



The future is bright at DENSO in Guelph! To join DENSO now is an opportunity to grow with the company and accomplish your goals for the future.



Grand River Hospital delivers exceptional health care experiences because of its team of inspired people who live its values.



Equitable employees recently were welcomed back to the newly renovated head office during in-person companywide EQ Together days that focus on collaboration and team building.



WATERLOO AREA'S TOP EMPLOYERS 2024

WATERLOO AREA'S
TOP EMPLOYERS 2024



WATERLOO AREA'S
TOP EMPLOYERS
2024

CELEBRATING THE BEST PLACES TO WORK

Now in its 17th 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.

Editors at Mediacorp review employers on eight criteria, which have remained consistent since the project's inception: (1) 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.

The editors publish detailed 'reasons for selection' for these criteria, providing transparency in the selection of winners and a catalogue of best practices for employers and job-seekers alike. Details on the selection criteria and information on how to apply can be found at:

<https://www.canadastop100.com/waterloo/>

AREA WINNERS INCLUDE:

AET Group Inc.
25 full-time employees
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 related to their current position (to \$2,500) as well as for courses not directly related to their current position (to \$500)
- AET helps employees prepare for life after work with retirement planning assistance services and matching RSP contributions -- and lets employees share in the company's successes through deferred profit sharing and year-end bonus programs
- AET helps employees balance their work and personal lives through options for hybrid work and flexible hours, ensuring employees are free to accommodate their day-to-day responsibilities such as personal appointments and school pick-up and drop-off for their kids

Arctic Wolf Networks Canada Inc.
1008 full-time employees
arcticwolf.com

Established in 2012, Arctic Wolf Networks Canada Inc. is a provider of cybersecurity software products for small and mid-sized companies.

- Arctic Wolf Networks Canada is a unique larger employer that manages a flexible and unlimited paid vacation policy for all employees
- Arctic Wolf Networks Canada helps employees plan ahead

with retirement planning assistance services, matching RSP contributions, share purchase, profit sharing and year-end bonus programs

- Arctic Wolf Networks Canada supports new mothers with maternity leave top-up payments (to 100 per cent of salary for 12 weeks) along with the option to extend their leave into an unpaid leave of absence and phased in return-to-work programs for parents ready to come back to work

ATS Automation Tooling Systems Inc.
1463 full-time employees
www.atsautomation.com

Founded in 1978, ATS Corporation is a provider of factory automation systems for the telecommunications, semiconductor, solar energy and consumer products industries.

- ATS encourages ongoing professional development throughout their careers, from apprenticeship programs to generous tuition subsidies for courses at outside institutions (to \$2,000 annually)
- ATS encourages employees to recruit their friends with generous new employee referral bonuses (from \$500 to \$1,000 depending on the position) -- and lets employees share in the company's successes through a year-end bonus program
- ATS helps employees balance their work and personal lives through a range of work options, including hybrid schedules, flexible hours and a compressed work week option that lets some employees work a little more during the week and start their weekends at noon on Friday

Auvik Networks Inc.
275 full-time employees
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 for any incidental costs, from needed technology to their favourite daily latte
- 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 that fall within their own parameters of wellness, which varies from employee to employee

BlackBerry Limited
1681 full-time employees
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 encourages employees to become recruiters for the firm with generous new employee referral bonuses, from \$400 to \$5,000 (USD), depending on the position
- BlackBerry supports employees over the longer term with retirement planning assistance and contributions to a

**WATERLOO AREA'S
TOP EMPLOYERS 2024**

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, formal mentoring and leadership development training, and generous tuition subsidies (to \$6,000 annually) for courses related and not directly related to their current position

D2L Corporation 891 full-time employees 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 \$100 to 3,000, depending on the position
- D2L's head office features an employee lounge complete with comfortable seating, television and a wide selection of reasons to gather with colleagues, including foosball, board games, table tennis, pinball and classic arcade games, as well as a variety of video game systems and games -- employees also receive free access to an on-site fitness facility complete with instructor-led yoga and meditation classes

DENSO Manufacturing Canada Inc. 626 full-time employees www.denso.com

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

- DENSO Manufacturing Canada supports ongoing employee development throughout an employee's career, including apprenticeships, formal mentoring and leadership development programs along with tuition subsidies for courses related and not directly related to their current positions (to \$1,000 annually)
- DENSO Manufacturing Canada helps employees plan for life after work with retirement planning assistance services along with matching contributions to a retirement savings plan -- and employees nearing retirement may be able to ease into the next chapter with phased-in retirement work

options

- DENSO Manufacturing Canada encourages employees to be recruiters for the company with new employee referral bonuses when they successfully help recruit a new candidate, up to \$1,000

