Operations & Air Traffic Management Solutions.

For NAVBLUE, the path to earning its Top Employers recognition was blazed by the people for whom it mattered most – its employees.

“We listened to our employees through an engagement survey and focus groups and significantly enhanced our programs based on their feedback,” Thomas Lagaillarde, head of Product Portfolio and Programmes, Managing Director Canada, explained.

Lagaillarde said the NAVBLUE team has prioritized a variety of initiatives – offering flexible benefits, improving communications, investing in an improved office footprint,

affording employees mobility in employment, reducing summer core hours and enhancing vacation packages.

“Our organization continues to prioritize employee well-being while balancing the business needs,” Lagaillarde added. “One of our core values includes a ‘Fun-Loving Attitude,’ which is embraced and driven throughout the organization, including our top management.”

COVID-19 has dramatically impacted the aviation industry, and NAVBLUE has prioritized supporting its staff to promote health and safety, whilst working to minimize workforce impact. Working from home is just part of it – NAVBLUE also prioritized connection, providing dedicated communication spaces, virtual

300+  
aviation  
customers  
around  
the globe6  
offices  
worldwide

The NAVBLUE Team hits the ice for a fun afternoon of laughs and team bonding.

social events, a central resource centre for COVID-19 information, and access to virtual doctor's appointments and online mental health supports.

“During the lockdown phase, we also realized that our normal way of working may never look the same again,” he said. “We launched a working group to survey our employee base, listen, and propose to management what a

“Our organization continues to prioritize employee well-being while balancing the business needs.”

– Thomas Lagaillarde

‘new normal’ post-COVID would look like for NAVBLUE..”

Ultimately, a collaborative approach with their employees, a clear mission, and shared core values helps NAVBLUE

stay at the vanguard of a competitive field.



“NAVBLUE is at the crossroads of two very innovative industries: aviation and computer science,” he said. “We aim at attracting top talent and providing them with a dynamic environment to create disrupting digital solutions to enhance safety, efficiency and global sustainability.”

Find current opportunities at [navblue.aero/careers](https://navblue.aero/careers).



WATERLOO AREA'S  
TOP EMPLOYERS  
2021

We are proud to be recognized  
as one of Waterloo's Top  
Employers 2021!

Join us at [www.navblue.aero](https://www.navblue.aero) | Follow us on  

Reach for the skies

NAVBLUE

AN AIRBUS COMPANY

**WATERLOO AREA'S  
TOP EMPLOYERS 2021**

OCAS APPLICATION SERVICES, INC.

## Talent and kindness go a long way at OCAS

If you've applied for a college program in Ontario within the last 27 years, you likely did it through OCAS. This Guelph-based organization is a top employer, giving employees the opportunity to grow with the organization.

Proud of the role OCAS plays in higher education, David Hong, Vice-President, Customer and Employee Success, said, "It's rewarding ... What we do has a direct impact on society."

### A positive environment

When hiring, OCAS looks for brilliant minds, but they also value kindness. Everyone who works at OCAS is a team player. This has created a collaborative environment, where everyone feels valued and supported by peers and the leadership team. Because of this, the organization has low

employee turnover.

OCAS has supported the community throughout the pandemic through blood donations, a food drive, and sponsoring a scholarship with the Children's Foundation of Guelph and Wellington.

### Connecting during a pandemic

Socializing became difficult, with everyone working remotely. So as an organization that values relationships, OCAS moved cultural activities – such as morning coffee chats, virtual Boggle challenges, themed photo sharing, and Questions of the Day – online. "We're trying to create space for people to connect," said Hong.

Because OCAS is such a supportive environment, team members really stepped up early on and helped colleagues

Serving  
Ontario's  
**26**  
public  
colleges

Supporting  
over  
**250,000**  
learners  
each year



*Together and apart – our incredible team of over 100 employees proudly supports the Ontario college system and learners from around the world.*

who were facing challenges, such as child care.

### The whole-person perspective

At OCAS, team members are more than just employees – they're whole people. "When we understand that people are multidimensional," said Hong, "you create an understanding of compassion." By viewing employees through this lens,

"When we understand that people are multidimensional, you create an understanding of compassion."

– David Hong, Vice-President, Customer and Employee Success

the organization can offer programming that benefits them in all aspects of life.

### Why work for OCAS?

For Hong, there are many reasons: for one, they have great benefits and a defined pension plan. There's also the lighter side of it: "It's fun to work here. We have a fun squad."

As an organization that is continually growing and changing, OCAS is always looking out for fresh talent. Check out open positions at [OCAS.ca/careers](https://www.ocas.ca/careers).



# OCAS

## Proud to be a Waterloo Area Top Employer

At OCAS, we support over 250,000 individuals each year on their college journeys. We do this through our team of over 100 employees whose hard work and dedication make it all possible. Thank you to our incredible team for making us one of Waterloo Area's Top Employers for the sixth year in a row.

