



DENSO's commitment to excellence is evident by their pursuit for the highest level of technology and their highly skilled associates.



Vergie Tabligan (left) and Kevin Kuepfer (right), environmental services team members in Grand River Hospital's medicine program.



At OCAS, our dedicated team proudly supports the Ontario college system and learners across the globe, while also making time to give back to their immediate community and take care of one another.



# WATERLOO AREA'S TOP EMPLOYERS 2023

VIEW ONLINE AT  
**therecord.com**

WATERLOO AREA'S  
TOP EMPLOYERS 2023



# CELEBRATING THE BEST PLACES TO WORK

Now in its 16th 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.

This year's competition saw the largest number of

employers to date take part in the selection process, which starts each spring. Mediagroup editors began by examining the recruitment histories of nearly 100,000 employers that it tracks for its popular jobsearch engine, Eluta.ca. From this pool, Mediagroup invited over 10,000 employers to submit detailed applications, including a comprehensive review of their operations and HR practices that compares them

to others in their industry and region. Employers interested in next year's competition may also request an application online.

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

## AREA WINNERS INCLUDE:

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

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

- AET encourages ongoing employee development through in-house and online training as well as generous tuition subsidies for courses at outside institutions (to \$2,500 annually) - and helps develop younger talent with paid internships and mentoring programs
- AET supports employee well-being through a wellness program with a financial reimbursement of 50 per cent, up to \$300 per year, which can be put towards improving physical, emotional and mental health with resources such as fitness classes, equipment, lessons, wellness apps, personal development courses and more

**ATS Automation Tooling Systems Inc.**  
1423 full-time employees  
[www.atsautomation.com](http://www.atsautomation.com)

*Founded in 1978, ATS Automation Tooling Systems Inc. is a provider of factory automation systems for the telecommunications, semiconductor, solar energy and consumer products industries.*

- ATS Automation Tooling Systems supports ongoing employee development throughout their careers,

from apprenticeship programs to generous tuition subsidies for courses at outside institutions (to \$2,000 annually)

- ATS Automation Tooling Systems encourages employees to recruit their friends with generous new employee referral bonuses, from \$500 to \$1,000 depending on the position
- ATS Automation Tooling Systems helps employees cover additional expenses that suit their needs with a health and lifestyle spending account (to \$600 per year)

**Auvik Networks Inc.**  
190 full-time employees  
[www.auvik.com](http://www.auvik.com)

*Auvik Networks Inc. is a developer of cloud-based platforms for enterprises to manage IP networks.*

- Auvik Networks offers all new hires \$500 to set up their remote in-home office for "whatever makes their home office environment effective for them"
- Employees also receive \$100 monthly to cover any incidental costs when working from home and can be used in any way they see fit, whether they need new noise cancelling headphones or want to buy a fancy coffee to enjoy each day
- Auvik Networks employees enjoy a no-limit vacation policy, with the encouragement of a minimum of three weeks off annually - the time-off policy includes personal and sick days to tend to family matters, moving day or simply a mental health day
- Auvik Networks employees can allocate an amount from their annual health spending account towards the company's internally administered wellness spending account - employees are trusted to submit

expenses within the spirit of wellness to account for the personal definition of wellness that varies from employee to employee

**BlackBerry Limited**  
1720 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.*

- BlackBerry supports 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 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.**  
985 full-time employees  
[www.crawco.ca](http://www.crawco.ca)

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

- Crawford & Company cultivates an ownership culture through a share purchase plan - and helps employees plan for the future through a defined contribution pension plan

- Crawford & Company helps employees cover a wide range of wellness needs, including a health spending account (to \$500), access to Akira, a virtual health care app, and a free Headspace account with guided exercises for meditation and mindfulness

## **D2L Corporation** 963 full-time employees [www.d2l.com](http://www.d2l.com)

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

- D2L provides maternity leave top-up payments for new mothers (to 100 per cent of salary for the first week and 85 per cent of salary for eight additional weeks)  
- D2L encourages employees to become recruiters for the firm with new employee referral bonuses, from \$1,000 to \$5,000, depending on the position  
- D2L rewards employees for their contributions through the Bravo recognition program, which includes Encore awards (from leaders to their teams) and Ovation awards (each nominee receives a \$25 gift card, a profile on the Bravo site, and a chance to win \$500 for 2 winners at quarterly town halls) as well as service recognition awards to mark significant service milestones

