



# ALBERTA'S Top Employers 2016



A joint venture with MediCorp Canada Inc.

# Companies must evolve to attract top talent

By KAREN DURRIE

The “slow, steady” evolution of workplace practices such as maternity-leave top-ups, share-purchase programs, flexible workspace and tuition subsidies have created a competitive marketplace that both attracts skilled employees and retains their talent, says Richard Yerema, founder and managing editor of Canada’s Top 100 Employers.

And it’s a trend that’s being seen both regionally and nationally.

“Trends for me are measured over a long window. We see a continuing evolution in employees offering maternity-leave top-ups — the very best will top up to a full year. When your competition is doing it, you must recognize the marketplace has evolved. If you’re standing flat-footed and offering benefits that would have been typical in 1985, you have to change,” Yerema says.

For 16 years, Mediagroup Canada Inc. has published the Top 100, along with a number of other employment-related periodicals, including this publication, aimed specifically at job seekers.

The diverse selection of Top Employers represents companies across Canada in a wide range of industries.

Over the lifespan of the Top 100 project Yerema has seen shifts in numerous



Companies offering strong benefits and incentives are winning the battle for top employees. FOTOLIA

areas of company operations. The flexibility to telecommute is offered by a number of companies and businesses are also addressing their real-estate footprints to reflect exactly how their people are working.

“People are creating collaborative workspaces and telecommuting floors where people that work from home can come in and still have office space,” he says.

Another area of evolution includes the changes in long-term savings pensions.

“We used to write the majority of employers had a pension benefit program, now it’s a defined-contribution program,

matching employees’ RRSP contributions,” Yerema adds.

The economy also reflects the reality of what industries rise and fall on each year’s Top 100 list. It is demonstrative of who is growing and who is retracting — for example the past two years’ lists have reflected fewer resource-based companies.

This guide demonstrates to prospective employees which companies are growing and have good career prospects. Each year, companies submit applications to the Canada’s Top 100 Employers competition, and the Mediagroup editorial team reviews thousands of Canadian

employers with a focus on eight criteria:

- Physical workplace;
- Work atmosphere and communications;
- Financial benefits and compensation;
- Health and family-friendly benefits;
- Vacation and personal time-off;
- Employee engagement and performance;
- Training and skills development;
- Community involvement.

Mediagroup examines the hiring practices of 85,000 employers across the country and this year invited 8,000 companies to submit applications for the Top 100. Winning submissions appear in 23 newspapers and magazines across the country, as well as online through Mediagroup’s job-search engine, eluta.ca.

The company also has a number of other employment directories and guides that offer job seekers information on the best employers for diversity, family-friendly companies, recent immigrants, environmental values, younger and older Canadians, along with which companies are hiring.

Alberta’s Top Employers 2016 is a joint venture publication of **Postmedia Network Inc.** and **Mediagroup Canada Inc.**  
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## Alberta’s Top Employers 2016 (in alphabetical order)

Agriculture Financial Services Corp. / AFSC	CapitalCare Group Inc.	Getty Images, Inc.	Olympia Financial Group Inc.
Agrium Inc.	Champion Petfoods LP	Golder Associates Ltd.	Parkland County
Alberta Blue Cross	Chandos Construction Ltd.	Graham Group	PCL Construction
Alberta Gaming and Liquor Commission / AGLC	Collins Barrow Calgary LLP	Graycon Group Ltd.	Pembina Pipeline Corp.
Alberta Investment Management Corp. / AIMCo.	Connect First Credit Union	Hallmark Tubulars Ltd.	Rogers Insurance Ltd.
Alberta School Employee Benefit Plan / ASEBP	Covenant Health	Inter Pipeline Ltd.	Rohit Group of Companies
Alberta Securities Commission / ASC	Department of Western Economic Diversification Canada	Jayman BUILT Group of Companies	SAIT Polytechnic
Alberta-Pacific Forest Industries Inc.	Duncan Craig LLP	Kenway Mack Slusarchuk Stewart LLP	Shell Canada Ltd.
Albi Homes Ltd.	DynaLIFE Dx	Keyera Corp.	Suncor Energy Inc.
AltaGas Ltd.	Edmonton Catholic Separate School District No. 7	Lafarge Canada Inc.	Tetra Tech EBA Inc.
ATB Financial	Edmonton Regional Airport Authority	Legal Education Society of Alberta, The	Trican Well Service Ltd.
Bennett Jones LLP	Edmonton, City of	Matrix Solutions Inc.	UFA Co-operative Ltd.
Bethany Care Society	Enbridge Inc.	MEG Energy Corp.	United Way of Calgary and Area
Bow Valley College	Enerflex Ltd.	MEGlobal Canada Inc.	University of Calgary
Calgary Airport Authority, The	ENMAX Corp.	Momentum Community Economic Development Society	Vision Credit Union Ltd.
Calgary Roman Catholic Separate School District No. 1	EPCOR Utilities Inc.	NAIT / Northern Alberta Institute of Technology	Workers’ Compensation Board of Alberta
Calgary, City of	Fluor Canada Ltd.	National Energy Board	
Capital Power Corp.	Gas Drive Global LP	Nexen Energy ULC	