The Equitable Life Insurance Company of Canada 888 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 helps employees balance their work and personal lives through hybrid work and flexible work hours -- and designed recent head office renovations with flexibility in mind, including informal seating areas for employees to eat, relax, enjoy lunch and socialize along with a variety of furniture that employees are welcome to move to accommodate their needs, whether working in groups or individually
- 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 generous year-end bonus program
- Equitable Life enhances employee benefits coverage through an annual health spending account, access to a wellness spending account that can be used to fit their personal needs, and dedicated mental health coverage as part of the health benefits plan, to \$1,000 annually

eSentire Inc. 367 full-time employees www.esentire.com

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

- eSentire's LEED-certified head office features a variety of workspaces, sit-stand desks, telecommuter workstations, an outdoor courtyard and a relaxation room with a couple of massage chairs where employees can enjoy a break from a busy day
- eSentire's time-off policy includes an unlimited vacation policy that allows employees to take the time they need -- and employees can work with their managers to incorporate flexible working arrangements, including flexible hours and hybrid work options

- 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 depending on the position

Farm Mutual Reinsurance Plan Inc. / Farm Mutual Re 99 full-time employees 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.

- Farm Mutual encourages employees to keep fit and healthy with free memberships to a fully equipped on-site fitness facility that features instructor-led classes from certified fitness instructors, including yoga, pilates, stretch and core, cardio, barre, strength training and dance fit classes -- immediate family members and retirees are also welcome to use the facility
- 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 helps employees balance their working and personal lives through work options that include flexible hours, hybrid work, and a 35-hour work week schedule

GHD Canada Holdings Inc. 1780 full-time employees www.ghd.com

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

- GHD helps employees prepare for the future with retirement planning assistance and matching RSP contributions
- GHD supports employees through all phases 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) -- and new parents may be able to extend their leave into an unpaid leave of absence
- GHD offers professional development opportunities for individuals at all stages of their careers, from a dedicated graduate development program to formal mentoring opportunities and leadership development

WATERLOO AREA'S TOP EMPLOYERS 2024

Gore Mutual Insurance Company 621 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.

- Gore Mutual helps employees balance their working and personal lives with hybrid work and flexible work hour options -- and new parents returning from their parental leave may be able to phase-in their return to work
- 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
- Gore Mutual starts new employees with three weeks of paid vacation and adds an additional day of vacation every two years beginning in their second year, working to a maximum of five weeks

Grand River Hospital Corp. 2535 full-time employees www.grhosp.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 encourages employees to address all areas of health with a generous mental health practitioner benefit of up to \$1,500 annually
- Grand River Hospital encourages ongoing professional development through subsidies for professional accreditations and tuition subsidies for academic courses related and not directly related to their current position, to \$2,000 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

Corporation of the City of Guelph 1370 full-time employees guelph.ca

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

- The City of Guelph extends maternity and parental leave top-up payments for all new parents, 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 and health benefits coverage that extends into retirement (up to age 65 years)
- The City of Guelph encourages employees to keep fit with access to city recreational facilities and employees at city hall have immediate access to skating in the winter, an outdoor Market Square, public art installations and frequent cultural events and outdoor movie nights "under the stars"

Homewood Health 1080 full-time employees www.homewoodhealth.com

Established in 1883, Homewood Health is a provider of Employee and Family Assistance Programs (EFAPs), workplace interventions, and disability management services.

- Homewood Health encourages ongoing professional development through career planning assistance services, in-house and online training programs along with tuition subsidies for courses at outside academic institutions (to \$1,500 annually)
- Homewood Health's head office employees also have access to residents' recreational facilities, including tennis courts, basketball and extensive walking trails on its grounds -- and employees can also take advantage of on-site massage (and massage chairs), osteopathy and acupuncture services
- Homewood Health encourages employees to recommend their friends with new employee referral bonuses, from \$500 to \$1,000 depending on the position

NAVBLUE Inc. 157 full-time employees www.navblue.aero

NAVBLUE, an Airbus Company, is a developer of flight operation software for the commercial aviation industry.