## **Danby Products Ltd.** 170 full-time employees [www.danby.com](http://www.danby.com)

*Founded in 1947, Danby Products Ltd. is a manufacturer of branded and logo electrical and propane home appliances.*

- Employees at Danby Products can plan securely for the future with contributions to a defined contribution pension plan and share in the company's successes through an annual profit-sharing plan available to all employees  
- In the spirit of Danby Products' motto "Do the right thing," the company is an active member of the community, with a key focus on helping sponsor and resettle refugees (has committed to at least 50 Afghan families this year) - additionally, in recognizing the need for supported entry, Danby Products developed the Ease into Canada program to help local employers successfully hire new Canadians at entry level

## **Definity Financial Corporation** 3096 full-time employees [www.definityfinancial.com](http://www.definityfinancial.com)

*Established in 2021, Definity Financial Corporation operates four insurance companies, including Economical Insurance, that provides property and casualty insurance services.*

- Definity encourages employees to recruit within their network for the growing firm with a referral bonus, ranging from \$750 to \$8,000, depending on the position  
- Definity supports continuous learning with tuition subsidies (to \$1,500 per year), subsidies for professional accreditations, financial bonuses for some course completions, and a variety of in-house and online training programs

## **DENSO Manufacturing Canada Inc.** 570 full-time employees [www.denso.com](http://www.denso.com)

*DENSO Manufacturing Canada Inc., part of DENSO Corporation, is a global supplier of automotive technology, systems and components.*

- DENSO Manufacturing Canada encourages employees to keep their skills sharp with tuition subsidies (to \$6,000 per year), apprenticeships, as well as in-house and online training programs  
- DENSO Manufacturing Canada helps employees plan for the long-term with contributions to retirement savings plans, retirement planning assistance, and phased-in option to ease the transition

## **The Equitable Life Insurance Company of Canada** 719 full-time employees [www.equitable.ca](http://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 helps employees prepare for the future through a defined contribution pension plan - and lets employees share in the company's successes along the way through a year-end bonus program  
- Equitable Life enhances their benefit coverage through a health spending account (\$1,150 per year, \$1,900 per family) and a wellness spending account (to \$300 per year), which employees can use to tailor their personal needs

## **eSentire Inc.** 317 full-time employees [www.esentire.com](http://www.esentire.com)

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

- eSentire encourages ongoing employee development through a variety of in-house and online training initiatives as well as tuition subsidies for courses at outside institutions, varying by request  
- eSentire recently updated their time-off policy to an unlimited vacation policy to allow employees to take the time they need  
- Along with signing and year-end bonus programs, eSentire encourages all employees to become recruiters for the firm with generous new employee referral bonuses, up to \$5,000

## **Farm Mutual Reinsurance Plan Inc. / Farm Mutual Re** 83 full-time employees [www.farmmutualre.com](http://www.farmmutualre.com)

*Established in 1959, Farm Mutual Re is a mutual reinsurance company that provides farm, personal and commercial insurance products to members across Canada.*

- Along with helping employees save for the future through a defined benefit pension plan, Farm Mutual provides retirement planning assistance and phased-in work options to help those nearing retirement transition  
- Farm Mutual provided a reimbursement program for home office furniture and plans to continue the program for any employees working from home at least once per week -- new employees are able to expense up to \$750 towards their home office

## WATERLOO AREA'S TOP EMPLOYERS 2023

- Farm Mutual encourages employees to prioritize their health with up to 10 paid sick days annually, which can be used for personal illness or caring for family members

### **GHD Canada Holdings Inc.** 1694 full-time employees [www.ghd.com](http://www.ghd.com)

*GHD Limited and its subsidiaries GHD, Inc. and INSPEC-SOL Inc., are providers of architecture, environmental and engineering consulting services.*

- GHD Ltd. helps employees prepare for the future with retirement planning assistance, matching RSP contributions and a health plan that extends into their retirement (100 per cent premium coverage with no age limit)
- GHD Ltd. supports employees through all stages of family planning, including coverage for fertility drugs and treatments for parents-to-be, and maternity and parental leave top-up for new and adoptive parents (to 80 per cent of salary for up to 17 weeks)
- GHD Ltd. offers professional development opportunities for individuals at all stages of their career, from a dedicated graduate development program to formal mentoring opportunities and leadership development