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Employer	Industry	Interest Points	City	FT Employees in Canada
Agriculture Financial Services Corp. / AFSC	Agriculture Financial Services	Considers previous work experience when setting vacation entitlements for experienced candidates — and actively seeks experienced adjusters for their knowledge (with the average age for adjusters being 53 years); A forward-looking New Graduate Hire Incentive Program helps new hires who are recent graduates offset the cost of post-secondary studies with annual payments of \$1,000 per year to a maximum of \$4,000 over the course of four years.	Lacombe	598
Agrium Inc.	Fertilizer Manufacturing	Helps its employees integrate and balance their work and personal lives with flexible work hours, shortened work week options and a formal earned-days-off program; Invests in employee education with generous tuition subsidies up to \$5,000 each year, as well as managing an academic scholarship program for children of employees who are interested in pursuing post-secondary education, up to \$1,600 per child.	Calgary	3,560
Alberta Blue Cross	Health and Medical Insurance Carriers	Through the Healthy Communities Grant Program, the organization has pledged \$1 million over a five-year period to support and promote active living in communities across Alberta. The initiative awards four \$50,000 grants annually for projects such as children's playgrounds, cycling paths and recreational facility improvements; Encourages employees to adopt healthy active lifestyles by offering a variety of on-site exercise classes at reduced rates such as Zumba, circuit training, yoga and cardio kickboxing, in addition to a subsidy of up to \$1,200 to help cover the costs of a fitness club membership.	Edmonton	1,030
Alberta Gaming and Liquor Commission / AGLC	Gambling and Liquor Regulation	Head office features a number of amenities, including an on-site cafeteria, with healthy and special diet menus, an employee lounge and library, free membership to an on-site fitness facility and is in proximity to outdoor sport facilities that include baseball diamonds, cross-country skiing, outdoor ice surfaces, tennis courts, soccer and football fields; In addition to a regular health benefits plan, the organization offers employees flexibility in determining levels of coverage through a health spending account (ranging from \$750 up to \$950, depending on employee group) and a wellness spending account of up to \$1,000 per year.	St. Albert	900
Alberta Investment Management Corp. / AIMCo.	Investment Management, Public	Recently launched a health and wellness initiative, which includes weekly on-site yoga classes, monthly on-site massage therapy services, a dedicated monthly newsletter that includes health and wellness tips, trends and information, and bi-monthly lunch and learn sessions; Helps the next generation gain relevant work experience through a summer student program that includes boardroom presentations from senior leaders, lunch with the organization's CEO and other members of the executive team, lunch-and-learn sessions and an opportunity to job shadow.	Edmonton	353
Alberta School Employee Benefit Plan / ASEBP	Trust, Fiduciary and Custody Activities	In addition to a flexible health benefits plan, offers employees a health spending account and a wellness spending account of up to \$1,000 per year, which can be used for items that support overall health and wellness such as fitness equipment, or unique experiences that bring families closer together such as attending a hockey game and flights for a family vacation; Supports employees who are new mothers with maternity leave top-up payments (up to 100 per cent of salary for up to 15 weeks) and offers a variety of alternative work arrangements to help them transition to their new role as parents.	Edmonton	112
Alberta Securities Commission / ASC	Financial Regulation, Public	Supports the next generation of talent and is a designated training office for the Professional Education Program, a formal training program for students who are pursuing their chartered accountant designation — participating students work in three of ASC's divisions: corporate finance, financial services and enforcement or the office of the chief accountant on a rotational basis for 30 months; New employees start at three weeks of paid vacation allowance, working to a maximum of five weeks, and can schedule additional time off throughout the year with five paid personal days off.	Edmonton	179
Alberta-Pacific Forest Industries Inc.	Pulp Mills	New employees can take advantage of an interest-free home loan (to \$25,000) when moving to the region — and once there the unique work environment features a number of amenities including baseball diamonds, golf driving range, beach volleyball court, horseshoe pitch, walking trails, a 16-hectare stocked trout pond, fully-equipped fitness facility with free memberships and employee lounge with outdoor patio and picnic tables; Offers new employees up to four weeks paid vacation, with the option to take the fourth week as time-off or as additional income, a flexible personal time off program as part of their health plan (with employees averaging 12 personal days off each year).	Boyle	435
Albi Homes Ltd.	New Housing Construction	Encourages employee innovation through the Idea Cash Bonus Program that is awarded to employees who have creative and innovative ideas on topics such as customer service strategy and how to save the company money; The head office features a number of on-site amenities, including free access to a fully-equipped fitness facility and an employee lounge that features a fireplace, table tennis, massage chair and free snacks such as fresh fruit, vegetables, cookies, granola bars and cereal.	Calgary	98
AltaGas Ltd.	Natural Gas Distribution	In addition to a health benefits plan, offers a flexible spending account that enables employees to allocate additional funds to a health spending account or to offset wellness-based expenses such as gym membership, fitness classes and sports equipment; Supports a number of charitable organizations each year, focusing on health and social services, education initiatives and sponsorship of initiatives that offer access to the arts — the company also encourages employees to give back in their local community with paid time off to volunteer.	Calgary	964
ATB Financial	Credit Unions	Offers a flexible health benefits plan, allowing employees to customize levels of coverage to suit their personal needs and transfer unused credits to additional salary, savings or paid time off — in addition, the company provides a \$500 health care spending account and a \$200 wellness account; A Workplace 2.0 initiative accommodates the changing and flexible work patterns of employees, offering dedicated workstations for telecommuters and a \$1,000 spending allowance for home office equipment for employees who work from home.	Edmonton	4,674
Bennett Jones LLP	Law Firm	Supports employees who are new parents with maternity and parental leave top-up payments and provides an option to extend their leave into an unpaid leave of absence — additionally, the firm offers subsidies to help cover the costs of daycare; Employees enjoy a number of sponsored social events each year, including happy-hour Fridays that are hosted approximately four times throughout the year, a lawyer's ski weekend, staff appreciation celebrations and availability of the firm's private box for sporting events and concerts.	Calgary	861
Bethany Care Society	Nursing Care Facilities	Encourages employees to prepare for the future with retirement-planning assistance and contributions to a defined-benefit pension plan or matching RSP, depending on their employee group — and helps employees transition with phased-in work options; Helps newcomers gain Canadian work experience with short-term internships, offered in partnership with Calgary Catholic Immigrant Services, Immigrant Services Calgary and the Centre for Newcomers.	Calgary	257