- NAVBLUE starts its newest employees with three weeks of paid vacation, moving to four weeks after just three years on the job -- employees also have receive two flexible paid personal days to use as needed and receive additional time off between the Christmas and New Year's holidays
- NAVBLUE encourages employees to save for the future through matching RSP contributions and lets employees

- share in the company's successes through a share purchase plan -- and in response to inflation pressures on home budgets, employees were presented with a one-time unique bonus of \$2,300 last year
- NAVBLUE encourages employees to give back and get involved in their community with one paid volunteer day off along with matching charitable donations

Northern Digital Inc. / NDI 160 full-time employees www.ndigital.com

Northern Digital Inc. is a designer and manufacturer of advanced spatial measurement systems.

- 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 encourages employees to gather and socialize in a variety of ways, from an employee-led running club for mid-day runs on local trails to an employee-led book club that gathers for monthly book chats (and the company covers the cost of the books)
- 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 (to \$2,500)

OCAS Application Services, Inc. 119 full-time employees 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 helps employees plan for a secure retirement with generous contributions to a defined benefit pension plan
- 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)

**WATERLOO AREA'S
TOP EMPLOYERS 2024**
onsemi
151 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 encourages employees to become recruiters for the company through new employee referral bonuses ranging from \$500 to \$6,000, depending on the position
- 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) along with subsidies for professional accreditation
- onsemi promotes work-life balance among its employees by starting new individuals with three weeks of paid vacation and managing an open paid personal days off program that lets employees schedule personal days as needed

OpenText Corporation
2790 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 offers maternity and parental leave top-up to 16 weeks for new mothers and up to eight weeks for fathers and adoptive parents -- and employees seeking to start a family may take advantage of a 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 range of flexible and hybrid work options for its employees -- and when on-site employees can gather in an employee lounge complete with video games, board games and foosball -- and an outdoor patio and cafeteria that offers healthy menu items and an after-hours self-serve system with fresh sandwiches and salads available at a reasonable cost

Rowan Williams Davies & Irwin Inc. / RWDI
450 full-time employees
www.rwdi.com

RWDI is a wind engineering consulting firm specializing in sustainable design, and environmental hazards analysis for the industrial, commercial, and public sectors.

- RWDI supports employees who want to start a family with maternity and parental leave for new mothers (to 80 per cent of salary for 17 weeks followed by 65 per cent of salary for up to 10 weeks) and parental top-up for fathers and adoptive parents -- and offers summer hours to enable families to spend more time together during the warmer months (early closing on Fridays)
- RWDI encourages professional development with access to in-house and online training programs, as well as tuition subsidies for courses related to an employee's current position with no annual max -- the organization also rewards lifelong learners with financial bonuses of up to \$1,000 for some course completion
- RWDI helps employees save for the future with matching RSP contributions and offers phased-in retirement options, allowing employees to gradually reduce their hours as they approach retirement

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

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

- Skyline Group of Companies permanently adopted a hybrid work model in 2021 -- when working on-site, employees can take advantage of a variety of perks and amenities including free and subsidized parking, discounts at local restaurants, free access to an on-site fitness facility, and a dedicated lounge for breaks (with video games, foosball and board games)
- Skyline Group of Companies offers peace of mind when employees are called upon to care for loved ones, providing compassionate leave top-up to 100 per cent of salary for up to 12 weeks -- and offers five paid wellness days throughout the year, ensuring employees have time to uphold family commitments
- Skyline Group of Companies helps employees prepare for the future with retirement planning assistance services and

contributions to a matching RSP plan -- the company also lets employees share in the company's successes through a year-end bonus program

Sleeman Breweries Ltd.
1081 full-time employees
www.sleemanbreweries.ca

Sleeman Breweries Ltd. is the third largest national brewery in Canada.

- Sleeman Breweries recently introduced maternity and paternity leave top-up, providing 75 per cent of salary for up to 38 weeks for primary caregivers and 100 per cent of salary for up to six weeks for secondary caregivers
- Sleeman Breweries maintains a charitable focus on food insecurity and the environment, supporting 150 organizations and charitable initiatives in the past year -- additionally, the company generously matches employee donations, with no set maximum each year
- Sleeman Breweries offers a number of financial incentives, including signing bonuses for some, year-end bonuses for all, and "Beer Privilege" (free beer) as a taxable benefit

SLR Consulting Canada Ltd.
375 full-time employees
www.slrconsulting.com

SLR Consulting Canada Ltd. is a provider of environmental consulting services.