### **Gore Mutual Insurance Company** 569 full-time employees [www.goremutual.ca](http://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 of a "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
- Gore Mutual Insurance has implemented a formal hybrid work model which prioritizes the well-being of employees through purposeful choices of when, where and how to work - employees were also given a 'Welcome Back Guide' to support employees wishing to transition back in to the office
- Gore Mutual Insurance offers a number of financial

benefits including options to help employees save for the future (with employer contributions to a defined-contribution pension plan and access to a basic RSP plan) and generous referral bonuses ranging from \$250 to \$2,500 depending on the position

### **Grand River Hospital Corp.** 2482 full-time employees [www.grhos.on.ca](http://www.grhos.on.ca)

*Grand River Hospital is an acute and chronic care facility that serves over 760,000 residents in the Kitchener-Waterloo region and Wellington County.*

- Grand River Hospital maintains programming to support the mental health and well-being of employees, including mental health awareness workshops, group sessions on burnout and compassion fatigue, and access to the Calm app - the hospital also offers up a mental health practitioner benefit of up to \$1,500 annually
- Grand River Hospital cultivates a family-friendly culture with maternity leave top-up payments for new mothers, fathers and adoptive parents, and the option to extend their leave into an unpaid leave of absence
- also provides up to \$15,000 fertility drug subsidies, if needed

### **Corporation of the City of Guelph** 1382 full-time employees [guelph.ca](http://guelph.ca)

*The City of Guelph provides municipal government services to a population of approximately 120,000 residents.*

- The City of Guelph helps new moms, dads and adoptive parents with maternity and parental leave top-up payments, to 75 per cent of salary for 15 weeks
- The City of Guelph helps employees plan for the future with retirement planning assistance services along with a defined benefit pension plan
- The City of Guelph rewards the accomplishments of its employees through a range of employee recognition programs, which include the "Say Thanks" and "High-Five" programs as well as leadership awards and a long service recognition program - there are also recognition programs specific to employee groups, such as safe driving awards for transit operators and the stork award for paramedics who deliver a baby

### **Home Hardware Stores Ltd.** 2700 full-time employees [www.homehardware.ca](http://www.homehardware.ca)

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

- Home Hardware moved over 900 employees to work-from-home arrangements and introduced enhanced safety and mitigation protocols across a range of work environments - and launched a new e-commerce platform for customers and retail stores in response to the incredible growth in online shopping
- 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

### **Igloo Software** 127 full-time employees [www.igloosoftware.com](http://www.igloosoftware.com)

*Igloo Software is a software company that specializes in cloud-based web platforms.*

- Employees at Igloo Software are encouraged to save for the future with matching employer contributions to an RSP plan
- Igloo Software has embraced a hybrid work model, where the majority of roles have the flexibility to choose how often to work in-office or from home
- Igloo Software's employee recognition efforts include the Northern Lights Award, which recognizes the achievements of three nominated employees each quarter (winners are selected based on how their achievements relate back to the company's corporate pillars, and award winners receive a \$1,000 bonus)



**Northern Digital Inc. / NDI****137 full-time employees****www.ndigital.com**

*Northern Digital Inc. is a designer and manufacturer 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 provides three weeks of paid vacation for new employees and considers previous work experience when setting vacation entitlements for new employees
- 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 \$5,000)

**OCAS Application Services, Inc.****112 full-time employees****www.ocas.ca**

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

- 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
- OCAS Application Services offers generous maternity and parental leave top-up payments to employees who are new mothers and fathers, including adoptive parents (to 75 per cent of salary for a full year) - employees are also supported in times of need with compassionate leave top-up payments (to 100 per cent of salary for four weeks)
- OCAS Application Services encourages employees to take time for themselves with a generous time off policy of over four weeks starting vacation allowance (with an additional day off added each year until reaching a max of six weeks), paid time off during the winter holidays (up to five days) and summer months (up to four days)

**onsemi****147 full-time employees****www.onsemi.com**

*onsemi is a designer and manufacturer of integrated mixed-signal products and structured digital products for the automotive, medical and industrial sectors.*