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Employer	Industry	Interest Points	City	FT Employees in Canada
Bow Valley College	Post-Secondary, College	Provides maternity leave top-up payments to employees who are new mothers and offers the convenience of an on-site daycare facility that they can take advantage of upon their return; Maintains a flexible health benefits plan, allowing employees to customize levels of coverage to suit their personal needs as well as transfer unused credits to additional salary or savings.	Calgary	539
Calgary Airport Authority, The	Airport Operations	In addition to three weeks of starting vacation, employees receive up to seven paid personal days off that can be scheduled throughout the year; Maintains a diversity and inclusion committee that is responsible for reviewing the organization's employment systems, policies and practices to identify potential employment barriers — the organization also ensures it recruits candidates from all walks of life by partnering with a number of community organizations such as Aboriginal Affairs and Northern Development Canada, Calgary Immigrant Women's Association and Spinal Cord Injury Canada, to name a few.	Calgary	288
Calgary Roman Catholic Separate School District No. 1	Elementary and Secondary Schools	Employees working at the district's primary location can take advantage of a number of on-site amenities including a quiet room for meditation and religious observance, and free membership to a fitness facility with a variety of exercise equipment and instructor-led classes such as yoga; Provides maternity leave top-up payments to employees who are new mothers (to 100 per cent of salary for 15 weeks) and offers an option to extend their leave into an unpaid leave of absence.	Calgary	5,033
Calgary, City of	Municipal Government	Supports employees who are interested in starting a family with maternity leave top-up payments, an option for mothers to extend their leave into an unpaid leave of absence and access to subsidized on-site daycare when they are ready to return to work; Employees working at the City of Calgary's main office can take advantage of a number of on-site amenities including a quiet room for meditation or religious observance, a cafeteria that features subsidized meals of healthy and special diet menus and a subsidized fitness facility.	Calgary	11,746
Capital Power Corp.	Electric Power Generation	In addition to three weeks of starting vacation, provides employees with up to 12 paid personal days off that can be scheduled throughout the year; Offers a number of financial benefits, including year-end bonuses for all employees, contributions to a matching RSP program or defined-contribution pension plan and generous referral bonuses for employees who successfully refer a candidate (up to \$2,500).	Edmonton	610
CapitalCare Group Inc.	Residential Care Facilities	Reaches out to the next generation, hosting over 550 work placement students from various fields of study in the past year — the organization also participates in Careers: The Next Generation Program's Health Initiatives, which provides Grade 11 and 12 students opportunities to work in a health-care setting during the summer; Employees working at the main location can keep fit by taking advantage of the on-site fitness facility, which features free membership, a variety of exercise equipment, instructor-led classes such as Zumba and yoga, a sauna and shower facilities.	Edmonton	632
Champion Petfoods LP	Pet Food Manufacturing	Offers a number of financial benefits, including signing bonuses for some employees, year-end bonuses for all, contributions to a defined-benefit pension plan and referral bonuses for employees who successfully refer a candidate; In addition to a regular health benefits plan the company offers a health spending account of up to \$750 that can also be rolled over to the following year for a maximum of two years.	Edmonton	249
Chandos Construction Ltd.	Construction and Project Management	Employees working at Chandos Construction's head office can take advantage of a number of on-site amenities including a nap room, an employee lounge with games and free access to an on-site fitness facility that features subsidized personal trainer services; Provides exceptional financial benefits, including profit-sharing for all employees, signing and year-end bonuses for some and referral bonuses for employees who successfully refer a candidate (to \$1,000).	Calgary	305
Collins Barrow Calgary LLP	Accounting	Reaches out to the next generation by providing summer student roles and co-op opportunities — and also offers support to articling students, assigning a counsellor and partner mentors to support their career development; Encourages staff members to keep fit with employee-led sports teams and a health club subsidy of up to \$500 per year to help cover the cost of gym membership.	Calgary	96
Connect First Credit Union	Credit Unions	Helps young talent gain relevant work experience through summer student, co-op opportunities and paid internships — and participates in the Alberta Financial Industry Internship Program, which aims to support students through the transition from academics to career; Supports a number of local charitable initiatives each year, focusing on programs that support financial literacy and community economic development, civic engagement and volunteerism, the environment, mentoring and learning — the organization also encourages employee volunteerism, matching volunteer hours with company donations, \$1,000 for every 15 hours.	Calgary	506
Covenant Health	Health care	Employees working at the main location can take advantage of a variety of on-site amenities, including a cafeteria (with healthy and special diet menus and subsidized meals), a nap room for employees who need a quick rest during a busy day and a fitness facility that features subsidized membership, exercise equipment and instructor-led classes such as yoga; Encourages employees to prepare for the future with retirement planning workshops and contributions to a defined-benefit pension plan or matching RSP (depending on employee group) — the organization also helps retiring employees transition to life after work with phased-in work options.	Edmonton	3,306
Department of Western Economic Diversification Canada	Economic Development, Public	Supports employees who are new mothers with paid leave for a full year and provides parental leave top-up to fathers and adoptive parents — also offers the convenience of an on-site daycare facility, which they can take advantage of upon their return; Helps employees balance work and their personal lives with a number of alternative working arrangements, including flexible hours, shortened and compressed work weeks, reduced summer hours and a telecommuting option.	Edmonton	317

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Duncan Craig LLP	Law Firm	Invests in the long-term development of its employees through subsidies for tuition and professional accreditation, financial bonuses for some course completion (up to \$1,000) and a formal mentoring program; Offers compassionate leave top-up payments for employees who are called upon to care for a loved one (to 100 per cent of salary for 12 weeks).	Edmonton	114
DynaLIFE Dx	Medical Laboratories	Encourages employees to prepare for the future with retirement planning assistance and employer contributions to a matching RSP plan — and also helps retiring employees transition to life after work with phased-in work options; Provides maternity and parental leave top-up payments to employees who are new mothers or adoptive parents (to 95 per cent of salary for six weeks) and offers an option to extend their leave into an unpaid leave of absence.	Edmonton	678
Edmonton Catholic Separate School District No. 7	Elementary and Secondary Schools	Encourages employees to prepare for the future with contributions to a defined-benefit pension plan and retirement planning workshops — and helps retiring employees transition with phased-in work options; In addition to the organization's regular health benefits plan, provides a flexible health spending account that can be used to top-up existing coverage.	Edmonton	3,812
Edmonton Regional Airport Authority	Airport Operations	Provides maternity leave top-up payments for employees who are new mothers (to 93 per cent of salary for up to 17 weeks) and offers a number of flexible working arrangements that they can take advantage of upon their return; Helps employees plan securely for the future with contributions to a defined-benefit or contribution pension plan and retirement-planning workshops.	Edmonton	287
Edmonton, City of	Municipal Government	Encourages employees to prepare for the future with contributions to a matching RSP and a defined-benefit pension plan and retirement-planning workshops — also offers phased-in work options to help employees transition to retirement; Organizes a number of social events throughout the year, including the Manager's Cup Hockey Tournament, an annual tournament that includes up to 24 different teams.	Edmonton	9,681
Enbridge Inc.	Natural Gas Distribution	Helps employees maintain a healthy balance between work and their personal lives through a number of alternative work arrangements including flexible hours, telecommuting and shortened and compressed work weeks — the company also recently created a dedicated employee resource group for parents in order to enhance programs and policies that address their needs; Established the energy4everyone Foundation in 2009 to address energy poverty in developing countries — the foundation recently helped improve access to energy for approximately 19,000 people in Ghana, Nicaragua and Peru, with more than 20 Enbridge employees volunteering to install residential solar power systems.	Calgary	6,014
Enerflex Ltd.	Industrial Machinery and Equipment Wholesalers	Offers a variety of additional financial rewards, including signing and year-end bonuses for some, generous new employee referral bonuses (to \$3,000), a defined-contribution pension plan and the chance to share in the company's success through a share purchase plan; Supports its new moms and dads (including adoptive parents) with maternity and parental leave top-up payments — and parents with college-bound kids have access to an academic scholarship program, as well as summer, co-op and internship employment programs.	Calgary	1,422
ENMAX Corp.	Electric Power Distribution	Supports employees who are new mothers or adoptive parents with maternity and parental leave top-up payments and offers the convenience of an on-site daycare facility that they can take advantage of upon their return; Maintains a flexible health benefits plan, allowing employees to customize levels of coverage to suit their personal needs and transfer unused credits to additional salary or savings — full-time employees may also receive a health spending account of up to \$400 per year.	Calgary	1,863
EPCOR Utilities Inc.	Electric Power Distribution	An active member of the community, focusing on initiatives that provide education to young people and, in addition to matching employee donations to charitable organizations, matches employee volunteer hours with company donations (\$300 for every 30 hours volunteered); Supports employees who are new mothers with maternity leave top-up payments (to 95 per cent of salary for up to six weeks) and offers the convenience of an on-site daycare facility.	Edmonton	2,167
Fluor Canada Ltd.	Engineering Services	Employees working at the head office can take advantage of a variety of on-site amenities, including an employee lounge with free 10-minute massages, a cafeteria that features healthy and special diet menus as well as subsidized meals, and a fitness facility with exercise equipment and instructor-led classes such as yoga and marathon training; Offers a number of in-house training options, including Fluor Opportunities for Rotational Career Experience, a structured development program to help participants achieve their P.Eng. designation.	Calgary	2,752
Gas Drive Global LP	Transportation Equipment Wholesalers	Provides a number of financial benefits, including a share purchase plan available to all employees, a defined-contribution pension plan and generous referral bonuses of up to \$3,000 for employees who successfully refer a candidate; In addition to three weeks of starting vacation allowance, provides employees with up to 10 paid personal days off that can be scheduled throughout the year.	Calgary	504
Getty Images, Inc.	Graphic Design Services	Supports employees who are new mothers with maternity leave top-up payments to 100 per cent of salary for up to 15 weeks as well as parental leave top-ups for fathers and adoptive parents; In addition to the organization's regular health benefits plan, offers a health spending account and reimburses health and wellness related expenses of up to \$300 for items such as gym memberships, fitness passes and sports equipment.	Calgary	125