- SLR Consulting enables employees to volunteer their time with charitable organizations by providing paid time off to volunteer (no set limit) and generously matches employee donations to a total maximum of \$10,000 (inclusive of all employee contributions)
- SLR Consulting shares a quarterly newsletter on health and wellness topics and offers a flexible benefit of \$800 that can be allocated to a health spending account or lifestyle account
- SLR Consulting encourages employees to prepare for the longer term with retirement planning assistance and company contributions to an RSP

WATERLOO AREA'S TOP EMPLOYERS 2024

Syngenta Canada Inc. 376 full-time employees www.syngenta.ca

Syngenta Canada Inc. is a developer of seed and crop protection products for agricultural producers.

- Syngenta Canada maintains progressive time-off policies, providing six weeks of annual vacation entitlements for all employees and five paid personal days that can be scheduled throughout the year as needed
- Syngenta Canada supports employees who want to start a family with maternity and parental leave top-up, to 100 per cent of salary for up to 17 weeks -- additionally, employees can join the Caregiver Connects group to build community and share experiences with child care and elder care
- Syngenta Canada lets everyone share in the company's success with profit-sharing and year-end bonuses available to all employees

System1 Canada ULC 63 full-time employees system1.com

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

- System1 Canada offers a technology stipend of \$200 per month and offers hybrid work options for eligible roles -- employees enjoy catered lunches daily when working on-site and can break in the lounge, which features video games, foosball, pinball, and an arcade machine
- Along with 3.5 weeks of starting vacation allowance, System1 Canada provides employees with up to five paid days off during the winter holiday season
- System1 Canada supports ongoing employee development through in-house and online training programs, as well as tuition subsidies for courses related to their current position

Toyota Motor Manufacturing Canada Inc. / TMMC 9214 full-time employees 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 helps employees plan for life after work with retirement planning assistance services and a defined contribution pension plan -- and employees may be able to apply for phased-in retirement work options when nearing retirement
- TMMC employees can take advantage of a variety of impressive on-site amenities, such as free membership to an impressive fitness facility (with full gymnasium), an employee lounge with a 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

Ulma Construction Systems Canada Inc. 70 full-time employees 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 actively encourages employees to give back to the community with five paid days off per year to volunteer
- 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. 284 full-time employees www.walterfedy.com

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

- WalterFedy increased its workforce by over 20 per cent in the past year and ensures that everyone shares in the fruits of their labour with profit-sharing for all employees -- additionally, the firm offers referral bonuses as an incentive for employees to recruit candidates from their personal networks, to \$1,500 per successful hire
- 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

- WalterFedy starts new employees with three weeks of vacation along with additional personal days, volunteer days, and additional paid time off in the Christmas holiday season

Wilfrid Laurier University 1821 full-time employees www.wlu.ca

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

- Wilfrid Laurier University helps employees prioritize their health and wellness through regular programming and resources on mental health and well-being, and provides discounted access to the Laurier Athletic Complex -- the 10,000 square foot fitness facility includes a rock climbing wall, squash courts, and an Olympic-length swimming pool
- 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 takes a thoughtful approach when employees are called upon to care for loved ones, offering compassionate leave top-up of up to 95 per cent of salary for 10 weeks



WATERLOO AREA'S
TOP EMPLOYERS 2024

DENSO

Driving success:
Guelph-based
manufacturer fosters
vibrant, giving work culture

DENSO Manufacturing Canada is seeing remarkable growth within the automotive industry, and bringing its passionate team of workers along for the ride.

With 150 new jobs becoming available this past year alone, DENSO's unwavering commitment to quality and 25-year history of community involvement are drawing a diverse pool of talent to its doorstep.

"The jobs that are becoming available now will have a direct role in shaping the company's future direction," says President of DENSO John Klassen, who points to openings at the Guelph

facility.

"To join our team is an opportunity to grow with the company, and accomplish your goals for the future."

DENSO's dedicated team of 700 employees, who together supply the global auto industry with essential parts such as HVAC units and radiators, enjoy a vibrant and inclusive work culture. Professional perks include low-cost health care, RRSP matching and service recognition programs which loudly celebrate on-the-job efforts.

"We recently gave away tickets to the Guelph Storm local hockey team, which

Has operated for nearly 25 years in Guelph, Ont., where 700+ employees manufacture thermal products like HVAC units, radiators, condensers, engine fans and cooling modules.

