



# CANADA'S TOP EMPLOYERS FOR YOUNG PEOPLE | 2013

DISCOVER CANADA'S BEST PLACES TO BEGIN YOUR CAREER

Advertising – Media Management  
Alternative Dispute Resolution  
Event Management  
Fashion Management & Promotions  
Financial Planning  
Global Business Management  
Human Resources Management  
International Development  
Marketing Management  
Public Administration

# 10 WAYS TO LAUNCH YOUR CAREER

**FIND YOUR NICHE WITH  
A POSTGRAD IN BUSINESS.**



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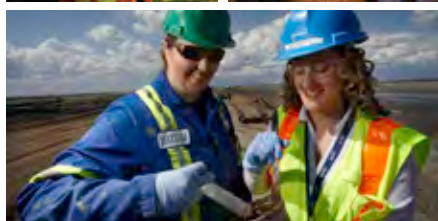
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# THESE EMPLOYERS ARE LEADING THE WAY THE COMPETITION AND THE SELECTION PROCESS

It's a difficult time for young people. Youth unemployment is high, with many recent grads looking for their big breaks. While it can be tough, the winners of Canada's Top Employers for Young People are paving the way as exemplary recruiters of young people. They demonstrate to the rest of the country that it is possible to be successful and profitable, while being committed to training and helping out talented, committed young people.

"Youth unemployment is still very much a top-of-mind issue, which makes it all the more important for employers to take the first step and help students and new grads enter the workforce," says Kristina Leung, editor of Canada's Top 100 Employers. "Employers selected for this year's list understand that recruiting young talent is an investment for the organization's future, and recognize students and new grads as an invaluable resource. These organizations are committed to the success of the next generation by providing them with the tools, skills and knowledge needed for their future roles."

The editors at Canada's Top 100 Employers have been organizing this contest annually since 2001, highlighting com-



**EMPLOYERS SELECTED FOR THIS YEAR'S LIST HAVE A LONG-TERM FOCUS WHEN RECRUITING YOUNG PEOPLE AND RECOGNIZE THAT INVESTING IN THEIR DEVELOPMENT IS TRULY AN INVESTMENT INTO THE ORGANIZATION'S OWN SUCCESS"**

*- KRISTINA LEUNG, EDITOR OF CANADA'S TOP 100 EMPLOYERS*

panies that donate time, money, and effort to hiring talented young people.

"Prior to 2007," says Leung, "the competition was published annually as an appendix to the Canada's Top 100 Employers paperback. Over the years, employers have shared detailed information on their in-house training programs, and in more recent times, targeted initiatives to address the unique needs of younger workers have emerged. Our editors now publish detailed Reasons for Selection, which explain why each of the winning organizations were chosen, and highlight the most progressive programs tailored to the recruitment of young people."

This year, over 3,250 employers applied to be on the list, making it one of the most popular competitions for applicants.

"Employers are evaluated based on the programs they offer to attract and retain younger workers," says Leung. "These include benefits such as tuition assistance, the availability of co-op or work-

study programs, and in-house training initiatives. The growth of this year's list is a reflection of the overall growth of our total applicant pool for the Canada's Top 100 Employers project, as well as the strength and relevance of the subject matter. More employers are paying attention to employment issues of interest to young people."

And the topic of youth employment has never been more relevant. This year will see the most degrees earned in the history of Canada, meaning a huge influx of young people looking for work. Luckily, these companies are leading the way in employing youth through innovative, inclusive programs.

"The winners share several important characteristics: most notably, a formal commitment to recruiting young people through training programs that focus on the transition from academic life to the working world," says Leung. "Employers selected for this list have a strong pres-



ence on university and college campuses across Canada through work-study and co-op programs, and offer paid internships and summer student opportunities to help new grads and current students gain relevant experience in the field.” Winners have a strong company culture that encourages ongoing employee education and professional development—much needed to foster growth in new employees.

“Employers selected for this year’s list have a long-term focus when recruiting young people and recognize that investing in their development is truly an investment into the organization’s own

success,” she adds. “The very best employers offer a range of training options, including in-class and online programs, and encourage employees to continue to pursue education through subsidies for tuition and professional accreditation. Furthermore, they ensure that younger workers benefit from the knowledge and experience of others by offering mentoring, networking, and opportunities to interact with senior-level employees on a regular basis.”

“Some employers have taken it a step further, moving away from traditional interviews and engaging with young people by organizing industry-related competi-

tions or contests, some of which result in temporary or permanent employment. The best employers realize that offering young employees opportunities to develop their skills and talents simply makes good business sense.”

The editors at Canada’s Top 100 Employers hope that, by publishing this list each year, they raise the bar for other employers to adopt a forward-thinking approach when recruiting younger workers. “it’s also a great resource for students,” says Leung, “as it provides insights into what it might be like to work at any one of the organizations selected and the resources available to them.”

TOWERS WATSON  PRESENTS

# 2013 TOP EMPLOYER Summit

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For two days this November, join the organizers of the annual Canada's Top 100 Employers project as they explore the key themes they will be covering in next year's competition. Join world-class speakers, authors, journalists and dozens of business leaders from this year's winning employers – all hand-picked by the editors of Canada's Top 100 Employers to bring you the latest thinking on becoming an employer-of-choice. Attending the Top Employer Summit is an ideal way to have all your questions on the Canada's Top 100 Employers project answered in a convenient two-day, non-commercial format.

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# WIN AN INTERVIEW



**Are you a current student or recent grad?** Interested in taking the first step towards the career of your dreams?

**Now's your chance! The Win An Interview contest** gives young Canadians the opportunity to interview at one of **Canada's Top Employers for Young People.**

For full contest details, including a complete list of participating employers, visit us on Facebook

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Bayer



PotashCorp

# AND THIS YEARS WINNERS ARE...

## 2013'S TOP EMPLOYERS FOR YOUNG PEOPLE.

THE JUDGES DELIBERATED LONG AND HARD, BUT THE VERDICT IS FINALLY IN. THEY HAVE NARROWED DOWN THOUSANDS OF APPLICANTS TO THE CRÈME DE LA CRÈME: 80 COMPANIES THAT TRULY BELIEVE YOUNG PEOPLE ARE THE FUTURE. TAKE A LOOK (AND START FILLING OUT YOUR APPLICATIONS!).

### **Accenture PLC | ON**

Accenture Plc is a leading international management consulting, technology services, and outsourcing firm.

Manages a summer internship program and pairs students with each other in order to encourage networking and support. Interns also have an opportunity to attend a weekend-long student leadership conference in the US.

### **Alberta-Pacific Forest Industries Inc. | AB**

Alberta-Pacific Forest Industries Inc. (Al-Pac) is a producer of kraft pulp used in the manufacturing of a variety of paper products.

In partnership with "Careers: The Next Generation" and community high schools, Al-Pac trains students interested in a career in the trades through the Government of Alberta's "Registered Apprenticeship Program," training approximately six to eight high school students as apprentices annually.

### **Agrium Inc. | AB**

Agrium Inc. is a North and South American retail supplier and wholesale producer of agricultural products and specialty fertilizers.

Created a four-year rotational Engineer-in-Training program to help new graduates combine their technical training from university or college with on-the-job training. Manages a Marketers in Training program, which includes rotations in sales, marketing, and logistics under the guidance of a personal mentor.

### **AltaGas Ltd. | AB**

AltaGas Ltd. is a diversified energy company that is active in natural gas gathering, processing and transmission, and in marketing wholesale electricity.

Its two-year New Graduate Development Program offers full-time positions to graduates rotating through various areas of the company, where each participant is assigned a mentor who is a senior level executive working outside of the new grad's regular team.



### **ATB Financial | AB**

ATB Financial is a Crown corporation and financial institution that provides personal, business, and agri-industry financial services, and a network of Automated Banking Machines (ABMs).

Recruits MBA students for its summer internship program, (generally for Account Manager role). Participants may also have the opportunity to work part-time during the year and be offered full-time permanent upon graduation.

### **Bayer Inc. | ON**

Bayer Inc., the Canadian subsidiary of Bayer AG, is a research-based company with core businesses in the healthcare, crop science, and innovative materials.

Through Bayer's "Career Flexx" program, employees have the opportunity to explore different career options and gain experience in various positions within the company. In addition to receiving generous tuition subsidies, (up to \$7,000 for courses), employees may also apply for an unpaid educational leave of absence to continue their studies.

### **BC Hydro | BC**

BC Hydro is a provincial crown corporation and electric utility that serves the province of British Columbia.

Offers a rotational Engineer-in-Training program to assist in the career development of students and high potential employees alike. Since 1990, BC Hydro has employed approximately 150 co-op students every year.

### **Bell Aliant Inc. | NS**

Bell Aliant Inc. is one of North America's largest regional communications companies, providing information, communication, and technology services including voice, data, Internet, video and value-added business solutions to customers in six provinces.

In partnership with the Nova Scotia Community College, the Unama'Ki Economic Benefits Office created a 21-week fibre-optic training program for Aboriginal students.

### **Bennett Jones LLP | AB**

Established in 1922, Bennett Jones LLP is a Canadian law firm that specializes in mergers, acquisitions, corporate finance, bankruptcy, intellectual property, trade law, and public policy.

Works with various post-secondary institutions such as SAIT Polytechnic, Bow Valley College, and Reeves College to hire Legal Assistant practicum students each year. The six-week program includes in-house training, rotational assignments between departments, and opportunities to job-shadow in various areas.

### **BMW Canada Inc. | ON**

BMW Canada Inc. is an importer and wholesaler of luxury automobiles and motorcycles.

Interns are encouraged to participate in a number of in-house training programs including the BMW Brand and Consumer Institute Workshop, which covers brand and product lines and gives interns the opportunity to test the latest cars, as well as attend BMW and MINI sponsored events, and receive discounts on company clothing and accessories.

**Bruce Power LP | ON**

Bruce Power LP is a private nuclear generating company in Ontario.

BP is host to one of eight Canadian chapters of the international “Young Generation Nuclear” organization, which allows young professionals to network across the industry. Its chapter counts over 1,000 members and has been funded by Bruce Power for the past seven years through allowance to work on related initiatives such as conference attendance opportunities.

**Cameco Corporation | SK**

Cameco Corporation is a producer of uranium that provides uranium processing services to nuclear power plants.

Created an Engineer-in-Training Program to assist the professional development of metallurgical and mine engineering new graduates. The program, which is available for employees working in Saskatchewan, includes mentoring and rotational assignments at three to four work sites, with a similar program available for junior mine, exploration, and mineral resources geologists.

**Capital One Bank (Canada Branch) | ON**

Capital One Bank (Canada Branch), formerly Capital One Services (Canada) Inc., is a leading issuer of MasterCard credit cards.

The company maintains a “Fun Committee” which organizes social events and celebrations throughout the year including Video Games Tournament Day and quarterly team fun days such as paintball, spa, and sports days.

**CIBC | ON**

Canadian Imperial Bank of Commerce (CIBC) is a leading financial institution that provides a range of financial products and services through its extensive branch and electronic banking networks.

Manages a rotational program for students in their final year of studies for the MBA (or related program) called the Graduates Matter Rotation Program. The initiative includes four six-month rotations through various areas such as retail and business banking, wealth management, finance, and risk management.