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<b>Golder Associates Ltd.</b>	Engineering Services	Provides exceptional financial benefits, including profit-sharing and a share purchase plan available to all employees, signing bonuses for some employees and referral bonuses for employees who successfully refer a candidate (up to \$2,000); Offers maternity and parental leave top-up payments for employees who are new mothers, fathers or adoptive parents (up to 70 per cent of salary for 15 weeks).	Calgary	2,850
<b>Graham Group</b>	Building Construction	As a leader in the construction industry, offers its new moms maternity leave top-up payments (to 100 per cent of salary for up to 12 weeks) as well as flexible work hour options when they are ready to return; Lets everyone share in the company's success through profit-sharing, year-end bonuses and a share purchase plan — the firm also helps employees save for the longer term through a defined-contribution pension plan.	Calgary	995
<b>Graycon Group Ltd.</b>	Computer Systems Design Services	Helps students gain on-the-job experience through summer roles and co-op opportunities, and also hosts students from SAIT Polytechnic's computer systems program for three-week practicums; In addition to the company's regular health benefits plan, offers a health care spending account of up to \$500 to provide employees with some flexibility in determining their coverage.	Calgary	148
<b>Hallmark Tubulars Ltd.</b>	Support for Oil and Gas Operations	Supports employees who are new mothers with maternity leave top-up payments (up to 75 per cent of salary for six weeks) and offers flexible work hours for when they are ready to return; Created the Creativity and Innovation Rewards Program to recognize employees who demonstrate exceptional customer service skills, cultural excellence or share innovative and creative ideas to improve the company, and also encourages excellence in safety.	Calgary	153
<b>Inter Pipeline Ltd.</b>	Natural Gas Distribution	New employees enjoy three weeks of starting vacation and receive 12 additional paid personal days that can be scheduled throughout the year; Encourages employees to maintain a healthy balance between work and their personal lives and publishes a quarterly wellness newsletter to provide employees with tools for a healthy lifestyle.	Calgary	515
<b>Jayman BUILT Group of Companies</b>	New Housing Construction	Employees working at head office can take advantage of a number of on-site amenities, including a quiet room for meditation or religious observance, an employee lounge with video games and a fitness facility complete with exercise equipment, instructor-led classes such as boot camp and shower facilities; Encourages employees to plan for the future with contributions to a matching RSP plan and retirement-planning workshops — also offers phased-in work options to help retiring employees transition.	Calgary	347
<b>Kenway Mack Slusarchuk Stewart LLP</b>	Accounting	Offers opportunities for the next generation to gain on-the-job experience through paid internships, co-op placements and summer student roles; Supports employees who are new mothers or adoptive parents with maternity and parental leave top-up payments (to 95 per cent of salary for up to six weeks) and offers an option to extend their leave into an unpaid leave of absence.	Calgary	62
<b>Keyera Corp.</b>	Crude Petroleum and Natural Gas Extraction	Maintains a flexible health plan, allowing employees to customize levels of coverage to suit their personal needs and transfer unused credits to additional salary or savings — the company also provides a health spending account and an additional \$3,500 to top-up existing benefits; Encourages employees stay physically fit with employee-led sports teams and a health club subsidy to help cover the costs of gym membership, to \$750 per year.	Calgary	915
<b>Lafarge Canada Inc.</b>	Concrete Manufacturing	Invests in the long-term development of high potential employees through an 18-month leadership development program that consists of four face-to-face modules coupled with assignments and projects; Helps employees save for the future with contributions to a defined-benefit pension, defined-contribution pension or matching RSP, depending on employee group — and helps them plan securely for the future with health benefits that extend to retirees.	Calgary	3,166
<b>Legal Education Society of Alberta, The</b>	Professional Organizations	Supports employees who are new mothers with maternity leave top-up payments to 95 per cent of salary for up to eight weeks and offers flexible work hours upon their return; New employees enjoy three weeks of starting vacation and receive additional paid time off during the winter holidays.	Edmonton	16
<b>Matrix Solutions Inc.</b>	Environmental Consulting Services	Invests in ongoing employee development and hosts MatrixSkills Training Days — employees from all offices are invited to attend the corporate event that includes team-building activities, integration across various teams and disciplines and facilitates a portion of the company's annual training plan; Employees receive up to \$1,800 "flex dollars" per year that can be used to customize levels of health benefits coverage, subsidize wellness-related expenses such as gym membership or fitness equipment or be transferred to additional savings or paid time off.	Calgary	607
<b>MEG Energy Corp.</b>	Crude Petroleum and Natural Gas Extraction	Supports charitable organizations related to children and youth, health and wellness and education, and matches employee donations, up to \$1,000 per year through the MEGMatch program — matching a total of \$150,000 in the past year; Encourages employees to keep fit with employee-led sports teams and a subsidy to help cover the costs of gym membership, up to \$1,200 per year.	Calgary	675