Has operated a sales office in Mississauga, Ont., for 50+ years, playing a key role in servicing the company's automaker and aftermarket customers.



The future is bright at DENSO in Guelph! To join DENSO now is an opportunity to grow with the company and accomplish your goals for the future.

"At DENSO we are purpose driven and people focused. Our goal is to be an employer of choice for people and a supplier of choice for our customers."

was a big hit," says Klassen. "Based on the valued feedback of our team, we've also added some things to our work environment — EV chargers for vehicles and bikes, a multi-faith prayer room and renovated

restrooms are just a few." This year DENSO has also increased its community outreach. In addition to its annual donations to the Guelph food bank, the company will sponsor several local fundraising campaigns including the

Tour de Guelph and the Powerplay Youth Hockey Jamboree.

"At DENSO we are purpose driven and people focused," says Klassen, adding that the company is currently hiring in Engineering, Tool and Die, Production and in its warehouse.

"Our goal is to be an employer of choice for people and a supplier of choice for our customers."

PURPOSE DRIVEN.

PEOPLE FOCUSED.

GLOBAL MOBILITY SUPPLIER.

DENSOCAREERS.COM/GUELPH

**WATERLOO AREA'S
TOP EMPLOYERS 2024**
EQUITABLE LIFE

Harnessing the power of together

Equitable believes in the power of working together. This belief guides how people at this organization work with each other, how they help their clients and partners, and how the organization supports the communities where they live and work.

Together, with advisors and partners across Canada, Equitable offers individual insurance, group insurance and savings and retirement solutions to help clients protect today and prepare tomorrow.

Building on a history dating back more than 100 years, Equitable is executing on a strategy that's focused on clients. An important part of that is ensuring their people have the knowledge, tools, and technology to be

successful in their roles, "Equitable is committed to supporting our people," says Chris Brown, Executive Vice-President, Chief Human Resources and Communications Officer. "We're focused on creating opportunities for people to grow in their career and on creating a collaborative culture that's grounded in being there for one another."

Throughout 2023, Equitable's focus has included several initiatives to deliver experiences that support its people in an ever-changing work environment. That includes providing the tools and technologies to be successful and renovating their Waterloo head office to deliver a reimagined hybrid workspace for the majority of its 1,000 employees who

Equitable was founded in 1920 in Waterloo, Ontario.

Proud employer to 1,000 people with the majority based in and around Waterloo Region.



Employees recently were welcomed back to the newly renovated head office during in-person companywide EQ Together days that focus on collaboration and team building.

"We're focused on creating opportunities for people to grow in their career and on creating a collaborative culture that's grounded in being there for one another." – Chris Brown, EVP, Chief Human Resources and Communications Officer

are based in and around Waterloo Region.

"Earlier this year, we introduced a four-day in-person orientation program for all new people. Every new permanent hire participates in this program to ensure a consistent and

connected experience," says Brown.

Recently, Equitable launched a new brand that champions the power of working together and reflects a strong sense of shared purpose, with an unwavering focus on helping

clients meet their financial needs throughout their lifetimes.

For everyone, the sense of purpose at the heart of the refreshed brand is a rallying cry that unifies them in working collectively, together with each other and with partners, for Equitable's clients.

To see career opportunities, visit www.equitable.ca/en/join-our-team.



Proud to be a Top Waterloo Area Employer

We are powered by our awesome people. Thank you for all you do!

Together, we make great things happen. Explore a career with us: equitable.ca/en/join-our-team



WATERLOO AREA'S
TOP EMPLOYERS 2024

GHD

GHD offers flexible approach for purpose-driven applicants

Like many companies, global engineering consulting firm GHD learned a few lessons from the chaos wrought by COVID-19. “Before the pandemic, most of our people were in the office five days a week, if they weren’t out visiting clients or on project sites,” says Ryan Shepherd, regional general manager, GHD.

But for GHD, the advent of the virus was a wakeup call. “We learned that we can be more flexible with staff,” says Shepherd. “They can still be productive, working from home or in a hybrid situation, even when they’re doing complex design work.”

Now, as a rule of thumb, the employee-owned

company asks staff to come into the office two days a week at a minimum and they’re allowed some flexibility of hours. The rules can be stretched in either direction. As Shepherd says, “there’s no one taking attendance.”

On the flip side, employees working on complex projects sometimes have to put in extra face-to-face time. “The hybrid work model,” says Shepherd, “enables people to work around their personal life and that is important for much of our staff.”