**Coca-Cola Canada | ON**

Coca-Cola Canada, a subsidiary of the Atlanta-based Coca-Cola Company, is one of Canada’s largest beverage companies, marketing a wide variety of carbonated and non-carbonated brands.

Offers a generous educational assistance program for regular full-time employees with at least six months of employment with the company and further assists its employees in planning for the future with a “Career Formula” training program, which employees can use to create their own career paths within the company to achieve their desired career goals.

**Cactus Restaurants Ltd. | BC**

Cactus Restaurants Ltd. operates casual dining restaurants with 17 locations in British Columbia and 3 restaurants in Alberta.

Houses one of Canada’s largest in-house apprenticeship programs for employees pursuing a Chef “Red Seal” certification. The program is paid for by Cactus, and employees also receive three months of paid educational leave to accommodate the in-class portion of the program.

**Canadian Tire Corporation Ltd. | ON**

Founded in 1922, Canadian Tire Corporation Ltd. operates over 1,200 retail stores and gasoline outlets across Canada.

The company employs hundreds of students each year through a variety of co-op and internship opportunities, including a 12-month supply chain internship program for engineering, business, or logistics management students.

**Cargill Limited | MB**

Cargill Limited is an international producer and marketer of food and agricultural products, as well as providing supporting financial and industrial products and services.

Manages a summer student contest, in which participants create a short presentation, as a group or individually, on “A Day in the Life of a Cargill Summer Student.” Winning presentations receive a monetary reward and their presentations shown during on campus recruiting events.

**Co-operators Life Insurance Company | SK**

The Co-operators Life Insurance Company, a member of The Co-operators Group, is one of the nation’s largest Canadian-owned insurance providers.

Manages an actuarial student program for employees who are preparing for the Actuarial Fellowship designation. Support includes subsidies for exam fees, study materials, and paid time-off to study for upcoming exams. The program also includes a job rotation component which allows employees to gain experience in multiple areas of the organization.

**Connect Hearing | BC**

Formerly known as Island Hearing, Connect Hearing is an independent network of certified audiologists and hearing instrument specialists that work in over 90 clinics across Canada.

Established paid internship positions for Hearing Instrument Practitioner students from George Brown College, Grant MacEwan University, and Conestoga College. In addition, the company offers generous tuition subsidies to employees wishing to pursue their studies while working.

## ConocoPhillips Canada | AB

ConocoPhillips Canada is an oil and natural gas production and exploration company.

Manages an Early Career Development program to support new graduates. The program includes rotational assignments, travel to head office, and opportunities for mentoring and coaching. Also hosts a uniquely tailored Finance Early Development program for finance employees with less than three years of work experience.

## Cossette Communication Inc. | QC

Cossette Communication Inc. is one of Canada's largest advertising and marketing communications firms.

Created "Cossette Campus," an in-house training initiative that includes industry-specific and personal development courses on topics such as social media and presentation skills. Employees may take advantage of the onsite employee lounge, complete with television, video games, foosball, and table hockey.

## DeltaWare Systems Inc. | PE

DeltaWare Systems Inc., a subsidiary of Maximus Inc., is a provider of information technology consulting and software development services, specializing in e-health and e-business applications.

Manages a development seminar program which includes technical and non-technical courses and regular "lunch and learn" sessions to keep employees informed about the progress of other projects. Head office features a computer training lab, interactive theatre, exhibition space, conference suite, and video conferencing capabilities.

## Desjardins Group / Mouvement des caisses Desjardins | QC

Desjardins Group / Mouvement des caisses Desjardins is the largest cooperative financial group in Canada, serving over 5.8 million members and clients, including over 400,000 businesses across Canadas.

Manages a one-year "Young Intern Officer" program for participants between the ages of 18 and 30, allowing them to work as a member of the Board of Directors or Board of Supervision of a Desjardins caisse. Through the program, participants have the opportunity to work with elected officers and sit in on meetings and discussions.

## Ecclesiastical Insurance Office PLC | ON

Originally founded in the United Kingdom in 1887, Ecclesiastical Insurance Office PLC is a specialized faith and related non-profit insurance company.

The company manages the Business Intern Program, a three-year rotational program for university graduates interested in pursuing the Chartered Insurance Professional designation, which includes in-house support as well as a unique placement assignment within a charity, museum, or non-profit organization.

## Corus Entertainment Inc. | ON

Corus Entertainment Inc. is a media and entertainment company that owns television services, 37 radio stations, and Nelvana, a producer and distributor of children's and animated programming.

In partnership with Marblemedia and Ryerson University, created the Innovative Storytellers Award, a \$20,000 five-year educational initiative to recognize the academic achievements of a full-time graduate student enrolled in the Master of Arts in Media Production program.

## Costco Wholesale (Canada) Ltd. | ON

Costco Wholesale (Canada) Ltd. is a large-format retailer, operating warehouses across Canada.

Created a University Graduates Retention Program to identify and retain high-potential graduate employees for management positions. The 18-month program includes specialized training on warehouse roles, as well as management positions and mentoring through a "buddy" system.

## Desire2Learn Incorporated | ON

Founded in 1999, Desire2Learn Incorporated is a developer of e-learning software for the education, government, and corporate sectors.

Launched the "Desire2Learn EDGE Challenge," a competition for developers to create a software application that improves any aspect of the educational experience. Winners receive a financial prize as well as the opportunity to fly to the company's "Fusion Conference" to present a demo, and participate in a Q&A meeting with eLearning industry representatives.

## Digital Extremes Ltd. | ON

Digital Extremes Ltd. is one of the industry's leading independent game development studios and develops content for a variety of platforms including Playstation3, Xbox360, and PC.

Manages a professional development program to provide funding for full-time employees interested in furthering their development and knowledge. Employees can attend industry conferences, participate in educational courses, and receive subsidies for industry-related memberships and textbooks.

## EPCOR Utilities Inc. | AB

EPCOR Utilities Inc. is a utility provider that builds, owns and operates electrical transmission and distribution networks, water and wastewater treatment facilities and infrastructure in Canada and the United States.

Offers an Apprenticeship Program through its "EPCOR Training Centre" for power linemen, power systems electricians, and electricians. Apprentices who successfully complete the program become certified in their trade by the Alberta Apprenticeship Board.

### Ernst & Young LLP | ON

Ernst & Young LLP is a professional services firm that provides audit, advisory, tax, corporate finance, and management consulting services to organizations across the country.

Hosts an Intern Leadership Conference, an annual three-day event open to Ernst & Young interns from all over the world. Top performing interns are selected to attend the event, which includes opportunities to hear presentations from senior leaders, skills development workshops, and a chance to participate in “fireside chats” with members of the leadership team.

### Fairmont Hotels & Resorts | ON

Fairmont Hotels & Resorts is North America’s largest operator of luxury hotels and resorts.

As part of Fairmont’s Leadership Development program for recent graduates, participants are placed in a leadership level position for a period of 12 to 18 months rotating through at least two positions in the food and beverage, rooms, culinary, accounting, human resources, or spa divisions. Grads are also assigned a mentor throughout the duration of the program.

### Flatiron Construction Corp. | BC

Flatiron Construction Corp. is a heavy construction builder of bridges, highways, and other heavy structures.

Hosts “Engineer Forums,” a two-to-three day conference for engineers. The conference also gives young engineers the opportunity to network with other employees from across the company, including senior leaders and executives.

### Free The Children | ON

Free the Children is an international charity that focuses on educating youth on issues of poverty and exploitation through development work, and educational partnerships and campaigns.

Employees are exposed to unique opportunities, along with the chance to meet some of society’s leading figures, including Dr. Jane Goodall, former Prime Minister Paul Martin, the Dalai Lama, and Bill Clinton, to name a few.

### G Adventures Inc. | ON

G Adventures Inc. is a Canadian eco-tour operator that organizes international group adventures, safaris, and expeditions.

In addition to offering an in-house two-day on-boarding training program for all new hires, (called “G Premiere”), the tour operator hosts an annual three-day weekend company event where employees worldwide are flown to Toronto to participate in a retreat.

### Genetec Inc. | QC

Genetec Inc. develops Internet protocol-based video surveillance, access control, and license plate recognition software for a variety of transportation, education, retail, gaming, and government clients.

Offers paid internship opportunities in software development, human resources, and marketing and communications, to name a few, and hosts wine and cheese events to meet new and recent graduates.

### Holland Bloorview Kids Rehabilitation Hospital | ON

The Holland Bloorview Kids Rehabilitation Hospital is a 75-bed pediatric rehabilitation teaching hospital that provides services and treatment for children and young adults with physical disabilities.

Offers an eleven-week paid “Summer Medical Student Scholarship” program that gives medical students the opportunity to develop their Paediatric knowledge. The program consists of overnight or weekend in-house call with physician assistance, teaching components, and ward or clinic rotations.

### IKEA Canada Limited Partnership | ON

IKEA Canada Limited Partnership is a home furnishings retailer that operates 11 stores across the country.

Created the “Aspirant Program,” a leadership development and mentoring program for young high potential employees. Participants have the opportunity to work on a variety of group assignments that pertain to different aspects of the company.

### Infusion Development Corp. | ON

Founded in 1998, Infusion Development Corp. is a provider of software development services and customized developer training.

Offers unique training opportunities, such as the recent “Learning by the Lake” training session, hosted at cottages along Jack Lake, Ontario. Also manages “New Grad Bootcamp,” a month-long training session that includes lectures and labs on a variety of technologies.

### Kinaxis Corp. | ON

Kinaxis Corp. develops supply chain management software for a variety of commercial customers in the aerospace and defense, automotive, consumer product, electronics, high technology, and industrial sectors.

As part of the orientation process, new hires meet with an individual from each department to understand the different functions of each group. Development employees host demo days to present newly developed features to other employees.

### **Knight Piésold Ltd. | BC**

Knight Piésold Ltd., a part of the Knight Piésold Consulting Group, is an environmental and engineering consulting company that provides mining, environmental, water resource, road, and construction services.

Organizes a number of events for employees each year including a golf tournament, curling night, ski trip, and a “Grouse Grind Night,” with employees hiking or taking the gondola up the mountain for dinner and drinks.

### **Loblaw Companies Ltd. | ON**

Founded in 1919, Loblaw Companies Limited is a retailer of food, as well as a provider of drugstore, general merchandise, and financial products and services.

Manages a rotational program for new graduates (“Grad@Loblaw”) that covers multiple streams including store management, supply chain, merchandising, marketing, IT, finance and human resources. Participants receive full benefits and pay for the duration of the program.

### **Macadamian Technologies Inc. | QC**

Founded in 1997, Macadamian Technologies Inc. is a provider of user experience design and software development services.

Maintains “CreativiDay,” a program which allows employees to allot a percentage of their time to work on personal interest projects such as blogging and application development. Employees who are recent graduates are paired with a development manager to help them identify their career goals.

### **Manulife Financial Corporation | ON**

Manulife Financial Corporation provides insurance and investment management services to clients worldwide.

Manages a Leadership Development Program (LDP) to fast track high performance MBA grads, providing opportunities for participants to develop leadership skills by moving through a series of job placements.