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<b>MEGlobal Canada Inc.</b>	Chemical Manufacturing	Lets everyone share in the company's success with profit-sharing and offers additional financial benefits, including signing bonuses for some employees and year-end bonuses for all; Invests in the long-term development of its employees through generous tuition subsidies for courses taken at outside institutions (up to \$5,000) and also manages an academic scholarship program to encourage children of employees to pursue post-secondary studies (up to \$3,000 per child).	Red Deer	155
<b>Momentum Community Economic Development Society</b>	Economic Development Assistance	Supports employees who are new mothers, fathers or adoptive parents with maternity and parental leave top-up payments (to 95 per cent of salary for 15 weeks); New employees enjoy three weeks of vacation to start, moving to four weeks after only two years on the job and receive paid time off during the winter holidays.	Calgary	41
<b>NAIT / Northern Alberta Institute of Technology</b>	Post-Secondary, College	Employees working on campus can take advantage of a variety of on-site amenities, including a quiet room for meditation or religious observance, an employee lounge stocked with video games, pool table, foosball, table hockey and table tennis, as well as a fitness facility complete with state-of-the-art exercise equipment, basketball, squash and racquetball courts, a climbing wall, a swimming pool and an indoor running track; Encourages employees to prepare for the future with retirement-planning assistance and contributions to a defined-benefit pension plan — and offers phased-in work options to help retiring employees transition to life after work.	Edmonton	2,117
<b>National Energy Board</b>	Regulation and Administration, Electric, Gas, and Utilities	Offers the kind of deep benefit programs that give employees an envious level of stability for planning ahead, from full year maternity and parental leave for new mothers (and exceptional parental leave top-up for new fathers and adoptive parents) to an attractive defined-benefit pension plan; Employees enjoy a new head office that features an on-site fitness centre, rooftop patio with green space, a barbecue and comfortable seating (often booked for meetings and socials) and an employee fitness room that offers instructor-led yoga classes and subsidized monthly memberships for staff.	Calgary	413
<b>Nexen Energy ULC</b>	Crude Petroleum and Natural Gas Extraction	Encourages ongoing employee development and offers engineers and geoscientists opportunities to self-nominate for a role change through the EGG Exchange program — managers meet twice a year to discuss opportunities to create role swaps among interested employees; Manages a talent exchange program to provide employees with an opportunity to transfer to Nexen's parent company, CNOOC, for short- or long-term work assignments in Beijing or the United Kingdom.	Calgary	1,951
<b>Olympia Financial Group Inc.</b>	Trust, Fiduciary and Custody Activities	Employees working at head office can take advantage of a number of on-site amenities, including an employee lounge, fully stocked with video games, a foosball table, table tennis and board games, weekly massage therapy services and free access to a fitness facility, complete with showers and instructor-led classes such as yoga and Zumba; Supports employees who are new mothers with maternity leave top-up payments for up to 17 weeks and provides an option to extend their leave into an unpaid leave of absence.	Calgary	200
<b>Parkland County</b>	Municipal Government	Supports employees who are new mothers with maternity leave top-up payments (to 95 per cent of salary for up to 15 weeks); Helps employees save for the future through a defined-benefit pension plan and offers retirement-planning assistance and phased-in work options for employees who are preparing for retirement.	Parkland County	244
<b>PCL Construction</b>	Building Construction	As Canada's largest contractor and a 100 per cent employee-owned firm, employees can become owners through a share purchase plan available to all staff — employees also receive a generous referral bonus when they successfully recommend a candidate and are encouraged to save for the future through a defined-contribution pension plan; An industry leader in offering its new moms maternity top-up payments as well as offering new parents-to-be a generous subsidy for in vitro fertilization treatments (IVF) to \$5,000.	Edmonton	2,856
<b>Pembina Pipeline Corp.</b>	Natural Gas Distribution	Provides excellent financial benefits, including a profit-sharing plan available to all employees, signing bonuses for some, year-end bonuses for all and referral bonuses for employees who successfully refer a candidate (to \$1,000); In addition to the regular health benefits plan, employees also receive a \$1,000 wellness credit each year that can be used for a health or wellness service or activity of their choice, including fitness equipment, book club costs and membership fees.	Calgary	1,150
<b>Rogers Insurance Ltd.</b>	Insurance Agencies and Brokerages	Offers excellent financial benefits, including profit-sharing and a share purchase plan available to all employees, with signing and year-end bonuses for some employees; Supports employees who are new mothers, fathers or adoptive parents with maternity and parental leave top-up payments (to 90 per cent of salary for up to six weeks).	Calgary	230
<b>Rohit Group of Companies</b>	Commercial and Institutional Building Construction	Employees can allocate up to \$600 annually to either a health spending account, which can be used to top-up existing coverage, or a personal spending account for items such as gym memberships, health and nutrition programs and fitness apparel; Along with a charitable focus that includes poverty and homelessness, abuse, mental health, medical, education and cultural arts initiatives, the company provides employees with paid time off to volunteer in the community, volunteering approximately 1,400 hours in the past year.	Edmonton	138