**Come work with us!** Check out our openings at [ocas.ca/careers](https://www.ocas.ca/careers)

**WATERLOO AREA'S  
TOP EMPLOYERS 2021**
**OPENTEXT**

# Innovation fuels growth at OpenText

If any company is set up to take on today's challenges, it's OpenText. Soon to be celebrating its 30th anniversary, this Waterloo, Ontario, success story has its innovative spirit to thank for these years of growth.

Now with 14,000 employees globally, OpenText is helping other companies go digital with its cloud-based platforms.

## Pandemic response

In March, OpenText's staff went from working in offices to 95 per cent virtual. James McGourlay, Executive Vice-President, Customer Operations, provided insights: "We have a great IT infrastructure in place; we use many of our own products. We're a very digital organization." McGourlay acknowledged the challenges

of the pandemic but agreed that being a tech company made the transition easier.

## Recent successes

The nature of the business and the ability to switch to virtual rather seamlessly have allowed OpenText to continue to grow and thrive. In fact, this recent Q1 was its best. "We all went into it with a bit of trepidation," said McGourlay. "Our teams delivered."

## Innovation and inclusivity

It's easy to see why OpenText is a top employer, as it is a company that values both innovation and the people who work for it. There are many interesting opportunities for prospective employees, who then build long-term careers at OpenText because of the support they receive and culture they help

**80%**  
of Fortune 1000  
companies use  
OpenText to  
manage  
information

**64**  
offices  
worldwide



*OpenText employees volunteer to support a local Habitat for Humanity build in Kitchener*

Beginning as a University of Waterloo project that developed software to index the Oxford English Dictionary, OpenText has since grown to be one of Canada's largest technology companies. Today, OpenText remains proudly headquartered in Waterloo with 64 offices worldwide.

build. Right now, most employees are working from home, but OpenText has found new ways to support them, including access to

healthy recipe ideas from a nutritionist, and a fitness instructor who sends weekly videos of exercises they can do at home.

## Why work for OpenText?

The team at OpenText is continuing to push the boundaries of Information Management. This year, OpenText has hired 375 new employees in the Toronto-Waterloo Corridor and is looking to hire 300 more roles between the Waterloo and Richmond Hill offices.

To chart your career path at OpenText; visit: [careers.opentext.com](https://careers.opentext.com).

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**WATERLOO AREA'S  
TOP EMPLOYERS 2021**

TOYOTA MOTOR MANUFACTURING CANADA

## The Toyota team stepped up and took action in 2020

Safe work is the foundation of everything Toyota does, and this focus is helping the company get through a challenging year

Toyota Motor Manufacturing Canada (TMMC) has, once again, been named one of Waterloo Region's Top Employers. While the company's unwavering focus on its team members, communities and customers has certainly helped earn this recognition, TMMC President Frank Voss says the commitment of its team members to Toyota's values is what's truly responsible for its success.

"2020 has been a tough year for everyone, but I was really proud of how our team responded to the challenge," said Voss. "They asked, 'What's the right thing to do?' and 'How can we make

things better?'"

TMMC halted production in March, asking employees to stay home for seven weeks. During this unprecedented time, TMMC remained fully committed to its team, maintaining full wages and benefits.

That's when the magic happened.

"Our team members stepped up. At a time when the world was in a panic, they came together, put their fellow team members and their communities first, and took action."

TMMC task forces studied, designed and implemented new COVID-19 safety protocols that would be required for reopening.

Team members also used the time to make the world a better place, collaborating with

Over  
**\$1.35**  
million in  
donations  
(2019)

**19**  
JD Power IQS  
Awards for  
manufacturing



The team members at Toyota Motor Manufacturing Canada celebrated the production of their nine millionth vehicle this year.

Fanshawe College to design a low-cost, easy-to-use medical ventilator for patients fighting COVID-19, and partnering with local companies to develop a prototype device that uses UV technology to disinfect against COVID-19.

On top of its significant annual donations, TMMC donated \$75,000 to three local food banks and loaned a forklift to the Food Bank of Waterloo Region. TMMC also made \$5,000 donations to five local shelters, and donated

"Nothing is more important to us than ensuring a safe and healthy work environment for our Team Members."

– Frank Voss, President, Toyota Motor Manufacturing Canada

PPE to health care facilities and first responders across the region.

In mid-May, TMMC resumed production and hasn't looked back, producing its nine millionth vehicle this year. To

date, there have been zero cases of on-site COVID-19 transmission.

TMMC receives high marks for employee engagement, training and skills development, and community investment.

Employees love the generous vacation package, retirement planning assistance, pension plan and savings options, and retiree health benefits plan.

To learn how to become a part of the magic, visit [tmmc.ca](http://tmmc.ca).



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