### **Molson Coors Canada | QC**

Molson Coors Canada is one of North America’s oldest breweries with operations across Canada, the United Kingdom, and the United States.

Offers a two-year rotational “Career Apprenticeship Program” where management and engineering graduates can work in a variety of areas across the company. Management graduates can choose the branding and sales program in marketing, while engineering or science graduates can choose the production stream, culminating with the International Brewing Diploma Exams.

### **L’Oréal Canada Inc. | QC**

L’Oréal Canada Inc., a subsidiary of Paris-based L’Oréal Group, is a manufacturer of cosmetics and personal care products.

The company offers online training on social media best practices and Facebook uses, as well as in-house training on the multi-generational workforce. Provides customized guidance and training to employees in their first two years with the company through the “L’Oréal FIT” (Follow-up and Integration Track) program.

### **LoyaltyOne Inc. | ON**

LoyaltyOne, Inc., an Alliance Data company, is a provider of customer relationship marketing services and operates the popular “Air Miles” reward program in Canada.

Recently organized a case study competition which provided co-op students with an opportunity to work with senior managers as well as other employees. The competition required employees to create a solution for an issue currently faced by the organization, with final recommendations presented to the senior leadership team and executive council at the end of the term.

### **Manitoba, Government of | MB**

The Government of Manitoba provides public services to the province and employs over 14,000 people.

Created a management internship program for new and recent graduates. Entry to the program is limited to graduates with a post-secondary education with a public sector focus and includes a series of job placements and in-house training over a period of two years.

### **Metrolinx | ON**

Created in 2006, Metrolinx is a provincial government agency that plans and operates public transit networks in the Greater Toronto and Hamilton Area.

Created the Rob MacIsaac Innovation Fellowship, providing three students with an opportunity to participate in research in a public sector environment. This is followed by a four-month work term in a Metrolinx department. Participants receive hourly compensation and two grants of \$2,500 for the successful completion of each segment of the program.

### **Ontario Public Service (OPS) | ON**

The Ontario Public Service (OPS) manages and delivers government programs and services to the people in Canada’s most populous province.

Maintains the Tomorrow’s Ontario Public Service (TOPS), created in 2004 by young employees from across OPS with the aim to provide networking, mentoring, and learning opportunities. Manages the OPS Learn and Work Program, a co-operative education program for youth between the ages of 16 and 19 from selected communities.

### Peel Regional Police | ON

Peel Regional Police provides law enforcement and crime prevention services across Peel region.

Manages the “Youth in Policing Initiative,” a summer employment program to help high school students develop employment skills. Also offers summer student employment opportunities within the areas of facilities management, fleet services, and information technology.

### Pelmorex Media Inc. | ON

Pelmorex Media Inc. is the parent company that owns and operates the broadcasting licence for Travelers Network, as well as The Weather Network and its French sister station, Météo Média, Canada's English and French specialty weather channels.

Maintains a social committee responsible for organizing events and celebrations throughout the year including an annual summer barbecue, holiday party, and Halloween event and costume contest.

### Potash Corporation of Saskatchewan | SK

Potash Corporation of Saskatchewan is a producer of nitrogen, phosphate, and potash fertilizers that are widely used in agricultural production.

Manages a Tuition Incentive Program for positions that are difficult to recruit. Upon acceptance of an offer of permanent employment, recipients are provided with reimbursement of tuition, fees, and other costs associated with their final year of post-secondary education, (subject to the applicable terms and conditions).

### Procter & Gamble Inc. | ON

Procter & Gamble Inc. (P&G Inc.) is a leading manufacturer and marketer of a wide range of consumer products.

The company created the “FAST Program for Interns” which provides summer interns with an opportunity to work on multifunctional teams comprised of interns and managers to address business issues. At the end of the term, teams present their findings and recommendations to the P&G Canada Core Leadership Team.

### Provincial Health Services Authority | BC

The Provincial Health Services Authority (PHSA) manages and evaluates healthcare services in the province of British Columbia, operating organizations that include the BC Cancer Agency, the BC Centre for Disease Control, and the BC Women's Hospital & Health Centre.

Offers a paid internship program for nursing students interested in pursuing a career in pediatrics, perinatal, or oncology nursing where students work and learn with PHSA's nursing teams for one term.

### PricewaterhouseCoopers (PwC) LLP | ON

PricewaterhouseCoopers LLP (PwC) provides industry-focused assurance, advisory, and tax services in the areas of corporate accountability, risk management, structuring and mergers and acquisitions, and performance and process improvement.

In partnership with its American counterpart, PwC US, and Disney, the “Disney Internship Development Program” was recently re-launched and is comprised of a structured leadership development component, along with presentations from motivational speakers.

### Rogers Communications Inc. | ON

Rogers Communications Inc. is one of Canada's largest integrated communications companies, with significant cable television, Internet, wireless, and wireline telephone, radio, television, and publishing businesses across the country.

Manages “Walk a Mile in My Shoes,” a program that allows employees to work within different roles across the company in order to better understand the customer's experience. Employees may choose from 62 different positions.

### Rowan Williams Davies & Irwin Inc. | ON

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

Actively recruits students each school semester, with one to three interns and five to ten co-ops employed each semester for terms of 4, 8, 12 or 16 months. Positions include Field Technician, IT Service Desk Support, Wind Tunnel Technician, Scientist, and Engineer.

### SAP Canada Inc. | ON

SAP Canada Inc. is the world's largest inter-enterprise software company and the world's third-largest independent software supplier.

SAP recently invited students to a recent customer conference to provide them with an opportunity to learn about the company as well as future opportunities. Students also participated in a “Design Thinking” workshop to help develop “out of the box” thinking, a mentoring session and a speed-interview with an SAP employee.

### Saskatchewan Government Insurance | SK

Saskatchewan Government Insurance (SGI) is a provider of property and casualty insurance products and services.

Partners with the Saskatchewan Institute of Applied Science and Technology (SIASST) in the delivery of its Business Insurance Diploma (BID). SGI offers program participants scholarships as well as summer employment after the first year of the program.

## **SaskPower | SK**

Established in 1929, SaskPower is the principal supplier of electricity in Saskatchewan.

Formed the “SaskPower Youth Network,” a resource group that organizes youth targeted activities and promotes the recruitment and retention of young employees. The Network also gives feedback from a young employee’s perspective to other business areas including benefits, career development, and diversity initiatives, and is managed by twelve full-time employees who organize events at a number of locations.

## **SaskTel | SK**

SaskTel provides a complete range of communications services to residential and business customers.

Manages a YOUTHnetwork “School to Career” summer student program to provide high school students with an opportunity to participate in eight weeks of mentorship and paid work experience. The company also maintains the SaskTel Next Great Employee Network (Next GEN), which provides new employees with opportunities to network and meet informally.

## **Sears Canada Inc. | ON**

Sears Canada Inc. is a department store retailer with locations across Canada.

The merchandising and retail operations division also manages the Future Leaders Program, which helps prepare employees for Buyer or Store Manager roles. The 18-month program includes classroom learning and job shadowing placements within the areas of merchandising, marketing, and retail operations.

## **Shell Canada Limited | AB**

Shell Canada Limited is an integrated petroleum company that develops and retails petroleum products.

Created the Shell Graduate program, a multidisciplinary program that lasts between two to five years, depending on the discipline, and includes structured training, networking, coaching, and mentoring. The program may be tailored to have a specific focus, also depending on the graduates’ discipline, such as technical, commercial, or global.

## **Sodexo Canada Ltd. | ON**

Sodexo Canada Ltd. provides outsourced food and facilities management services to clients across Canada.

Through its selective 1-year “Rising Stars” program, the company hires and develops young people from virtually all educational backgrounds into their appropriate business unit which includes Culinary Management, Engineering, Facilities Maintenance, and Business Administration, and pairs them with a tenured employee who mentors them.

## **StandardAero | AB**

Founded in 1911, Standard Aero Limited is a provider of gas turbine engine repair and overhaul services for the international aerospace industry.

Established a Student Sponsorships Program where four of its current students are awarded \$5,000 in tuition and books along with a guaranteed summer term the following year or a one year full-time placement, if graduating soon.

## **Stewart, Weir & Co. Ltd. | AB**

Established in 1912, Stewart, Weir & Co. Ltd. is a consulting firm that provides geomatics and engineering services to the industrial, municipal, transportation, oil and gas, and land development sectors.

Manages “Going the Extra Mile,” a recognition program through which employees may reward co-workers for going above and beyond the call of duty. Nominations are worth 50 flex points and the company hosts monthly draws for additional flex points.

## **Suncor Energy Inc. | AB**

Suncor Energy Inc. is an integrated Canadian energy company with oil and gas operations in Canada, the United States, Europe, North Africa, and the Middle East.

Manages an Engineer-in-Training program that allows participants to gain experience across multiple areas of the organization. The program includes a variety of training and development programs, such as mentoring, career guidance, and a rotational program to provide broad exposure to all areas of the company and industry.

## **Sunnybrook Health Science Centre | ON**

Sunnybrook Health Sciences Centre is a leading teaching hospital affiliated with the University of Toronto that operates through three primary hospital sites, including the Bayview Campus (the main site), the Holland Orthopaedic & Arthritic Centre, and the Women & Babies Program (at Women’s College Hospital).

Holds an annual “Young People Career Fair” that teaches students about careers in a hospital environment both within and outside medical fields. The fair has attracted over 250 high school students in past years.

## **Surrey, City of | BC**

The City of Surrey provides local government services to a population of approximately 460,000 residents.

Hosts youth-oriented events and recognition awards in celebration of positive contributions made to the community by young people. Partners with the Surrey School District to support students currently working to complete their high school education. Employees work with students from the local learning centres within the district to help them develop their skills.

### Syncrude Canada Ltd. | AB

Syncrude Canada Ltd. is a producer of crude oil that operates large oil sand mines, utilities plants, bitumen extraction plants, and upgrading facilities.

The company also supports the Career Preparation Program, organized by the non-profit organization, Careers the Next Generation, and provides summer work placement opportunities for high school students interested in the engineering profession. Syncrude also provides financial support and sponsorship for the program.

### TELUS Corporation | BC

TELUS Corporation is Canada's second-largest telecommunications company, providing data, Internet, voice, and wireless communication services.

Manages a rotational leadership development program for recent grads who are hired for a 24 to 36-month period in areas such as Finance, Information Technology, and Engineering. Participating grads are assigned a mentor, receive coaching from their rotational managers, and have regular access to senior leaders, including the CEO and CFO through meetings and lunch and learn events.

### Toronto International Film Festival Inc. | ON

Toronto International Film Festival Inc. (TIFF) is a non-profit organization devoted to celebrating excellence in film.

Organizes lunch and learn workshops for interns on various topics including how film screenings are organized. In the past year, hired 30 paid interns across various departments including Marketing, Sponsorship, IT, Content Management, and Event Services. Unpaid interns received course credit for their internship.

### University of British Columbia (UBC) | BC

The University of British Columbia (UBC) is one of Canada's largest universities with over 1,800 faculty members.