That kind of flexibility carries over into GHD’s benefits plan as well. Employees can choose from three different packages, depending on

11
offices in
Ontario

1,200
employees
in Ontario

GHD offers opportunities for employees to work on projects that improve communities both in Canada and worldwide.

“GHD provides employees a choice of benefits and programs to support their well-being.”

their needs. And the company offers extended parental leave, mental health support and even a flexible vacay policy that allows staff to purchase extra vacation time (over and above their usual allotment) and have the cost averaged out over their paycheques.

But one of the biggest draws for employees is the chance to contribute to important projects that can improve communities, both here and around the world – whether designing new subway stations or more sustainable manufacturing facilities and water infrastructure.

GHD’s current goal is for 10 per cent of new hires to be recent university and college grads – preferably with strong ideals. “We’re looking for people who are purpose-driven and who really want to make a difference in how our communities operate,” says Shepherd.

For more information on working with GHD, please visit ghd.com/careers.

The Power of Commitment

→ ghd.com



WATERLOO AREA'S
TOP EMPLOYERS 2024

GRAND RIVER HOSPITAL

Team members are what
make Grand River Hospital
worthy of Top Employer title

Grand River Hospital is a top employer because of our teams,” says Leigh Scott, Interim VP People(s), Culture and Experience. “When bringing on new team members, we often hear that they want to work with us because of an experience they or a loved one had as a patient here. This is their way of giving back.”

The Hospital is currently at the midway point of an ambitious five-year strategic plan that is anchored in living four core values:

- Care!
- Trust and be trustworthy
- Courage to start, heart to finish
- Welcome one to welcome all

“The Hospital is committed to successfully delivering on our vision of building a world-class health system for all in our communities,” Scott continues. “To do this, we’re committed to attracting and retaining the best possible people who live our values.”

Team members not only see the impact of their work, but also have opportunities for professional growth.

“Grand River Hospital is an amazing environment to not only learn new things, but also to experience a wide variety of cases and situations that will improve your professional portfolio and personal development, all while you make a difference in a patient’s outcome,” shares Ann Arthur, Medical Laboratory Technologist.

700+
credentialed
staff

252,785
outpatient
visits and
16,799
surgeries



Grand River Hospital delivers exceptional health care experiences because of its team of inspired people who live its values.

“The Hospital is committed to successfully delivering on our vision of building a world class health system for all in our communities. To do this, we’re committed to attracting and retaining the best possible people who live our values.” – Leigh Scott, Interim VP People(s), Culture and Experience

Registered Critical Care Nurse Harshita Saxena, agrees: “Grand River Hospital is a great place to gain personal and professional growth. You will meet colleagues with similar goals and passion of helping people,

who will not only support you, but also motivate you to do better.”

The teams at Grand River Hospital continue to transform challenges into opportunities, letting innovation drive new ways of

delivering health care, while never losing sight of their core purpose: to provide exceptional, patient-focused care.

“We’re so grateful to every one of our team members,” says Scott. “They comprise a group of highly trained and compassionate professionals who choose to work, learn, volunteer and practice at Grand River Hospital, making it such a wonderful place to work.”

SEE YOU MONDAY

Our team makes Grand River Hospital a great place to work.
And, we want you to join us.

GRANDTEAM.CA

GRAND RIVER
HOSPITAL



WATERLOO AREA'S
TOP EMPLOYERS 2024

NAVBLUE

NAVBLUE: People at the
core of their strategy

NAVBLUE’s mission is to combine aircraft manufacturer expertise, flight operations know-how and agile development to enhance operational efficiency, optimize resources and increase productivity for safe and sustainable aviation.

To achieve this mission, NAVBLUE’s strongest asset is its People. Hence, the company has formalized a People-focused strategy aligned with the company’s continuous transformation.

The company is driven by the agility of a startup with the horsepower of Airbus group – as NAVBLUE is a leading services company wholly owned by Airbus – fostering an international environment where the power of diversity is considered as a key driver of creativity, innovation and problem solving.

NAVBLUE works to provide a safe environment and inclusive culture; where collaboration, sense of belonging, empowerment, continuous learning and accountability are promoted and valued. To encourage that culture, we invest significantly into building a diverse and inclusive workplace. We have an Inclusion and Diversity committee made of employees proposing and implementing concrete actions, such as sponsorship programs, raising awareness on key I&D dates and promoting exchanges through web conferences with guest speakers, creating inclusive resource guides, promoting a speak up culture, well-being newsletters, and also some “light” events like “international potluck”

Over
500
employees

8 offices
worldwide,
comprising over
40 different
nationalities



NAVBLUE Waterloo employees enjoy a disc golf session during lunch time next to the office.