# ALBERTA'S TOP EMPLOYERS 2016



Employer	Industry	Interest Points	City	FT Employees in Canada
SAIT Polytechnic	Post-Secondary, College	Employees have the option to choose between a health spending account that can be used to top-up existing coverage or a wellness account that is a taxable benefit that can be used for wellness-related expenses such as a personal trainer or gym equipment; Invests in the long-term development of employees through generous tuition subsidies for courses taken at outside institutions (up to \$10,000) and subsidies for professional accreditation.	Calgary	2,623
Shell Canada Ltd.	Crude Petroleum and Natural Gas Extraction	Offers exceptional financial rewards, including a share purchase plan, generous year-end bonuses, discounted financial services through the Shell Credit Union and discounts on gasoline purchases at the pump; Ranks among Canada's leading corporate donors, supporting approximately 700 charitable initiatives last year and encourages employees to get involved in their community with up to three paid days off each year to volunteer, with matching financial donations to those charities where employees volunteer their time and donate money.	Calgary	9,194
Suncor Energy Inc.	Crude Petroleum and Natural Gas Extraction	Supports employees who are relocating with generous home ownership subsidies, cost-of-living adjustments as well as a fly-in and fly-out subsidy and travel allowance for those commuting home from remote work locations; Head office employees can stay in shape by taking advantage of subsidized membership to an on-site fitness facility that features state-of-the-art exercise equipment, personal training sessions and instructor-led classes such as yoga, kickboxing and Ballet Barre.	Calgary	12,697
Tetra Tech EBA Inc.	Engineering Services	Maintains a flexible health benefits plan, allowing employees to customize levels of coverage to suit their personal needs as well as transfer unused credits to additional salary or savings; Cultivates an ownership culture through a share purchase plan available to all employees, with generous referral bonuses as an incentive for employees to help recruit candidates in their networks (up to \$5,000).	Edmonton	613
Trican Well Service Ltd.	Support for Oil and Gas Operations	Provides exceptional financial rewards, including profit-sharing for all employees, signing and year-end bonuses for some employees and referral bonuses for employees who successfully refer a candidate (to \$1,000) — the company cultivates an ownership culture with a share purchase plan available to all employees; Supports charitable organizations that focus on local community needs, the environment, health and wellness and youth — also, the company created the Trican Cares Committee, which is comprised of employee representatives who are responsible for selecting, planning and organizing Days of Caring volunteer activities throughout the year.	Calgary	2,528
UFA Co-operative Ltd.	Farm Supplies Merchant Wholesalers	Invests in the long-term development of employees through tuition subsidies for courses taken at outside institutions (up to \$1,500) and subsidies for professional accreditation; Supports employees who are new mothers with maternity leave top-up payments (to 100 per cent of salary for four weeks, followed by 80 per cent of salary for an additional two weeks).	Calgary	911
United Way of Calgary and Area	Charitable Non-Profit Organization	Supports employees who are new mothers with maternity leave top-up payments of up to 100 per cent of salary for six weeks; Offers a health care personal spending account of \$500 that can be used to top-up existing coverage or to subsidize expenses related to personal wellness.	Calgary	114
University of Calgary	Post-Secondary, College, University	Supports employees who are new mothers, fathers or adoptive parents with maternity and parental leave top-up payments (varying by employee group) and offers the convenience of an on-site daycare facility that they can take advantage of upon their return; The U of C is an environmentally conscious organization, establishing a sustainability stewardship working group in 2007 that is comprised of 14 different cross-departmental teams that work on various aspects of campus sustainability such as water, waste, purchasing and energy performance.	Calgary	5,606
Vision Credit Union Ltd.	Credit Unions	Helps employees plan for the future with contributions to a matching RSP plan and health benefits that extend to retirees; Staff enjoy a busy social calendar with a number of events organized each year by an entertainment committee, including a Christmas party, a curling bonspiel, a staff golf tournament and a corn maze event for employees and their families.	Camrose	126
Workers' Compensation Board of Alberta	Administration of Human Resource Programs	Head office employees can take advantage of a variety of on-site amenities, including a cafeteria with healthy menus, a nap room and a fitness facility that features free membership, exercise equipment, instructor-led classes such as yoga and Zumba and shower facilities; In addition to the organization's health benefits plan, WCB Alberta employees may allocate \$1,000 annually to either a non-taxable health spending account or a taxable wellness and lifestyle spending account, which can be used for products and services that promote health and well-being, including sports classes and fitness equipment.	Edmonton	1,681



# Help Alberta farmers grow at AFSC

**BRIAN BURTON**  
Postmedia Works

The Agriculture Financial Services Corp. (AFSC) is embedded in the fabric of Alberta, Karla Kochan says.

For more than 75 years the AFSC has provided loans and insurance to farmers and ranchers throughout the province, says Kochan, senior manager of human resources and payroll for the non-profit, public and private corporation.

AFSC is an Alberta Crown corporation with a private-sector board of directors “and we’re kind of unique that way,” she says. The private-sector board is just one of the ways the corporation stays close to the people it serves.

“We’re very connected to the community,” Kochan says. Some staff members are farmers themselves, she notes.

“When we see tough years, people here are living that experience with our producers.”

That connection is a big part of what attracts new employees to a company that’s little-known outside the agricultural sector.

“In rural Alberta, a lot of people know who we are and identify with us,” she says. “They know what we do and they want to be a part of that.”

AFSC provides financial services that would not otherwise be readily available to the farming industry. Its loans help family farms and small agribusinesses stay competitive in an increasingly technical industry, as well as to stay solvent in tough times, such as last summer’s drought.

It also provides hail, crop and live-stock insurance that protects producers



AFSC staff take part in the Westlock Fair and Rodeo. AFSC

from being wiped out by unpredictable weather events or diseases. It also offers farm income disaster assistance. AFSC combines the services of former government agencies such as Alberta Hail and Crop Insurance, Alberta Opportunity Corp. and Alberta Agricultural Development Corp.

Kochan says there’s an old saying that sums up the mission of the AFSC.

“You’ll likely need a policeman or a firefighter at some time in your life, but you need a farmer three times a day, every day.”

“We have 46 offices around the province and many of our employees work in

the communities where they grew up, so there’s a sense of satisfaction in knowing they’re making a difference,” Kochan says.

“They know what we do for producers and they want to be part of that.

“They truly come to work everyday because of the producers,” Kochan says.

There’s also an attractive compensation and benefits plan and opportunity for career growth in a company with about 600 full-time employees, she says. Employees can move between the loans and insurance sides of the business.

An active summer student program gives students the opportunity to work

## Agriculture Financial Services Corp.

**YEARS IN BUSINESS:** 77

**NUMBER OF EMPLOYEES:** 598

**LOCATIONS:** 46 across Alberta

**HEAD OFFICE:** Lacombe

**POSITIONS EMPLOYED:** Customer service representatives, product specialist lending.

**HIRING INCENTIVES:** Competitive pay and benefits (including health, dental, vision and prescription drugs), three weeks earned vacation in your first year, a safe working environment, defined-benefit pension plan and a health and wellness account.

**APPLICATION PROCESS:** Online at [afsc.ca](http://afsc.ca) or on Twitter at @afscjobs

with either a customer services rep or a farm inspector and students are given first consideration for entry-level jobs with the company.

Kochan describes the corporate culture of AFSC as collaborative and empowering, with good opportunities for career development.

“We believe very strongly in training. We invest in employees and they invest in us and our clients,” she says.

AFSC is a multi-year winner of Alberta’s Top Employer awards and Kochan attributes this, too, to the staff. She says it’s the motivation of the employees that makes AFSC a great place to work.

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Proud to be recognized as one of Alberta’s Top 70 Employers.

[www.AFSC.ca](http://www.AFSC.ca) • 1.877.899.2372 • [@AFSC\\_AB](https://twitter.com/AFSC_AB) • [@AFSCjobs](https://twitter.com/AFSCjobs)

# Wellness the goal at Alberta Blue Cross

JACQUELINE LOUIE  
Postmedia Works

Alberta Blue Cross provides innovative health and wellness solutions to its stakeholders, with the ultimate goal of keeping people well throughout all stages of their lives.

“Our vision is ‘Blue for Life.’ Our goal is to have the customers who join us stay with us for a lifetime,” says Mark Razzolini, Alberta Blue Cross vice-president of human resources.