Almost 50 per cent of all new hires at the University are under the age of 30, with over 8,000 students employed. Helps all employees further their career with free, one-on-one coaching with an accredited coach for a minimum of three months, through the development of a career plan, teamwork tips, and work-life issues, among others.

### Whistler Blackcomb | BC

Whistler Blackcomb is one of Canada's premier skiing and snowboarding destinations.

Offers paid internships to students currently enrolled at a Canadian post-secondary institution who are hired on a full-time basis for up to six months in the Operations, Food and Beverage, Finance, and Retail and Rentals departments. As part of the program, interns are eligible for staff housing, a season's pass, and various discounts in food and beverages as well as retail and rentals.

### TD Bank Group | ON

TD Bank Group provides financial and banking services to millions of customers across Canada and around the world.

Offers MBA graduates the opportunity to participate in a group rotational program. Graduates work in four different areas of the company over the course of two years and, as part of the program, participate in annual lunches to meet senior leaders at the bank.

### TeraGo Networks Inc. | ON

TeraGo Networks Inc. is a facilities-based internet and data communications carrier that utilizes wireless broadband technologies.

In partnership with Humber College, the company offers internship and summer placement opportunities to students of the College's RF Wireless program, and recently expanded its RF Lab to allow for a larger intake of interns. Offers a busy social calendar throughout the year including annual holiday celebrations, an office-wide spring egg hunt, and a laser tag event.

### Trican Well Service Ltd. | AB

Trican Well Service Ltd. is a pressure pumping company and supplier of specialized products, equipment, and technology for oil and gas producers.

Manages scholarship and educational assistance programs, including the Educational Assistance with Salary Continuance for Relevant Trade Apprenticeships program for employees who pursue additional training in electronics and instrumentation or as a heavy duty equipment technician.

### Vision Critical Communications Inc. | BC

Vision Critical Communications Inc. is a developer of web-based computerized research platforms for market research companies and their clients.

Created the "Excel Internship" program, a year-long, paid mentor-based program for new university graduates seeking work experience. Interns are flown to Vancouver for three days of training and meetings with senior members at the beginning of the term, and then enter three four-month rotations within Research Services, Panel Services, or other departments.

### YMCA of Greater Toronto | ON

YMCA of Greater Toronto is one of the largest and most active charitable organizations in Canada, serving over half a million residents in the Greater Toronto Area.

Offers a variety of employment programs to assist youth in the community including the four-week "Youth Careers Program" to help young people develop life skills. Also manages a six-week summer work student exchange program for students between the ages of 16 and 17 and provides them with an opportunity to work in another province.

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Experience  
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Analytical Skills  
Adaptability

BELL ALIANT

Bell Aliant



## KEY FACTS

**Year Established:** 2006

**Number of Employees:** 6,700

**Industry:** Telecommunications

**Locations:** NS, NB, NL, PEI, ON, QC

“

“WE HAVE TREMENDOUS MOMENTUM AND A TEAM OF EMPLOYEES WHO RISE TO NEW CHALLENGES AND EXCEED EXPECTATIONS AT EVERY TURN. THIS IS A PLACE WHERE YOU WORK HARD, ARE REWARDED FOR YOUR CONTRIBUTIONS, AND HAVE A LOT OF FUN IN THE PROCESS.”

- KAREN SHERIFF, PRESIDENT AND CEO.

Bell Aliant is one of North America's largest regional communications providers and the first company in Canada to cover an entire city with fibre-to-the-home technology with its FibreOP™ services. Through its operating entities, it serves a population of 5.3 million Canadians across six provinces with innovative information, communication, and technology services including voice, data, Internet, video, and value-added business solutions.

Bell Aliant has a straightforward, focused plan built around five strategic initiatives: grow broadband, improve the customer experience, retain our customers, reset our cost structure, and engage employees.

FibreOP delivers the fastest Internet, video sharing, and the ultimate high-definition TV experience with more than 100 HD channels,

as well as being the first in Atlantic Canada to offer apps like Facebook and Twitter on your TV.

“It's an exciting time to join Bell Aliant. We are focused on innovation like never before, and our game-changing FibreOP network is leading the way,” says Karen Sheriff, President and CEO. “In a very short time, we have transformed our company from a traditional telephone company into a competitive TV, Internet, and whole home communications provider.”

Earlier this year, Bell Aliant introduced a new innovative product category, Bell Aliant Next-Gen Home Security™ - a digital Internet-based service delivering home security with next-generation automation capabilities.

All employees are connected by one common goal: to work together in pursuit of Bell Aliant's

vision and strategy, all aimed at earning customers' recognition as the leading communications provider in the markets they serve.

## WHY YOU'LL LOVE BELL ALIANT

Bell Aliant is committed to making a real difference in the communities it serves, driven by the efforts of employees. Our Backpacks for Kids program has helped fill nearly 30,000 backpacks for students in need, and our focus on mental health has taken awareness to new levels.

Since 2010, employees have embraced Bell Aliant's philanthropic focus on mental health. The company's initiative supports an extensive range of programs to enhance mental health in communities across Canada, including markets served by Bell Aliant. Employees participate and promote programs that re-



## LAURA ROSEVEARE

Dalhousie University, 2011

### How did Laura join Bell Aliant?

Laura learned about Bell Aliant's Chartered Accountant Training Office (CATO) program through their recruitment process at Dalhousie University.

### What is Laura's role at Bell Aliant?

Laura is currently a Financial Analyst working in enterprise risk management. Through the CATO program she has gained experience in other areas such as financial services and external reporting as well.

duce the stigma associated with mental health as well as increase the access to care.

Like many organizations, Bell Aliant must know and grow its talent to achieve business objectives now and into the future. Bell Aliant offers a full suite of education, training and career development opportunities including tuition reimbursement, mentoring programs as well as leadership development programs.

## THE PERKS

As a performance-based culture, Bell Aliant offers competitive financial benefits and compensation. The company proactively ensures market competitiveness to attract and retain employees by conducting comprehensive market reviews twice a year and reviewing salaries annually.

The short-term incentive plan for managers is highly competitive and tied to five strategic corporate business objectives which are clearly communicated to employees to allow them

to influence their compensation through personal performance. Competitive base salaries and incentives combined with a broad range of other financial benefits such as employee share purchase plans, pension plans, and employee discounts all make Bell Aliant a top employer in Canada.

## HOW TO APPLY

We actively recruit students and graduates for co-op opportunities, internships, and permanent career positions. If you are interested in joining our team, please apply online at [bellaliant.ca/careers](http://bellaliant.ca/careers) and explore an exciting future with Bell Aliant!

Stay connected to Bell Aliant through Facebook ([facebook.com/bellaliant](https://facebook.com/bellaliant)) and Twitter ([@bell\\_aliant](https://twitter.com/bell_aliant)).

Bell Aliant is committed to making a difference in our workplace by supporting diversity and equal opportunity.

## WHAT BELL ALIANT IS LOOKING FOR



## WHAT BELL ALIANT HAS TO OFFER



**Bell Aliant**  
FibreOP™

"FibreOP is always coming out with amazing new things!"

  
Ben Boudreau



FibreOP™ is a trademark of Bell Aliant.

# BRUCE POWER



## KEY FACTS

**Year Established:** 2001

**Number of Employees:** 4,000

**Industry:** Energy (Electricity)

**Locations:** Tiverton, Ontario



**"WE ARE A WORLD CLASS COMPANY IN A SMALL TOWN, OFFERING A PERFECT MIX OF PROFESSIONAL AND PERSONAL LIFE EXPERIENCES TO OUR EMPLOYEES WITHOUT THE CHAOS AND CRUSH OF LIFE IN THE CITY."**

*- Duncan Hawthorne, President and CEO*

Launched in May 2001, Bruce Power is Canada's only private nuclear energy generator. It is an all-Canadian partnership among TransCanada, Cameco, Borealis Infrastructure Management, the Power Workers' Union, and the Society of Energy Professionals. Since, the company has refurbished a declining site in Tiverton, Ontario and turned it into the largest operational nuclear generating facility in the world.

Bruce Power's 2,300-acre site sits on the shores of Lake Huron and houses eight nuclear reactors. Its mandate is to produce and deliver safe and reliable electricity to Ontario consumers, and to practice strong nuclear safety principles. The company produces up to 30 per cent of Ontario's energy for homes, schools, businesses, hospitals, and other facilities.

## WHY BRUCE POWER IS DIFFERENT

Cathy Sprague, Executive Vice-President of Human Resources, notes that what gives Bruce Power its edge is its position as Canada's first and only private nuclear energy company. "We're a world-class company," she says. "We're doing work that's never been done before. So much innovation, so much engineering."

With more than 4,000 employees at Bruce Power, not including contractors, Sprague notes that there are "careers for everything," including engineering, chemistry, finance, and supply chain and logistics, to name a few. "Bruce Power has a wide variety of career opportunities and provides employees the luxury to move throughout various different departments while staying

with the same company and never having to relocate," she says.

The company is also in the business of giving back to the community. "Annually, we donate over \$1.3 million to organizations and initiatives that focus on community, health and wellness, events, and youth development," she says, adding that many employees volunteer for these organizations as well. "We're a tight-knit community up here."

## WHY YOU'LL LOVE BRUCE POWER

When the company was first established, only 10 per cent of its employees were younger than 35, Sprague notes. Now, that number has increased to more than 30 per cent. With a Bruce Power chapter of the North American Young Generation in Nuclear (NA-



## SUPAL GUPTA

University of Ontario Institute of Technology, 2010

### How did Supal join Bruce Power?

After a four-month student term in the nuclear industry, Bruce Power interviewed Supal for a full-time position.

### What is Supal's role at Bruce Power?

Supal works for the Continuous Improvement Division which drives to improve plant systems and personnel performance.

YGN) and its own student-run group called Youth Power. Sprague emphasizes the youth environment. "At any given time, (graduates are) working with like-minded people." Besides, "they get to work on projects and do innovative work," she adds.

The company's proximity to Lake Huron in cottage country also proves to be an advantage. "It is close to drive or walk to some of Ontario's best beaches as well as miles of hiking trails, along with any indoor and outdoor activity you can imagine," Sprague says. "People can live wholesome lives and have a work-life balance. They can bring their families here."

She also notes the company's emphasis on training. "We spend \$100 million annually on training," she says. The company invests in a range of programs dedicated to leadership development and management

training. For those in school, there's a place at Bruce Power for you to learn the ropes. The company offers four student training programs: a development student program, intern program, summer student, and high school co-op opportunities. "We bring people in even before they graduate," Sprague says. "We have tons of summer students, co-ops, and internships. It's a great way to become introduced to Bruce Power. And many of them come back to work for us."

### HOW TO APPLY

If you're interested in opportunities at Bruce Power, Sprague notes the best way to apply is through the website's career section at [brucepower.com/careers](http://brucepower.com/careers). And this year, the company launched a free iPad app, which is equipped with a career section as well.