- onsemi invests in ongoing employee development through its Global Education Opportunities program, which offers tuition subsidies for courses related and indirectly related to an employee's current role (up to \$7,000 annually), and also provides subsidies for professional accreditation
- onsemi promotes work-life balance among its employees by starting new individuals with three weeks of paid vacation as well as unlimited paid personal days off, which can be scheduled as needed
- onsemi offers financial benefits that encourage long-term savings and allow employees to share in the company's success, including employer contributions to an RSP plan and year-end bonuses for all employees
- Staff are also encouraged to become recruiters for the company through referral bonuses ranging from \$500 to \$6,000, depending on the position

**OpenText Corporation****2669 full-time employees****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.*

- OpenText recently increased its maternity and parental leave top-payment to extend for 24 weeks for new mothers as well as extending coverage to 8 weeks for fathers and adoptive parents -- and employees seeking to start a family may take advantage of generous fertility treatment benefit that ranges up to \$10,000, if needed
- 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 full suite of financial benefits, ranging from matching RSP contributions, a share

purchase plan (available to all employees) and corporate discounts for home computers and software -- and encourages employees to become recruiters for the firm with generous new employee referral bonuses, to \$3,300 depending on the position

**Reid's Heritage Construction****973 full-time employees****sherwoodhomesltd.com**

*Reid's Heritage Construction is a residential housing developer.*

- Reid's Heritage Construction promotes long-term savings among employees through company contributions to an RSP plan and an optional TFSA -- eligible employees may also receive a cost of living allowance
- Employees at Reid's Heritage Construction are also encouraged to recruit for the company, with \$1,500 bonuses given for each successful hire
- Reid's Heritage Construction supports ongoing learning and development, offering tuition

**Skyline Group of Companies****120 full-time employees****www.skylinegroupofcompanies.ca**

*Skyline Group of Companies is a real estate investment, development and property management company.*

- Skyline Group of Companies supports families with maternity and parental leave top-up payments (to 100 per cent of salary for 26 weeks) as well as offering parental leave top-ups for new dads and adoptive parents (to 100 per cent of salary for 11 weeks)
- Skyline Group of Companies helps employees plan for the future with retirement planning assistance services along with contributions to a matching RSP plan - and lets employees share in the company's successes through a year-end bonus program
- Skyline Group of Companies found creative ways to maintain employee engagement while adjusting to new ways of working, coordinating a number of virtual social activities such as holiday celebrations, photo contests, and weekly coffee meetings with leadership

## WATERLOO AREA'S TOP EMPLOYERS 2023

### Sleeman Breweries Ltd.

1065 full-time employees

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

*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 offers a number of financial incentives, including year-end bonuses for some and "Beer Privilege" (free beer) as a taxable benefit
- Sleeman Breweries maintains an Environmental 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

### System1 Canada ULC

68 full-time employees

[system1.com](http://system1.com)

*System1 Canada ULC is a specialized information technology and digital marketing firm.*

- System1 Canada 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
- Along with 3.5 weeks of starting vacation allowance, System1 Canada 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 offers financial benefits that allow employees to share in the company's success, including a share purchase and profit sharing plan (available to employees at all levels), a deferred profit-sharing plan and year-end bonuses that vary by position

### Toyota Motor

Manufacturing Canada Inc. / TMMC

10,009 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 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 50 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 \$5,000 per child
- TMMC employees can take advantage of a variety of impressive onsite amenities, such as free membership to an impressive fitness facility (with full gymnasium), an employee lounge with games room, a quiet room for meditation and religious observance, outdoor walking trails, a baseball diamond, a basketball court, tennis courts, a soccer field, a children's playground and a community garden for those wanting to exercise their green thumb
- TMMC encourages employees to volunteer with charitable initiatives with paid volunteer time - and even offers a \$500 seed money grant to help employee groups establish their own fundraising

### Ulma Construction Systems Canada Inc.

56 full-time employees

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

*Ulma Construction Systems Canada Inc. manufactures, sells and rents concrete forming and shoring systems used in major construction projects around the world.*