A provider of supplementary health and related benefits to more than 1.6 million Albertans on a not-for-profit basis, Alberta Blue Cross has been serving Albertans for more than 60 years. What makes Alberta Blue Cross one of Alberta’s Top Employers?

“We are very transparent about who we are as a company. We make it very clear from the beginning when a new employee joins us that we are the kind of company that sets a standard around what we offer, and we maintain this standard in good times and during economic challenges. This builds trust with our employees — when we give our word, we stick to it.”

Razzolini says the company offers long-term careers.

“It’s not unusual to see people who have been here 20, 30 or even 40 years.”

Alberta Blue Cross prides itself on the investment it makes in its employees, including a \$4,000 annual benefit available to full-time employees for professional development.

“That really speaks to the fact we want to see our employees continue to develop and grow a career here at Alberta Blue Cross,” Razzolini says.



Members of the Alberta Blue Cross Hearts of Blue team volunteer at the McCauley Senior Centre.  
ALBERTA BLUE CROSS

Wellness is a top priority, both for the communities it serves and for its employees.

“Our goal of being the healthiest workplace in Alberta finds us tapping into our employees as a natural pilot group creating a win-win situation — we enhance the health of our employees and we improve the products and services we offer to our customers,” Razzolini says.

“Wellness is really the issue of the future. People are living and working longer, and we want to play a part in keeping them healthy. At the end of the day, we know as an employer that if we keep employees

well, they will be more productive and engaged.”

Giving back to the community is another big part of what Alberta Blue Cross is all about. With its Days of Giving program, it provides time off for employees to take part in volunteer activities within the community during working hours, including through its own charity, Hearts of Blue.

Employees not only raise money for a wide range of charitable organizations, they also give their own time to help make their local community a better place. Organizations they’ve helped out include the Edmonton Food Bank, Habitat for

## Alberta Blue Cross

**YEARS IN BUSINESS:** 67 years

**NUMBER OF EMPLOYEES:** 1,099

**LOCATIONS:** Edmonton, Calgary, Grande Prairie, Lethbridge, Medicine Hat, Red Deer

**HEAD OFFICE:** Edmonton

**POSITIONS EMPLOYED:** Claims analysts, customer service representatives, account administrators, information technology infrastructure and software development roles, finance, human resources, business analysts, sales representatives, team managers, operations and functional managers, senior managers, executive managers.

**HIRING INCENTIVES:** Career development focus, with supporting tools and services; educational support (\$4,000 per year for permanent full-time employees); flexible needs-based benefit plans; focus on wellness, including online incentive-based wellness platform, in-house fitness classes and financial support for wellness activities; flexible work hours.

**APPLICATION PROCESS:** Potential candidates are invited to apply online at [ab.bluecross.ca](http://ab.bluecross.ca)

Humanity, Santas Anonymous and Operation Friendship.

“Giving back is an important part of our social conscience as an organization. We are genuinely supportive of our employees getting involved and making a difference,” Razzolini says.

*This story was produced by Postmedia Works on behalf of Alberta Blue Cross for commercial purposes. Postmedia’s editorial departments had no involvement in the creation of this content.*

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**Imagine your future with Alberta Blue Cross!**



[www.ab.bluecross.ca](http://www.ab.bluecross.ca)

# Integrity: At the core of AGLC

JACQUELINE LOUIE  
Postmedia Works

The Alberta Gaming & Liquor Commission (AGLC) is a dynamic Crown corporation that supports charities throughout the province through a wide range of gaming and liquor programs.

“Integrity, security and social responsibility are what defines us. We make no compromises in these three areas,” says Bill Robinson, the commission’s president and CEO. “The gambling and liquor programs are run in a very socially responsible way for those citizens that are using them.”

To this end, the AGLC partners with government and private-sector agencies to generate revenue for charities while allowing Albertans access to the programs they need should they run into difficulties as a result of using the commission’s products. In partnership with community groups, charities and stakeholders, it stands on the promise to provide choices that Albertans can trust.

“We have a solid reputation, rooted in the community, that speaks to our integrity and social responsibility,” Robinson says. “AGLC acknowledges the associated risks with these programs, and for every gambling and liquor program we offer, we backstop it with a social-responsibility program to protect and ensure the safety of Albertans.”

Through its liquor and gambling programs, the commission generates more than \$2 billion in annual revenues for Alberta. It also participates in provincial efforts to reduce liquor- and gambling-related harms.

“We are dedicated to living our corporate values,” says Robinson, who is committed to an open-door policy, hold-



Bill Robinson, foreground, the president and chief executive officer of the Alberta Gaming & Liquor Commission, believes in an open-door policy. *ALBERTA GAMING & LIQUOR COMMISSION*

ing town hall meetings and emphasizing regular communication with all AGLC team members.

The commission has created committees to bring employees together in order to share best practices, ideas and problem-solving strategies.

“We have opened the organization up internally to ensure that people have their say and feel comfortable in bringing forward great ideas.”

Once a month, Robinson hosts Breakfast with Bill for 25 to 30 employees, providing them with an opportunity to ask whatever questions are on their minds.

“It’s a very, very positive encounter for employees to understand what’s happening in the company.”

Three to four times a year, he hosts town hall meetings for all employees to exchange ideas and ask questions.

“We have a very open, vibrant envi-

ronment as far as exchanging ideas and understanding the direction of the company,” he says, crediting employees.

“Our people routinely go above and beyond, and excel in client service. Their vision and commitment to the growth, modernization and success of the AGLC is truly remarkable.”

The AGLC values the commitment of its employees and formally celebrates dedicated service milestones.

To recognize employee excellence, the AGLC’s renewed awards program allows employees to nominate their colleagues for an Employee Achievement Award.

In addition, the President’s Award of Excellence recognizes teams and individuals for exceeding expectations in an outstanding manner and for outstanding service to the community.

The organization is building leadership through talent management, succession

## Alberta Gaming & Liquor Commission

**YEARS IN BUSINESS:** 20 (as the Alberta Gaming & Liquor Commission)

**NUMBER OF EMPLOYEES:** About 1,000

**LOCATIONS:** St. Albert, Red Deer, Calgary, Stettler, Lethbridge and Grande Prairie

**HEAD OFFICE:** St. Albert

**POSITIONS EMPLOYED:** Licensing clerks, auditors, inspectors, data scientists, IT professionals, investigators, in-casino GameSense Advisors, trainers and more.

**HIRING INCENTIVES:** A comprehensive compensation program including competitive wages and benefits, defined-benefit employee pension plan, health and dental benefits, health spending account, wellness account, employee and family assistance program, basic life and dependent life insurance. Flexible work arrangements, compressed work week schedules and learning and development options.