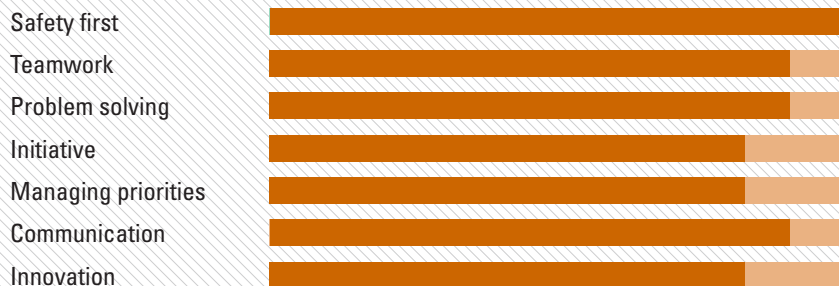


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in a small town

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## WHAT BRUCE POWER IS LOOKING FOR



## WHAT BRUCE POWER HAS TO OFFER



COMPETITIVE  
COMPENSATION



PENSION &  
BENEFITS



COMMUNITY  
INVOLVEMENT



YOUTH  
NETWORK



DEVELOPMENT  
OPPORTUNITIES

**Bruce Power**<sup>™</sup>

*Innovation at work*

CIBC



## KEY FACTS

**Year Established:** 1867  
**Number of Employees:** 42,000  
**Industry:** Financial  
**Locations:** 1,100 branches throughout Canada



“CIBC OFFERS THE OPPORTUNITY TO EXPERIENCE A VARIETY OF CAREERS, ALL UNDER THE UMBRELLA OF ONE COMPANY. AS A CANADIAN, WHAT WAS ALSO IMPORTANT TO ME IS THAT CIBC OFFERS THE OPPORTUNITY TO ENJOY A VERY FULL CAREER IN CANADA.”

- JOHN SILVERTHORN SENIOR VICE-PRESIDENT, TALENT MANAGEMENT.

CIBC is a leading Canadian-based financial institution. Through its three main business units—Retail and Business Banking, Wealth Management, and Wholesale Banking—CIBC provides a full suite of financial products and services in Canada and around the world. Founded in 1867 as the Canadian Bank of Commerce, CIBC serves more than 11 million personal and business banking clients, with more than 1,100 branches and over 42,000 employees.

## WHY CIBC IS DIFFERENT

CIBC's achievements clearly define its first-rate employer-employee relationship. CIBC was rated as one of Canada's Top 100 Employers in 2013, which recognizes best physical workplace, atmosphere, family benefits, time off, employee communications, per-

formance management, skills development, and community involvement. It has been named one of Canada's Best Employers for New Canadians for six years in a row, Canada's Best Diversity Employers for three consecutive years, and was named the Strongest Bank in Canada by Bloomberg Markets Magazine for the second consecutive year. CIBC also received the 2012 Canadian Award for Training Excellence. In addition, CIBC's innovations in technology and client solutions have garnered countless honours.

## WHY YOU'LL LOVE CIBC

“What appeals most to recent graduates are the opportunities for career development and advancement,” says Steven White, director of campus and career programs, human resources. “Employees

have the chance to work in different functional groups. CIBC is like a city unto itself with a number of business opportunities to accommodate graduates from many disciplines. CIBC takes a lead position in training, mentorships, classroom learning, co-ops, summer employment, and in providing ongoing coaching.”

Students who are still in school can learn about CIBC's co-op and internship programs, which provide valuable business experience. CIBC also has bursary and scholarship programs that provide access to education and mentorship.

Managers at CIBC are empowered to help new employees increase their value to the bank and its clients by matching their particular skills with available development



## NATHALIA SANTANA

**Brock University, MBA, 2011**

### How did Nathalia land her job at CIBC?

Nathalia started as a summer intern as part of the Graduates Matter Rotation Program. After completing her internship, she returned as part of the full-time two year program.

### What is Nathalia's role at CIBC?

Manager, Sport Sponsorships supporting CIBC's sponsorship of the TORONTO 2015 Pan/Parapan Am Games and the 2014 FIFA World Cup.

resources. A sharp focus on continued education and personal growth helps employees build strong careers and futures at CIBC. "Our employees love that their work is meaningful," White says. "They're provided with exciting opportunities to be a part of important projects and initiatives."

CIBC is committed to a fair and inclusive work environment where diverse ideas and perspectives are respected. At CIBC, everyone belongs. Regardless of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, or ability, every employee brings unique skills to the workplace. Capitalizing on individual talents is a cornerstone of CIBC's diversity strategy. "We appreciate and embrace diversity and multiculturalism," White says. "We have an organizational culture based on our three core values of trust, teamwork, and accountability."

CIBC supports causes that matter to its cli-

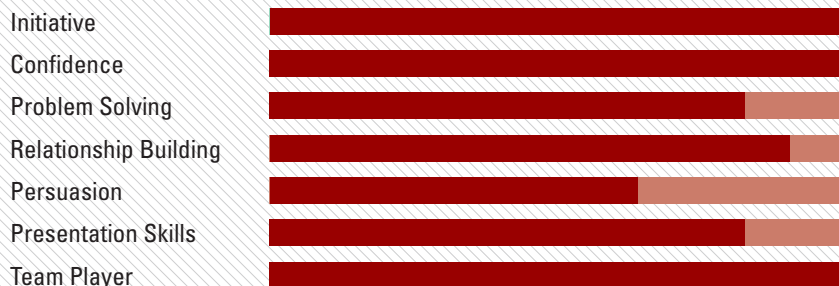
ents and employees. In 2012, CIBC invested close to \$38 million in contributions to over 1,900 charitable and non-profit initiatives in 450 communities. Through the Employee Volunteer Program, CIBC encourages the volunteer spirit of employees through donations to charities or not-for-profit organizations that its employees support.

CIBC also invests in its employees by offering a highly competitive compensation package, incentive pay, group benefits, an employee share purchase plan, employee banking package, the CIBC Achievers Reward and Recognition Program, and much more.

### HOW TO APPLY

"Besides the career section of our website, we recruit on campuses through informational sessions, events, and sponsorships," White says. Visit your campus career centre for more information or view [cibc.com/careers](http://cibc.com/careers) to view student opportunities.

## WHAT CIBC IS LOOKING FOR



## WHAT CIBC HAS TO OFFER



CHALLENGING  
WORK



COMPREHENSIVE  
BENEFITS



COMMUNITY  
INVOLVEMENT



DIVERSE  
WORKFORCE



LEARNING  
OPPORTUNITIES

Students and recent graduates, let CIBC help turn your potential into success!



## Become A CIBC Financial Services Representative.

Imagine working in a fast-paced environment, where you help clients achieve their financial goals and assist them with their everyday banking needs. At CIBC you'll enjoy an exciting sales and service career that is both personally and professionally rewarding, and that offers great opportunities for career growth.

As a CIBC Financial Services Representative, you'll provide information about, and actively promote and sell, products and services that satisfy your clients' needs.

Qualified candidates must exhibit CIBC's values of trust, teamwork and accountability; possess superior verbal communication and interpersonal skills; and be adaptable, flexible and able to multi-task. Previous contact centre, sales or customer service experience is an asset.

If you're interested in joining our team, get details on opportunities at CIBC at [www.jobpostings.ca/CIBC](http://www.jobpostings.ca/CIBC).



FOR  
WHAT  
MATTERS.

"CIBC For what matters." is a TM of CIBC.

# COSTCO WHOLESALE



## KEY FACTS

**Year Established:** 1983  
**Number of Employees:** 174,000  
**Industry:** Membership warehouse  
**Locations:** 627 locations worldwide



**HIRE GOOD PEOPLE, GIVE THEM GOOD JOBS, AND GOOD THINGS WILL HAPPEN."**

- RUSS MILLER, SENIOR VICE PRESIDENT - WESTERN CANADA

Costco is a membership club warehouse committed to providing its members with the best service and quality brand-name products. Originally called Price Club in the 1970s, the company only served small businesses until it began catering to an exclusive audience of non-business members and was introduced as Costco in 1983. With hundreds of locations worldwide, Costco has 10 million Canadian cardholders and 67 million around the world ranging from Gold Star to Business to Executive memberships.

## WHY COSTCO IS DIFFERENT

Costco thrives on the advancement of its staff and values all of its employees

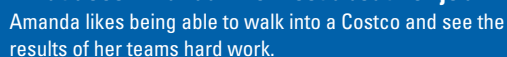
from entry level to management. With 98 per cent of employees starting in an entry-level position, there are ample opportunities to move up within the company, thus resulting in many individuals choosing to stay with Costco long-term. By encouraging growth for its staff, Costco creates employee commitment, which leads to overall satisfaction from its members.

Students and recent grads benefit from working with directors and gaining valuable retail experience, while maintaining a flexible work schedule. Costco appeals to enthusiastic, "people person" individuals who thrive in fast-paced environments. In a typical

workday, employees meet and interact with many different people and are recognized for exceptional service with a smile from their members. "What I always say is in retail business you always work with people," says Pierre Riel, senior vice-president and general manager of Eastern Canada. "If you like people, Costco is probably the best place to work because of the number of members we have."

## WHY YOU'LL LOVE COSTCO

Costco offers a flexible work plan for its employees currently enrolled in post-secondary. Through the Costco College Student Retention Program, students only work during the summer



IKEA



## KEY FACTS

**Year Established:** 1943

**Number of Employees:** 139,000

**Industry:** Retail

**Locations:** AB, BC, MB, ON and QC



WHILE IKEA CONTINUES TO ATTRACT AMBITIOUS YOUNG PROFESSIONALS BY OFFERING EXCEPTIONAL LEADERSHIP OPPORTUNITIES, WE BELIEVE IT'S OUR CULTURE AND VALUES THAT HIT HOME WITH YOUNG IKEA ENTHUSIASTS.

- KERRI MOLINARO, PRESIDENT

IKEA Canada Limited Partnership is a leading home furnishings retailer that operates 12 stores across Canada. IKEA opened its first North American store in 1976 in Richmond, BC and is part of Sweden-based Inter IKEA Systems BV, which operates the familiar blue and yellow stores around the world. Founded in 1943 by Ingvar Kamprad, IKEA is the world's most successful international home furnishing retailer, operating in over 342 stores in 42 countries and more than 139,000 employees.

IKEA offers inspiring, affordable furnishing ideas and solutions for a better everyday life at home. IKEA's business idea supports this vision by offering a wide range of well designed, functional home furnishing products at prices so low that as many people as possible can afford to buy them. IKEA's core

areas of expertise are kitchens, living rooms, bedrooms, and bathrooms. IKEA also offers a broad range of services such as installation, delivery, measurement and shopping services.

## WHY IKEA IS DIFFERENT

While there are many reasons to join IKEA, if you ask an IKEA co-worker why they stay at the company for so long, their number one response is "because of the people and the great work environment!" IKEA co-workers tend to be down-to-earth, hard working with a genuine willingness to work together and a passion for home furnishings!

What makes IKEA different is the emphasis placed on recruiting co-workers who share the company's values. Their values-based recruitment continues to attract high potential

leaders to the organization. Some of these values include simplicity, leadership by example, and daring to be different!

IKEA offers many opportunities to move around within the company. To most of our customers, "working at IKEA" means working at an IKEA store. But it takes hundreds of other roles to create low-priced, well-designed products that improve your life at home. IKEA has a greater variety of careers than most other companies in the world. If you want to try something new, you have the opportunity to move to another role within IKEA. The various departments include sales, communications and design, customer relations, product development, finance and operations, human resources, information technology, logistics, marketing, purchasing, and more!