- Ulma Construction Systems helps employees save for the future with matching company contributions to an RSP plan — employer contributions start at three per cent and increase with tenure, reaching a maximum of seven per cent after 10 years
- Ulma Construction Systems cultivates a family-friendly culture with maternity leave top-up payments for new mothers (100 per cent of salary for a total of 26 weeks)
- Ulma Construction Systems also supports continual learning and development with unlimited tuition subsidies for courses related to an employee's position

### WalterFedy Inc.

233 full-time employees

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

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

- WalterFedy helps employees prepare for the future with retirement planning assistance services along with matching RSP contributions - and lets everyone share in the firm's successes through a profit-sharing plan that is open for all employees
- WalterFedy starts new employees with three weeks of vacation along with additional personal days, volunteer days, and additional paid time off in the summer and Christmas holiday seasons
- WalterFedy gives employees flexibility in choosing health benefits that suit their individual needs, with a health spending account of \$800 and an option to transfer \$400 to a wellness spending account to help cover the cost of fitness memberships, daycare costs, and more -- the organization also offers up to \$2,000 for mental health coverage

### Wilfrid Laurier University

1779 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 premium coverage ranging from 85 to 100 per cent 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
- 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
- In keeping with its raison d'être, Wilfrid Laurier University encourages lifelong learning among employees with tuition waivers for courses taken at the university, including a 50 per cent waiver for part-time staff -- this benefit also extends to dependents

**WATERLOO AREA'S  
TOP EMPLOYERS 2023**
**CITY OF GUELPH**

# Be part of the Guelph story by joining the City of Guelph team

Residents, businesses and community organizations rely on the programs and services the City of Guelph's dedicated team of 2,000 full- and part-time employees deliver every day.

The City's vision is to foster an inclusive, connected community — which of course, extends to its staff.

"The culture is one of working together to meet the needs of our community," says Mark Ellis, General Manager with Human Resources for the City of Guelph.

"Our corporate values are integrity, service, inclusion, learning and wellness. We work to ensure that everyone who works for the City of Guelph feels included and valued — they can come to work and be themselves while doing their best work every day."

Ellis says regular engagement surveys show City of Guelph employees enjoy their work environment, especially when it comes to collaborating and working together.

"We have a strong team environment. People value working with each other; they like helping each other to get the work done, and enjoy the work they do," he explains.

With approximately 70 per cent of City of Guelph employees also living in Guelph, Ellis says there is also pride in delivering services and keeping the city where you live running.

The City of Guelph offers a broad range of career options. In addition to a variety of professional career options, the city also offers entry-level positions for people with high school diplomas, as well as

**More than  
900 types  
of jobs**

**Almost 2,000  
full-time and  
part-time  
employees  
who serve  
135,000 Guelph  
residents**



*The City of Guelph offers careers that make a difference in our community.*

"We offer competitive salaries, health and wellness benefits, and professional development opportunities.

We pride ourselves on having a culture that engages employees and values inclusion, wellness and service."

— Mark Ellis, General Manager, Human Resources

skilled jobs for people with professional certifications, degrees and skilled trades.

"I can't think of another employer that offers as many kinds of jobs as the City of Guelph. We have careers in

emergency services, recreation, human resources, IT, finance, engineering, careers related to the environment — including climate change, water, wastewater, forestry and solid waste — and so much more. We

have options for every career path," says Ellis.

The City of Guelph offers employees flexible work options, competitive compensation and excellent pension and benefits. Educational programs and training are available for staff to continue to build and develop their skills.

To explore current and upcoming job openings, visit [guelph.ca/careers](https://guelph.ca/careers).

**City of Guelph is  
proud to be one  
of Waterloo Area's  
Top Employers**



**Join our team!**

Explore career opportunities  
at [guelph.ca/careers](https://guelph.ca/careers)

WATERLOO AREA'S  
TOP EMPLOYERS 2023DENSO  
At DENSO  
people come first

Putting people first, providing opportunities for growth, and supporting the community — both amongst its employees and in the broader city of Guelph — has led DENSO to be recognized as a top employer in the region.

“We’re honoured to have DENSO in Guelph recognized as one of the top employers in the Waterloo region, and are proud to have created a strong and meaningful workplace culture where people can thrive,” says John Klassen, president of DENSO’s manufacturing facility in Guelph. “We take pride in valuing people first, which has allowed our workplace to grow and further our mission to make the world a better place and create better

mobility for all.”