At NAVBLUE, we recognize the need to invest in our future talent by instilling growth, continuous learning, empowerment and collaboration.” – Erin Appleby, Vice President Operational Excellence, Quality and Safety at NAVBLUE

lunches where employees bring food from their culture and share it with colleagues. We realize the importance of developing our employees and allowing opportunities for growth. NAVBLUE offers several development paths, as well as yearly individual

training budgets. We also offer hybrid working and flexible schedules to help our employees balance life, work and development. At NAVBLUE we are using and developing cutting-edge technology to build the future of aviation through digital

solutions, focusing on operational efficiency and enhanced operations towards a more sustainable aviation future.

We are compelled to put our customers at the centre of our activity’s ecosystem, but we do not forget that the company’s core is rooted on reliable experts who are passionate and proud to be part of NAVBLUE.

Check current opportunities at navblue.aero/careers.



WATERLOO AREA'S
TOP EMPLOYERS
2024

We are proud to be recognized as one
of Waterloo’s Top Employers 2024

Join us at www.navblue.aero | Follow us on  

Reach for the skies 
AN AIRBUS COMPANY

WATERLOO AREA'S
TOP EMPLOYERS 2024

TOYOTA MOTOR MANUFACTURING CANADA

Crafting careers, igniting
commitment: Canada's top
auto manufacturer is hiring

At Toyota Motor Manufacturing Canada (TMMC), every member of the team is considered a primary stakeholder.

“We strive to provide an environment where our team members can and want to spend their entire career,” says TMMC President Frank Voss. “There are so many opportunities to hone skills in a chosen area, or to try new challenges in other areas.”

Pointing to the company’s three manufacturing facilities in Ontario – two in Cambridge and one in Woodstock – Voss highlights career possibilities in automotive production manufacturing, skilled trades, engineering, supply chain and logistics, and administration.

“The company also offers career support through on-the-job and in-class training, and through more than 130 online courses. We’re also particularly proud of

our comprehensive continuing education and in-house apprenticeship programs,” he says.

TMMC’s strong team of over 8,500 team members also have access to impressive on-site amenities, such as a fully equipped fitness facility, cafeterias and self-serve cafés, quiet rooms for meditation and religious observation, and a community garden.

Guided by the Toyota Way, team members can count on a work culture that prioritizes compassion and engagement with the surrounding community. In fact, TMMC has dedicated thousands of paid-time hours to community projects such as Habitat for Humanity builds and the maintenance of local conservation areas, and over \$1.5 million was donated last year to local charitable and not

TMMC is Canada's
top producing
automotive
manufacturer and
the most awarded
manufacturing
plant in the
Americas.

TMMC has three
manufacturing
facilities in Ontario
(two in Cambridge
and one in
Woodstock),
employing over
8,500 Team
Members.



TMMC executives and Team Members commemorate 20 years of producing Lexus vehicles in late September. The group poses with the current and original models of the Lexus RX.

We strive to provide an environment where Team Members can and want to spend their entire career. There are so many opportunities to hone skills in a chosen area, or to try new challenges in other areas”, said Frank Voss, President, TMMC. “Whether a Team Member has been at TMMC for 3 months or 30 years, their feedback and input contributes to the improvements we make on a continuous basis.”

for profit organizations. Further, TMMC embodies a profound commitment to the environment, walking the talk by achieving zero waste to landfill every year since 2006 through comprehensive recycling, reusing, reducing and

composting programs, and is aggressively working towards being carbon neutral by 2035.

“Whether a team member has been at TMMC for three months or 30 years, we encourage their feedback,” adds Voss. “That input contributes to the

improvements we make on a continuous basis.”

Opportunities abound, he concludes, to join Canada’s top producing automotive manufacturer and the most awarded manufacturing plant in the Americas.

“Our team anticipates and delivers the future of mobility products, to the delight of our customers.”

Current openings can be found at toyotamotorjobs.tmmc.ca/x/ openings.



**Toyota Motor Manufacturing
Canada Inc.**

  Toyota Motor Manufacturing Canada Inc.



<https://tmmc.ca/en/careers/>



ACCELERATE YOUR CAREER
Canada's Top 100 Employers (2024)