## NATASA NJEGOVAN

McMaster University; 2011

### How did Natasa join IKEA?

Natasa joined IKEA in 2012 as a co-op student. Natasa's energetic outlook and work ethic complimented IKEA's values so she was offered a permanent position.

### What is Natasa's role at IKEA?

Natasa is the Human Resources Administrator at the Burlington store.

In order to attract the most passionate IKEA enthusiasts, IKEA offers its co-workers innovative training and leadership programs, and provides them with the tools they need to succeed. If you are the right person for the job, learning with support and coaching is a way of life at IKEA. Each year, IKEA Canada publishes a Learning & Development program guide that includes a myriad of unique training opportunities in the form of local in-store training, national training, and specialized workshops to develop job competence, management, and leadership abilities.

This year, IKEA introduced the iWitness Global Citizen program. This empowering initiative provides two co-workers with the opportunity to participate in a field visit, (this year was Malawi, Africa), to visit projects funded by the IKEA Foundation and the annual Soft Toys for Education program. Co-workers become leaders for change: educating and communicating their experiences through social media networks, photo journalism, and blogging.

The Backpacker is another co-worker engagement opportunity that provides young co-workers starting out in their IKEA careers the chance to work abroad in two different IKEA countries for one year.

IKEA takes great pride and responsibility in giving co-workers the tools they need to develop further and enjoy a rewarding and long career at IKEA.

## THE PERKS

In addition to many training opportunities, IKEA offers a 75 per cent educational assistance reimbursement program for training, as well as on-site benefits such as subsidized meals, a home furnishing discount program, interest-free store charge program, co-worker restaurant and lounge, meditation room and home furnishings resource centres. All part-time and full-time co-workers are eligible for health benefits and paid time off is available for co-workers to take vacation, celebrate holidays, or take care of themselves in case of illness. Co-workers are also eligible for the IKEA Group RRSP to help start planning for the future. And, since IKEA matches a portion of contributions, your money will grow even faster!

As part of the IKEA Canada Total Compensation package, IKEA ensures that salary and benefits remain competitive on each local market. This, combined with a great work environment, help contribute to IKEA's goal to be the best employer to work for!

## HOW TO APPLY

IKEA is currently in a period of growth and expansion, full of career opportunities. We are always looking for new, energetic talent to join their team! Interested? Visit [IKEA.ca/careers](http://IKEA.ca/careers).



# We're for careers filled with opportunity!

Find out more about working with us at:

[www.IKEA.ca/careers](http://www.IKEA.ca/careers)



## WHAT IKEA HAS TO OFFER



TEAM ORIENTED



PAID TIME-OFF



HEALTH BENEFITS



COMPETITIVE SALARY



TRAINING PROGRAMS

L'ORÉAL CANADA

L'ORÉAL  
CANADA

## KEY FACTS

**Year Established:** 1958

**Number of Employees:** 1,200

**Industry:** Cosmetics and Beauty

**Locations:** QC, ON



**"L'ORÉAL CANADA PLACES THE DEVELOPMENT OF ALL ITS EMPLOYEES AT THE HEART OF ITS STRATEGY, WHETHER IT IS IN TERMS OF TRAINING, CAREER EVOLUTION OR SHARING IN THE GROUP'S FINANCIAL SUCCESS.**

- JAVIER SAN JUAN, PRESIDENT & CEO

A worldwide household name in cosmetic products for more than a century, L'Oréal owns a large Canadian subsidiary with headquarters in Montreal. The company also boasts a distribution centre and manufacturing plant in Ville Saint-Laurent, Quebec, as well as a sales office and professional training academy in Toronto. L'Oréal Canada manufactures, markets, sells, and distributes more than 30 brands of consumer products, luxury items, professional products, and active cosmetics across the country. It remains the most successful and recognized name in Canada's beauty industry.

## WHY L'ORÉAL CANADA IS DIFFERENT

"L'Oréal Canada is a leader in beauty, one that values entrepreneurship, innovation and creativity very highly," explains Audrey

Tremblay, a director of human resources with L'Oréal Canada. "We put individual talent at the heart of our HR strategy and continuously seek to attract employees with the highest potential." The company is proud of its diversity, with an employee population comprised of more than 60 nationalities and a near-even balance between men and women in management. Its diversity and range in terms of career opportunities across divisions also make L'Oréal Canada stand out as an employer.

"We recruit people in marketing and numerous commercial roles, as well as in finance, PR, digital, supply-chain operation, manufacturing, chemistry and engineering," says Tremblay. The scope is so broad, she adds, that moving between divisions and brands is like joining a different company. L'Oréal Canada also values its reputation as a so-

cially aware company – whether that means providing food baskets and volunteer activities for the needy on the parent corporation's annual Citizen Day, or holding a silent auction to support L'Oréal Canada's team of employees walking for the Weekend to End Women's Cancers. "Being a leader means being socially responsible. We encourage employees to participate actively in giving back to our community."

## WHY YOU'LL LOVE L'ORÉAL CANADA

So why is L'Oréal Canada a finalist in Canada's Top 100 Employers every year? "We embody the work environment that employees demand," Tremblay explains. "We listen to our employees; finding out what matters to them is important to us." Working at L'Oréal Canada means flexibility, competi-



# LOBLAW

**Loblaw**  
COMPANIES LIMITED  
 LES COMPAGNIES LOBLAW LIMITÉE



## KEY FACTS

**Year Established:** 1919  
**Number of Colleagues:** 134,000  
**Industry:** Retail  
**Locations:** Across Canada



WE STRIVE TO RECRUIT THE MOST TALENTED GRADUATES AND TO SUPPORT THEIR DEVELOPMENT AT LOBLAW. WE ARE COMMITTED TO THEIR SUCCESS BY PROVIDING A POSITIVE WORK ENVIRONMENT AND UNIQUE LEARNING AND GROWTH OPPORTUNITIES.

- JUDY MCCRIE, EXECUTIVE VP, HUMAN RESOURCES AND LABOUR RELATIONS

Loblaw Companies Limited (Loblaw) is Canada's largest food retailer and a leading provider of drugstore, general merchandise and financial products and services. With more than 1,000 corporate and franchised stores from coast to coast, Loblaw is one of the largest private sector employers in Canada. Recognized as a top employer for young people for three years in a row, Loblaw actively recruits students and recent graduates to join its diverse team.

## WHY LOBLAW IS DIFFERENT

Loblaw is committed to attracting, retaining and developing new talent. In 2012, Loblaw hired over 300 new grads through direct hire opportunities, pharmacy recruitment, and the grad@loblaw program. The grad@loblaw program is a 15-month rotational train-

ing circuit that exposes participants to different areas of business, allows them to network with different individuals and guarantees them a final role upon successful completion of the program.

Besides the grad@loblaw program, direct hire jobs are earmarked for students during the spring and summer months. Regardless of how grads are hired, full-time hires qualify for a number of benefits and perks.

Colleagues at Loblaw have access to benefits, discounted gym memberships, a 10% colleague discount, and discounts from outside vendors such as Apple, local restaurants, and car rentals.

Loblaw is committed to learning, offering their colleagues the opportunity to take hundreds of online and in-class courses for general or job-specific skills.

Besides encouraging their colleagues to develop new skills, Loblaw encourages giving back to the community. Any colleague who is a volunteer at an accredited charity in their spare time can also apply for a \$500 grant towards that charity. Colleagues can also get involved in working committees and community outreach at their various work locations.

Loblaw values diversity and is committed to being a more welcoming and inclusive place to work and shop. They have a Women's Network, open to men and women, that offers opportunities for learning, networking and access to senior leader insights. At the head office and at many other locations, reflection rooms are available for prayer and meditation. Their active Diversity Champion program allows colleagues from different areas across the business to collectively work on



MANULIFE FINANCIAL


**Manulife Financial**


## KEY FACTS

**Year Established:** 1887

**Number of Employees:** 27,600

**Industry:** Financial Services

**Locations:** BC, AB, MB, ON, QC, NL and NS with offices in the US & Asia



MANULIFE IS WHERE YOUNG PEOPLE CAN MAKE A DIFFERENCE. WE PROVIDE CAPABLE PEOPLE WITH PLENTY OF CHALLENGE, OPPORTUNITY, AND GROWTH. ALTHOUGH I'M NO LONGER YOUNG, THAT'S WHAT'S KEPT ME HERE FOR 32 YEARS."

- Donald A. Guloien, President and CEO

On Bloor Street between Sherbourne and Church lies Manulife Financial, one of the largest financial services companies in the world. Established in 1887, Manulife is decidedly a Canadian institution. The Manufacturers Life Insurance Company, as Manulife was first known, has the honour of having its first president be none other than Canada's first Prime Minister, Sir John A. Macdonald.

Ten years after its inception, Manulife was already thinking globally. The company had set up operations in China and Hong Kong—a move that would demonstrate forward thinking more than 100 years later. Today, Manulife's presence remains strong in Canada, Asia, and the US, through the acquisition of John Hancock. Manulife has continued its diversification into financial services outside its core business of life insurance by extending product and service lines to include wealth management, banking products, and asset

management services to institutional clients.

## WHY YOU'LL LOVE MANULIFE FINANCIAL

Manulife Financial is a global employer in every sense of the word, encouraging its employees to find their next career opportunity within the vast company. "There's definitely a tremendous amount of opportunity with our global organization, and we also encourage movement internally," explains manager of North American campus recruitment Connie Brown. "The advantage that you receive with a company like ours is we offer so much opportunity for students right within our walls, whether it be different career paths or broadening your scope within a different business area."

With opportunities in finance, human resources, investments, marketing, sales, and

much more, Manulife provides a wide array of employment locations and, just as importantly, room to advance. "If you're someone who is driven, passionate, and smart—what we call type M—there are a number of career paths for you to grow within the organization," says Brown, who has been working for Manulife for almost three years.

## WHY MANULIFE FINANCIAL IS DIFFERENT

The opportunities to work for a great Canadian brand, gain a broader global perspective through operations in Asia and the US, and develop and grow her career were all factors for Maureen Neglia, vice president of global talent, when she began working at Manulife in 2011. "Everything I thought Manulife was when I was on the outside is how it is on the inside," says Neglia. "The environment is a



## BRIANNE DREYER

University of Waterloo, 2013

### How did Brianne join Manulife Financial?

After Brianne's very rewarding experience as a co-op student for two terms, she received an offer to join Manulife full-time upon graduation.

### What is Brianne's role at Manulife Financial?

As an Actuarial Audit co-op student, Brianne identifies and assesses key risks of business units and provides recommendations on how to mitigate these risks.

great place to grow your career—especially for young people.”

“With its rich history and global presence, Manulife is both strongly rooted and teeming with opportunity,” adds Brown. “You get exposure to working with people in different geographical locations, whether or not you are able to take advantage of a global opportunity that involves relocation.”

## THE PERKS

In addition to MFConnect, an intranet collaboration tool connecting employees across the globe, Manulife provides many perks to its employees, including classroom and on-the-job learning and development opportunities, a comprehensive benefits package, and exposure to a wide variety of company product and service lines.