DENSO is a global mobility supplier that develops advanced technology and components for nearly every vehicle make and model on the road today.

Klassen explains the organization is committed to providing opportunities for career growth and for people to be part of manufacturing the future of the automotive industry. Management is also committed to stability — and the COVID-19 pandemic allowed them to show the depth of that commitment.

“These qualities were even more apparent during the height of the COVID pandemic, when we did not lay off employees, maintained wages, and continued to meet our customers’ needs,”

**DENSO is a  
\$45.1-billion  
global mobility  
supplier**

**DENSO has  
invested in 198  
facilities worldwide,  
with 51 of those  
sites being in  
North America,  
and employs more  
than 167,000  
people globally**



*DENSO's commitment to excellence is evident by their pursuit for the highest level of technology and their highly skilled associates.*

“We are proud to have created a strong and meaningful workplace culture where people can thrive. We take pride in valuing people first, which has allowed our workplace to grow and further our mission to make the world a better place and create better mobility for all.” — John Klassen, President of DENSO’s manufacturing facility in Guelph

Klassen says. “Beyond that, we’re always trying to have fun and find creative ways to engage with our community.”

As a manufacturing facility, DENSO employs people across a variety of roles and

fields, including production, warehouse and management. Klassen explains that there are currently openings in engineering and tool and die.

“DENSO is a great place to establish your career, and we

offer numerous pathways for growth, whether your goal is a leadership position or you have interest in a specific field, you have opportunity,” he says. “At our core, our mission is to make the world a better place and tackle big issues in automotive safety and the environment around us.”

For those interested in job opportunities, please visit [denso.com/us-ca/en/careers](https://denso.com/us-ca/en/careers).

# DENSO

Canada

When our technology saves a life or a vehicle runs more smoothly, you’ll be part of the team behind it

Explore our job opportunities to join our team at [ca.indeed.com/cmp/Denso](https://ca.indeed.com/cmp/Denso) or [densocareers.com](https://densocareers.com)



**DID YOU  
KNOW?**  
DENSO invented the  
QR code





**WATERLOO AREA'S  
TOP EMPLOYERS 2023**
**GRAND RIVER HOSPITAL**

# Grand River Hospital tops regional and national best employer lists

Not only is Grand River Hospital one of the Top Employers in Waterloo Region, but the hospital has also been recognized by Forbes as one of Canada's Best Employers, designations that are a direct reflection of the dedication and commitment of its team members.

"Grand River Hospital is a great organization," says Jennifer O'Brien, Grand River Hospital's VP of People, Communications and Engagement.

"We have a fabulous strategic plan, where we're about partnerships with our community to provide high-quality care as part of a world-class health system — that's our vision. We work and live

in a world-class community, and we can provide so much to our employees because of that."

Grand River Hospital offers its employees an enhanced well-being program, and has enhanced its mental health benefits to all its team members, whether they are casual, full-time or part-time.

"We really do have a focus on our people — it is all about our people and how we support them in their work, but also their family life. We care for the whole person, and that extends to their family," O'Brien explains.

"I think it's the 'new normal.' Before, they would say, 'Leave your personal life at home when you come through the door,' but realistically, I don't

**5,000  
dedicated  
health-care  
workers and  
volunteers**

**Provide  
services and  
support to more  
than 840,000  
residents at  
two campuses  
plus satellite  
locations**



Vergie Tabligan (left) and Kevin Kuepfer (right), environmental services team members in Grand River Hospital's medicine program.

"I am extremely proud to work at Grand River Hospital, and I am proud of the work that we do every day to care for our community and build an engaging, safe and respectful workplace where all team members feel a sense of belonging. GRH is a people-centred organization that strives to ensure an exceptional team member experience to support our team to provide the best care for our patients and families."

— Jennifer O'Brien, VP of People, Communications and Engagement

know of anyone who can do that."

O'Brien says Grand River is also one of few hospitals that is truly hybrid — any team member who is able to work from home is able to do so.

Grand River Hospital's goal is to deliver exceptional health-care experiences with compassion, driven by inspired people, an unwavering quality focus, strong partnerships and innovative solutions. Its work

focuses on transforming health-care delivery, providing world-class experiences for patients, families and team members, and building a world-class health system for the community.