Most importantly, employees work with a great team of people. “I hear from many people within the company that part of why working here is so rewarding is the culture,

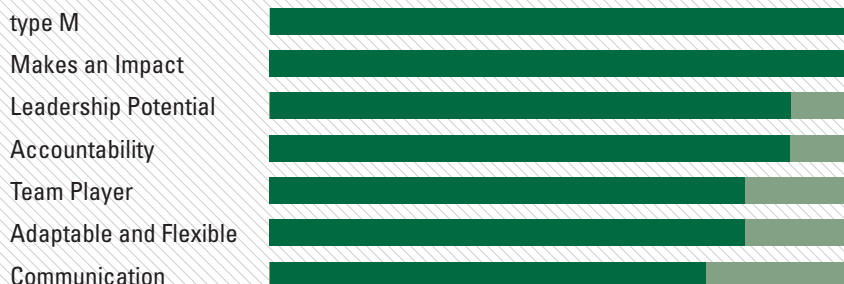
the environment, and the people they get to work with,” says Brown.

## JOIN US

Manulife's campus programs are strategically aligned with career offices at colleges and universities across North America. To access their campus program positions, check with your career centres on campus for all new graduate, co-op, and internship postings. Stay connected year-round by joining Manulife's Campus CoNNect mailing list: a newsletter with a student focus on career development that keeps future talent up-to-date on what's new at Manulife.

As a growing global company, international students—especially those with Asian language capabilities—are encouraged to apply through the same channels as domestic students. For more information on Manulife and its commitment to attracting and developing top talent, please visit [manulife.com/oncampus](http://manulife.com/oncampus).

## WHAT MANULIFE FINANCIAL IS LOOKING FOR



## WHAT MANULIFE FINANCIAL HAS TO OFFER



RECOGNITION OF EFFORT



DEVELOPMENT OPPORTUNITIES



MEANINGFUL WORK



COMMUNITY INVOLVEMENT



GLOBAL PRESENCE

are you  
type **M**?

- ✓ driven, passionate & smart?
- ✓ seeking challenges?
- ✓ adaptable & flexible?
- ✓ excited to work with industry leaders?
- ✓ have a global mindset?
- ✓ looking to grow?
- ✓ ready to make an impact?

If so, opportunity awaits.

Kick-start your career doing work that matters. Explore Manulife, a leading Canada-based financial services group with principal operations in Asia, Canada and the United States. Opportunities await for your future – we're looking forward to meeting you.



[www.manulife.com/oncampus](http://www.manulife.com/oncampus)



**Manulife Financial**  
For your future™

# PROVINCIAL HEALTH SERVICES AUTHORITY



## KEY FACTS

**Year Established:** 2001  
**Number of Employees:** 17,500 +  
**Industry:** Healthcare  
**Locations:** Vancouver



I WANT TO MAKE A DIFFERENCE AND THERE IS SO MUCH OPPORTUNITY TO DO THAT IN HEALTH CARE. YOU SPEND A THIRD OF YOUR LIFE AT WORK AND WANT TO SPEND THAT TIME MAKING A POSITIVE IMPACT AND FEELING GOOD ABOUT WHAT YOU DO EVERY DAY.

- LINDA LUPINI, CHIEF HUMAN RESOURCES OFFICER

A publicly funded health authority in British Columbia and the first of its kind in Canada, the primary role of the Provincial Health Services Authority (PHSA) is to ensure that the province's residents have access to high-quality and specialized health care services. The PHSA operates nine agencies that provide provincewide health care services: the BC Cancer Agency, BC Centre for Disease Control, BC Children's Hospital and Sunny Hill Health Centre for Children, BC Mental Health & Addiction Services, BC Renal Agency, BC Transplant, BC Women's Hospital & Health Centre, Cardiac Services BC, and Perinatal Services BC, as well as a number of divisions and provincewide specialty programs and services.

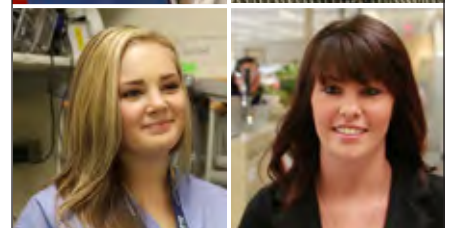
## WHY YOU'LL LOVE PHSA

Employing over 17,500 people in the province of British Columbia, the PHSA has varied job opportunities available in all fields from corporate services right through to clinical work. "We believe in leadership from day one of employment," says Judy Clark, director of PHSA talent acquisition, "so everyone's a leader when they work for us." And when it comes to recruiting, the Provincial Health Services Authority puts its money where its mouth is, spending several million dollars on education and professional development last year alone. Through partnerships with BC universities and colleges to train students in a multitude of clinical and corporate disciplines, the PHSA has been able to target young people

for fulfilling and challenging job opportunities. "I came into a one-year position to set up the recruitment model and I've been here for 13 years. And it's because of the uniqueness of working here," explains Clark. "We're not the vanilla brand. When you walk through the hallways of the Children's Hospital or one of our other facilities and you're so close to the operation, it reminds you every single day why we're here, and that you can make a difference in patients' lives."

## WHY PHSA IS DIFFERENT

According to Clark, the way that the PHSA recruits people is more about their attributes and their attitudes than their practical experience in the field. Clark believes



## SHELL CANADA



## KEY FACTS

**Year Established:** 1911

**Number of Employees:** 8,000

**Industry:** Oil and Natural Gas

**Headquarters:** Calgary, Alberta



SHELL HAS A SUPPORTIVE CULTURE WHERE LEADERS WILL STRETCH YOU, SUPPORT YOU, AND CHALLENGE YOU ON PROJECTS AND ASSIGNMENTS. THERE ARE EXCITING OPPORTUNITIES TO WORK WITH DIVERSE PEOPLE FROM ALL OVER THE WORLD.

- TANYA HOOPER, VICE PRESIDENT, HR, HEAVY OIL

## WHY SHELL IS DIFFERENT

At Shell, we believe our people and culture set us apart. We seek and attract the brightest minds from around the globe and foster a diverse, inclusive and collaborative environment that allows all employees to reach their full potential. Our values of honesty, integrity and respect for people are part of everything we do.

Shell is very proud to have been recently recognized by Fortune as one of the top

5 most innovative companies globally. We constantly seek innovation and apply technological advancements in our quest to meet growing demand for cleaner energy in ways that are economically, environmentally and socially responsible. Shell regularly spends more on R&D than any other international oil company (over \$5.5 Billion in the past 5 years) and has continuously shown technological leadership with over 21,500 patents in force.

In addition, Shell has a variety of employee networks including the New Professionals Network - a resource for information and communication exchange as well as personal and interactive support for new professionals in Shell Canada.

## WHY WORK FOR SHELL

"Shell is an internationally recognized brand and industry leader that rewards performance and provides excellent



## TERESA STORCH

University of Alberta, 2009

### How did Teresa join Shell Canada?

Teresa applied via the [shell.ca/careers](http://shell.ca/careers) website and followed the Shell Graduate Recruitment process. After successfully completing the recruitment assessment, she was offered a job.

### What is Teresa's role at Shell Canada?

Teresa is a mechanical engineer in Technical Assurance Engineering department. As Outage Technical Coordinator, she has the opportunity to work with all technical disciplines.

professional development opportunities while also promoting community involvement and volunteerism. Employees can make an impact both professionally and personally at Shell," explains Tim Grant, Vice President of Human Resources, Shell Canada.

A career at Shell will include challenging assignments and the opportunity to work on things that really matter to meeting the energy needs of a changing world. Shell is a fully integrated organization with operations around the globe which gives you the opportunity to learn and leverage different experiences and expertise.

Tim continues, "You can take charge of your career direction with individual development plans and Shell's Open Resourcing system, where you can apply for opportunities for progressive assignments within business units or across businesses, locally and globally."

The Shell Graduate Program provides a development framework which includes monitoring and tracking your performance through regular appraisals, mentoring and coaching.

"Together with your supervisor you will develop an individual development plan that encompasses your career aspirations and the best ways to progress," says

Grant. "As part of the program, you will undertake continuous learning, made up of training courses, e-learning modules and in person workshops. There are opportunities to develop your technical or commercial expertise, acquire leadership skills and secure professional qualifications.

"At the same time, we'll keep you challenged with a series of hands-on roles and projects that will help you build and discover your strengths and skills, widening in scope so you can prove yourself in different situations and experiences, over time."

## HOW TO APPLY

Students and recent graduates looking for a career with Shell can apply online at [shell.ca/careers](http://shell.ca/careers). Shell offers two options for students and graduates to join us: The Shell Assessed Internship Program or Shell Recruitment Day. To be eligible for an Internship, you should be an actively enrolled student who will complete at least one more semester of education following your internship. To be considered for full-time opportunities, candidates need to apply for a Shell Recruitment Day and should be in your final year of study or have less than three years of work experience.

## WHAT SHELL HAS TO OFFER



CHALLENGING  
ROLES



CONTINUOUS  
LEARNING



GLOBAL  
ENVIRONMENT



WORK-LIFE  
BALANCE



PERSONAL  
DEVELOPMENT



"Within months of joining Shell, I was given significant responsibility that helped me grow very quickly as a professional."

— Ana Flanoy, Drilling Engineer

## A WORLD-CLASS COMPANY NEEDS WORLD-CLASS TALENT

As a Shell employee, you could be helping us tackle one of the great challenges facing our world today – meeting the energy demands of a fast growing global population.

Shell is a company of firsts, so we're looking for fine minds that thrive on innovation. We need people who want to get involved and make an impact in today's society.

The Shell Internship Program allows students to take on real projects, gaining valuable career experience. We also offer full-time career opportunities through the Shell Graduate Program. Whether it's an internship or a full-time position, you will work across different businesses and be given responsibilities to develop your strengths and achieve your full potential.

Apply today at  
**[www.shell.ca/careers](http://www.shell.ca/careers)**  
to become a part of our team.

**Let's deliver better energy solutions together.**



Interested in learning about life at Shell? Scan to watch video.



Shell is an Equal Opportunity Employer.

# SUNCOR ENERGY



## KEY FACTS

**Year Established:** 1967

**Number of Employees:** 14,000

**Industry:** Energy

**Locations:** Canada & International



AS CANADA'S LARGEST INTEGRATED ENERGY COMPANY, SUNCOR IS THE IDEAL PLACE FOR YOUNG PEOPLE TO BEGIN THEIR CAREERS, LEARN AND GROW. WE STRIVE TO DEVELOP OUR PEOPLE WITH A VIEW TO THE FUTURE, WHERE EMPLOYEE SUCCESS IS OUR SUCCESS.

- DANA MCKECHNIE, VP HUMAN RESOURCES, PROGRAMS & OPERATIONS

Suncor is Canada's largest integrated energy company. Suncor's operations include oil sands development and upgrading, conventional and offshore oil and gas production and refining and marketing, with a network of 1,500 Petro-Canada stations. Suncor boasts four refineries and is the largest producer of quality lubricant base stocks in Canada with customers worldwide. Its 46-year success ranks Suncor as the fifth-largest energy company in North America.