You can be part of that vision and help serve your community. Visit [grhosp.on.ca/careers](https://grhosp.on.ca/careers) for career opportunities at Grand River Hospital.



**Grand River Hospital is proud to be a 2023 Top Employer in Waterloo**

**GRAND RIVER  
HOSPITAL**  
Advancing Exceptional Care

Our most important resource is our team members. Come join our team.  
[grhosp.on.ca/careers](https://grhosp.on.ca/careers)

**WATERLOO AREA'S  
TOP EMPLOYERS 2023**
**HOME HARDWARE**

# Home Hardware's strength has always been, and continues to be, its people

For nearly 60 years, Home Hardware has been a name Canadians know and trust.

It started in 1964 with the purchase of Hollinger Hardware Limited, located in St. Jacobs, Ont. (and still headquartered there to this day), by 122 independent retailers, resulting in the formation of a 100 per cent Dealer-owned business model — allowing them to compete with “big box” retailers who enjoyed direct-from-manufacturer buying power.

That unique, Dealer-owned model is reflected in Home Hardware's company culture — it's a large organization made up of independent businesses, defined by the individuals who proudly work under the company banner.

Sonja Christopherson,

Learning and Development Manager for Home Hardware Stores Limited, says the company's efforts to foster a sense of pride and common purpose among its employees is the keystone to its success, pointing to a three-year leadership development program for managers and directors as just one example.

“It really demonstrates support for leaders in Home Hardware from the top down,” she says. “It's aligned with our Home Hardware core competencies; it provides them with a consistent approach to leadership, and really speaks to the willingness to grow our talent and provide tools and resources to be the best that they can be.”

There is also a strong focus on diversity and inclusion among

**2,913 people  
employed at  
Dealer Support  
Centres**

**Offices in  
Ontario, Quebec  
Nova Scotia  
and Alberta;  
distribution  
centres and  
retail locations  
across Canada**



Home Hardware's Team Member (employee) BBQ – September 2022.

“When it comes to our Team Members, our goal is to provide them with the tools and support they need to feel motivated, appreciated and empowered to bring their true authentic selves to work.” – Scott Bryant, Chief Human Resources Officer, Home Hardware Stores Limited

Home Hardware employees — honouring and celebrating differences in meaningful ways by providing foundational training, building awareness and sharing knowledge and experiences.

“It isn't a checkmark,” Christopherson explains. “It really is a desire to make sure that we understand unconscious bias, that we understand the different skills that people bring, as we arm

our leaders and team members with skills and awareness around this.”

The Home Hardware Dealer Support Centre offers a variety of professional opportunities within all facets of their corporate office, including IT, merchandising, marketing, finance, human resources, distribution/warehouse, operations and logistics. Interested applicants can visit [homehardware.ca/en/careers](http://homehardware.ca/en/careers) to submit an application.



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

Congratulations to our incredible employees!

**Join the Home team! [homehardware.ca/en/careers](http://homehardware.ca/en/careers)**



## WATERLOO AREA'S TOP EMPLOYERS 2023

OCAS

# OCAS: supporting the whole individual

From initiatives that focus on physical and mental health, to helping employees pursue their passions and step out of their comfort zones, OCAS ensures its people continue to thrive.

Providing trusted service to the Ontario college system, OCAS helps connect over 400,000 individuals annually to Ontario college programs. Its 126 full-time employees take pride in providing excellent support and service, and the success of the organization can be measured in a 94 per cent growth experienced over the past five years.

“Even through our growth and transitions, we’ve always held true to a culture of caring, collaboration and support for each other within our organization,” says Alissa

Robson, Director of Brand, Marketing and Communications. “We’ve created a very connected, supportive, friendly environment, and we continue to keep it at our core.”