## WHY SUNCOR IS DIFFERENT

Suncor's future is exciting and sustainable as a business, given its unparalleled resource base, growth opportunities, and operational expertise. As technology pioneers in the oil sands, Suncor invests in innovative technologies to help its triple bottom-line

approach to production, (a focus on economic performance, as well as social and environmental values). "We've received numerous environmental accolades, including the recently topped Canadian list from the Carbon Disclosure Project for Climate Change Reporting, and are recognized as one of three energy companies on the global list," says Stephanie Ryan, Suncor's manager, talent acquisition marketing.

In addition to being a strong player in the oil sands industry, Suncor explores for, develops, and produces conventional oil and natural gas from both onshore and offshore developments in Western Canada, off the East coast of Canada, and internationally.

## WHY YOU'LL LOVE SUNCOR

At Suncor, your ambition is encouraged

and realized. "We're a large company and fully integrated, allowing for ample career growth and opportunities, yet small enough to allow employees the chance to influence business decisions," Ryan notes.

If you're still in school, Suncor can help foster your early talent through co-op and internship positions so you can discover the types of opportunities that await you.

If you're a recent grad, opportunities exist in a number of areas for full-time and entry-level rotational positions, including engineering and business disciplines. Typically, (though not exclusively), Suncor hires candidates from the following fields of study: in engineering, the mechanical, chemical, electrical, mining, and civil sectors; in business, the finance, marketing,



SYNCRUDE

Syncrude



## KEY FACTS

**Year Established:** 1964  
**Number of Employees:** 5,000  
**Industry:** Oil and Gas  
**Locations:** Alberta

“

DURING SYNCRUDE'S FIRST 50 YEARS, WE HELPED DEVELOP AND ADVANCE THE ENTIRE OIL SANDS INDUSTRY. NOW WE NEED A NEW GENERATION TO TAKE US TO THE NEXT LEVEL OF RESPONSIBILITY AND INNOVATION, AND EARN GREAT REWARDS ALONG THE WAY.”

- SCOTT SULLIVAN, PRESIDENT & CEO

Syncrude operates in Canada's Athabasca Oil Sands Deposit and is one of the biggest producers of crude oil in the country. Headquartered in Fort McMurray, Alberta, Syncrude operates a utilities plant, bitumen extraction plant, an oil sand mine and an upgrading facility that produces crude oil for Canadian use and export. With the capacity to produce up to 15 per cent of the country's petroleum, Syncrude is a leader in its industry and as an employer.

## WHY SYNCRUDE IS DIFFERENT

As one of the largest employers in Alberta, with thousands of staff stationed from Fort McMurray to Edmonton to Calgary, Syncrude operates

a diverse business with boundless opportunity for development and growth. “We provide varied experiences that really can lead to advancement in the business,” says Michael Cachia, team leader for recruitment at Syncrude. “That's quite unique for us in that you don't have to leave the company to get different experiences. We can provide the experiences right in-house.”

Syncrude thrives upon its team and family-oriented culture within the business. Whether at an entry-level or senior-level position, every employee has a voice and all opinions are heard and considered. The supportive, collaborative-type culture is a unique place where new grads have the opportunity to influence the

kind of company Syncrude will become in the future.

## WHY YOU'LL LOVE SYNCRUDE

Syncrude believes in the growth of all new grads they hire, whether they're engineers or work in the human resources department for the company. A supportive and collaborative work environment is important to the development of all its employees. At Syncrude, new grads are given the opportunity to build on their career skills through formal mentoring, developmental and networking programs.

The company's mentoring program provides new grads with the opportunity to collaborate with senior staff mem-

To apply for a position at Syncrude, all applicants are encouraged to visit the company's website, [syncrude.ca/careers](http://syncrude.ca/careers). Individuals will be asked to create a personal profile to apply to the current career openings of their preference.

Age Group	Percentage
18-29	85%
30-49	83%
50-64	81%
65-74	79%
75+	77%
18-29	75%
30-49	73%
50-64	71%
65-74	69%
75+	67%

## RELOCATION ASSISTANCE

TO WORK FOR A  
LEADER IN OIL SANDS  
DEVELOPMENT, VISIT  
**[syncrude.ca/careers](http://syncrude.ca/careers)**



# THE UNIVERSITY OF BRITISH COLUMBIA



a place of mind



## KEY FACTS

**Year Established:** 1908  
**Number of Employees:** 21,500  
**Industry:** Higher Education  
**Locations:** British Columbia



UBC CARES ABOUT PROVIDING AN INSPIRING, HEALTHY WORKPLACE THAT SUPPORTS SUCCESS AND WELLBEING. THE BREADTH OF OUR ORGANIZATION ALSO ENABLES PEOPLE TO EXPLORE DIVERSE ROLES, ALL AT UBC.

- LISA CASTLE, VP, HUMAN RESOURCES

The University of British Columbia (UBC) is a large, research-intensive institution that ranks among the top 40 universities around the globe. More than 56,000 students (including nearly 8,500 international students) are enrolled in about 200 undergraduate programs and 300 grad programs. Surrounded by the Pacific Ocean, the Coast Mountains, and the woods of Pacific Spirit Regional Park, UBC's largest campus in Vancouver is where snow-capped mountains meet the ocean, and breathtaking vistas greet you. The second major campus in Kelowna is situated in BC's spectacular wine-growing region.

## WHY UBC IS DIFFERENT

"We truly are a global centre for research and teaching," says Catherine Pitman, part

of UBC's department of human resources. "UBC is large and diverse in terms of the programs offered, particularly among universities in Western Canada." In fact, UBC is so vast that it's like a little city in itself, with world-class attractions. "The Vancouver campus includes the Museum of Anthropology, the Chan Centre for the Performing Arts, and the Doug Mitchell Thunderbird Sports Centre, which was a host venue for the 2010 Olympic and Paralympic Winter Games as well as the 2012 Davis Cup. People who work at these venues are employed by UBC."

The university's size and scope means there's considerable diversity in the jobs available. "It's really across the board," Pitman explains. "We employ just under

10,000 staff and more than 3,000 faculty. You could work in an office setting or fill technical roles in a research lab and, of course, there are many people who work with students. You could work in IT, retail, the museum, a sports facility, a library, a farm, or a garden. The roles for students and grads cut across the entire campus; they're not limited to a particular field."

## WHY YOU'LL LOVE UBC

"If you're happy and fulfilled in your life, then you'll bring your best to your work," says Pitman. UBC cares about people's well-being, as shown by the benefits it offers: "Most full-time roles get three weeks of vacation to start, and some are eligible for four weeks. Flexible work options are also available. We offer free or discounted



## JAMIL RHAJIAK

University of British Columbia, 2009

### How did Jamil join UBC?

The professional network Jamil built at UBC while working there as a student led him to an opportunity that matched the skills he had developed.

### What is Jamil's current role?

Jamil coordinates various digital communications channels to enhance the experience of the UBC community, with specific responsibility for events, digital signage, and some video production.

admission to on-campus attractions. You have full access to Canada's second-largest research library and there are lots of recreational programs, including a ropes course and ocean kayaking."

The interest in your personal satisfaction extends to career and educational goals too. "We offer tuition waivers for academic courses and continuing education classes," Pitman continues. "There are no space-permitting guidelines; if you meet the academic requirements, you're in." UBC also has many professional-development programs, including access to free one-on-one coaching and unique opportunities to build leadership skills, like Leave For Change, (a short-term, volunteer-abroad program) and the Community Leadership Program, (a Vancouver-area community-service learning initiative). Being a university, it has a relaxed

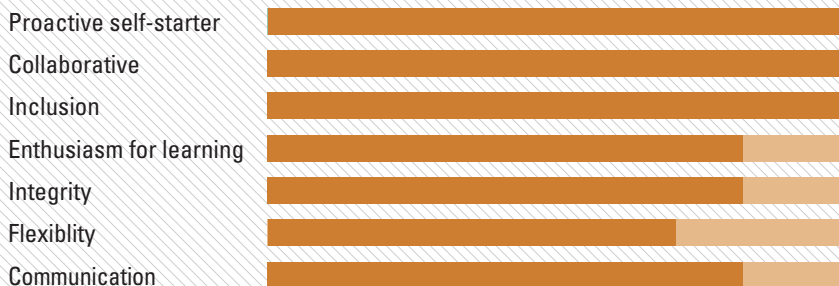
environment that's different from a formal, corporate atmosphere. "For students, it eases the transition from student life to the workforce."

"Extraordinary things happen here," Pitman says. "UBC is a big, complex place. To be successful here, you have to be a self-starter with a passion for learning and trying new things. There are so many different things you can do, and it's up to you to go out and explore."

### HOW TO APPLY

The UBC website's careers section ([hr.ubc.ca/careers](http://hr.ubc.ca/careers)) is the place to go. "UBC typically has a wide range of jobs posted," says Pitman. There's an online job board that's always up-to-date with detailed listings, ranging from research assistants to managers and service positions, and you can apply directly on the site.

## WHAT UBC IS LOOKING FOR



## WHAT UBC HAS TO OFFER



DIVERSE CAREERS



TUITION WAIVERS



ONSITE FITNESS



MEANINGFUL WORK



FREE COACHING

a place of mind  
THE UNIVERSITY OF BRITISH COLUMBIA

# NOT YOUR TYPICAL DAY-TO-DAY.

Day 1 - Surrounded by stu...  
their energy is contagious

Day 68 - Atte...  
fascinating le...  
lunch. Made...  
Day 124 - Met a collea...  
work. Finished the rid...  
Day 35 - Recognized...  
for my work. Never...  
felt prouder.

Day 507 - Started a UBC course I've always wanted to take. For free!

Day 124 - Met a colleague cycling to w...  
the ride together.

Day 33...  
Recogn...  
my wo...  
felt pr...

Day 124 - Met a colleague cycling to...  
Finished the ride together.

Surrounded by st...  
Their e...  
con...

Learn more and apply: [ubc.ca/careers](http://ubc.ca/careers)

Day 335 - Re...

# Successful projects start with **serious know-how.** **And a warm smile.**

**Because working here is about more than helping customers choose the right product.** It's about making a difference in our customers' lives and their homes. We call it "unleashing your inner orange" and it's my ability to tap into my inner potential to help them create a space worth calling home.

The first thing I do when I greet a customer is smile. It lets them know I'm there to help, and that I'm confident in my ability to make a difference in their projects—no matter how large or small, I know that my customers value my product knowledge and that drives me to go above and beyond to help them complete their projects. Through extensive training, tuition reimbursement and more, The Home Depot gives me the support I need to build a promising future.

— Jordan, Home Depot Associate

**A variety of part-time and seasonal opportunities are available for college and university students.**

## **Tuition Reimbursement Program**

To support and encourage our associates who enroll in school to pursue a degree or professional development we reimburse 50% of college, university or technical school fees up to a maximum of \$5,000 per year. **That's the power of The Home Depot.**



We are committed to diversity as an equal opportunity employer.



**Apply online at [homedepotjobs.ca/5762](https://homedepotjobs.ca/5762) or text HOMEDEPOT to 998899 for information on upcoming career fairs and opportunities in your area.**