At OCAS, the focus is on ensuring that the organization — and the people who dedicate themselves to it — continue to thrive. To help promote a healthy work-life balance, all OCAS employees receive a minimum four weeks’ paid vacation in addition to a week off in summer and in December. To support the community, OCAS also gives employees three paid volunteer days annually, along with hosting fundraisers and food drives. Additionally, OCAS provides comprehensive health benefits and one of Canada’s

Each year, we help connect 400,000 individuals to Ontario college programs and provide exceptional support for the 300,000+ phone and chat interactions handled by our Contact Centre

The OCAS team now includes 126 full-time employees, reflecting the 94% growth we’ve experienced in the past five years to better support our services and our partners



*At OCAS, our dedicated team proudly supports the Ontario college system and learners across the globe, while also making time to give back to our immediate communities and take care of one another.*

“OCAS is honoured to have been selected as a Waterloo Area Top Employer for the eighth year in a row. Particularly in light of the challenging times all organizations have faced and continue to face, we continue to be so proud of the OCAS team and the impact we make together.” - Marc Provencher, President and Chief Executive Officer, OCAS

leading pension plans.

OCAS prides itself on having an open, collaborative and respectful workplace culture that embraces diversity and inclusion.

“OCAS is honoured to have

been selected as a Waterloo Area Top Employer for the eighth year in a row,” says President and Chief Executive Officer Marc Provencher. “Particularly in light of the challenging times all

organizations have faced and continue to face, we continue to be so proud of the OCAS team and the impact we make together.”

With a balance of technology, service and support, and creative roles, OCAS hires for technical-, customer- and partner-facing positions. Opportunities are posted on the careers page of their website.



# OCAS

## Proud to be a Waterloo Area Top Employer

At OCAS, we support over 400,000 individuals each year on their college journeys. We do this through our team of 126 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 eighth year in a row!

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



**WATERLOO AREA'S  
TOP EMPLOYERS 2023**
**SLEEMAN BREWERIES**

# Building better community, brewing better beer

Making great products that people enjoy, investing in its people and striving to continually improve is at the heart of Sleeman Breweries' mission.

What makes Sleeman a Top Employer? "Our focus is not just how we become that place where people want to come to work, but also how we make sure that employees want to continue to work here," explains Martin Durocher, Vice-President of Human Resources at Sleeman Breweries

Sleeman offers competitive benefits, including superior health and a group retirement savings plan match for employees. The company offers enhanced parental

leave that focuses on its commitment to diversity, equity and inclusion. Sleeman has an excellent tuition reimbursement program that reimburses up to \$4,000 per employee each calendar year. And a unique perk that's very popular at Sleeman is "employee beer" — access to free beer for each employee, provided as a taxable benefit. Sleeman attracts employees because it invests in its people. It is also a socially and environmentally responsible company that invests in the community. In Ontario, with employee support and its 100 per cent company match, Sleeman donates about \$150,000 annually to the United Way,

Canada's  
third-largest  
brewer

About 400  
employees  
work at  
Sleeman  
in Guelph



*Sleeman attracts employees because it invests in its people.*

"We strive to make Sleeman a place where employees want to come to work, and stay."

— Martin Durocher, Vice-President of Human Resources

and over almost 30 years has donated more than \$2 million. The company also invests in other initiatives, like a University of Guelph scholarship, donations to Guelph General Hospital and

a fund set aside for disaster relief.

As Canada's third-largest brewer, with close to 400 employees in Guelph, Sleeman is always looking for sales and marketing,

logistics, and production facility talent, says Durocher. These jobs can be found at [sleemanbreweries.ca/career](https://sleemanbreweries.ca/career) and listed on Indeed.

"We strive to make Sleeman a place where employees want to come to work, and stay," says Durocher. "Being recognized as a Top Employer is a validation that a lot of the things that we are doing are working."



**Our passion is always on tap.**

**Since its reopening in 1988, Sleeman Breweries has grown to become the third-largest brewer in Canada, formed by the merging of Canada's best craft breweries.**

We've built an incredible portfolio of beer brands in Canada; great Canadian brands such as Sleeman, Okanagan Spring, Unibroue and Wild Rose, combined with world-class beers such as Sapporo, Old Milwaukee and Pabst Blue Ribbon. At Sleeman Breweries, we strive to get better at what we do by brewing quality beer and other beverages for consumers all across Canada. Today, in a very competitive industry, we continue to grow by staying focused on what makes us unique; our people, our culture and our assorted portfolio of brands. It takes know-how, confidence and vision to get to where we are.

📍 551 Clair Road West, Guelph, Ontario 🌐 [www.sleemanbreweries.ca](https://www.sleemanbreweries.ca)