**APPLICATION PROCESS:**

Online at [aglc.ca/EmploymentApp](http://aglc.ca/EmploymentApp)

planning, training opportunities and partnerships with universities.

Recently, the commission teamed with the University of Alberta to create a leadership program in which the U of A will train nearly 100 AGLC managers over the next three years in a dedicated professional management development program, the AGLC Leaders@Work.

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Proud to be one of Alberta's  
Top 70 Employers.

# Caring culture at Bow Valley College

**ALEX FRAZER-HARRISON**  
Postmedia Works

With more than 850 employees based out of a recently expanded campus that straddles 6th Avenue downtown, Bow Valley College offers a prime location and a vibrant work environment that has once again made it one of Alberta's Top Employers.

Since opening 50 years ago, BVC has grown to incorporate three campus buildings, with the newly constructed South Campus completed in 2013, as well as regional sites across the Calgary region. But it takes more than state-of-the-art, LEED-certified buildings to make BVC a healthy workplace, says Donna Schendel, director of human resources.

"One thing that draws people to the college is the culture," she says. "It's a culture of collaboration — one where people who come here want to be here for the learners and they believe passionately in what we do."

"When you combine that with a relationship-focused college like Bow Valley, it makes it a nice fit."

Schendel says staff were deeply engaged in Vision 2020, a planning initiative that set goals for the college moving forward as it strives to meet the needs of an increasingly diverse student body.

And the staff itself reflects that diversity, she adds.

"It is awesome to see so many women in the executive here, and the diverse workplace with our employees coming from different parts of the world — and that's representative of our students," Schendel says.

One unique service provided to both



Bow Valley College is ideally located downtown near transit, the Bow River and the East Village.  
BOW VALLEY COLLEGE

students and staff at BVC is the Inniikookan Aboriginal Centre, which allows people to celebrate Blackfoot culture — the college is located on Blackfoot land.

BVC's location, directly on the CTrain line and close to East Village and the Bow River, makes it an ideal place to work, Schendel says. Staff can embrace wellness by taking a walk along the river or enjoying arts and culture sites in the area, and the college will offer easy access to the National Music Centre and New Central Library when they open just a few blocks away.

"We can't wait to see how that all develops," says Schendel.

"Many of our employees can bike to work if they want. We have bike storage in our parkade and even showers so they can freshen up before coming into work. I think it leads to a more balanced lifestyle. In today's stressful environment, that is important."

Staff also have access to the on-site Imagine Health Group medical centre that opened in 2015 and will soon be able to use an exclusive fitness room, says Schendel.

## Bow Valley College

**YEARS IN BUSINESS:** 50

**NUMBER OF EMPLOYEES:** About 850

**LOCATIONS:** Main campus downtown, plus satellite locations around the Calgary region.

**HIRING INCENTIVES:** Generous vacation allowance, extra time off at Christmas, benefits from Day 1, location close to downtown amenities and East Village, in-house medical centre, soon-to-open fitness room.

**APPLICATION PROCESS:** Online at [bowvalleycollege.ca/careers](http://bowvalleycollege.ca/careers)

"It is a great opportunity for us to partner with (Imagine) on health education for our employees and learners ... it is really beneficial from a wellness perspective," she says.

A generous vacation allowance is another perk. Schendel says BVC enjoys a very low employee turnover rate, adding that the size of the college is an attraction.

"It's not as large as a university and people like that different culture," she says.

President and CEO Sharon Carry meets with every new employee, Schendel says, adding that when a colleague recently received her Canadian citizenship, Carry was among the first to congratulate her.

"It's that personal touch," says Schendel. "This is an incredibly caring place."

To learn more about career opportunities at BVC, visit [bowvalleycollege.ca/careers](http://bowvalleycollege.ca/careers).

*This story was produced by Postmedia Works on behalf of Bow Valley College for commercial purposes. Postmedia's editorial departments had no involvement in the creation of this content.*

## OPPORTUNITY RISES AT BOW VALLEY COLLEGE

▶ You'll find BVC – Alberta's largest college – a rewarding place for you to make a real difference and feel good about your contribution.

Visit [bowvalleycollege.ca/employment-services](http://bowvalleycollege.ca/employment-services)

**BOW VALLEY**  
COLLEGE

Alberta's  
TOP  
**70**  
EMPLOYERS  
2016

# City of Calgary: Diverse opportunities

JACQUELINE LOUIE  
Postmedia Works

The City of Calgary delivers services to 1.2 million citizens and is one of Alberta's largest employers. Its 14,000 employees run facilities, offer recreational programs, provide public transit and safety and much more.

It's a large, diverse workforce, but the city's employees all have one thing in common.

"It's a passion for public service to take care of the citizens of Calgary," says Mark Lavallee, the city's chief human resources officer. "We have a very dedicated, committed workforce."

The essential qualities the city looks for in new hires are character, competence, commitment and collaboration — the 4Cs of the city's corporate culture. Employees work together for the common purpose of making life better for all Calgarians.

"We are huge advocates of being innovative, looking for creative solutions, working collaboratively and really making people our focus — because we can do great things when we have a common purpose," Lavallee says.

"That was evident when we experienced the flood in 2013. City employees rose to the challenge and handled that disaster with compassion and efficiency at all levels of the organization."

"Diverse working environments and opportunities in a variety of occupations allow the city to attract and retain a skilled workforce," Lavallee adds.

Perks include competitive wages and benefits, a defined-benefit pension plan, health-spending account, flexible work options, telework arrangements and health



The City of Calgary offers numerous career opportunities. *CITY OF CALGARY*

and wellness programs that include free wellness sessions and low-cost fitness classes at various locations around the city.

As well, to develop the next generation of public servants, the city hires approximately 100 summer students each year.

"Many students end up coming back and working for us on a full-time basis," Lavallee says. "They see the potential for an interesting and rewarding career here — and it can be a lifelong career."

One of the reasons for this, he notes, is that the city offers so many career opportunities.

"You don't have to leave our organization if you want to try a different position or a different career. Many people have

had a number of careers or positions at the City of Calgary and have progressed up through the organization."

The city provides a great deal of support, with a variety of training and development opportunities for its employees. It also focuses on enhancing leadership and management skills for supervisors and managers.

"These are the kinds of things that really make us one of Alberta's Top Employers," says Lavallee.

With the current economic downturn, the city council and administration are looking to accelerate a number of capital projects to help stimulate the local economy, keep Calgary prosperous in the

## City of Calgary

**YEARS IN BUSINESS:** 122  
**NUMBER OF EMPLOYEES:** 14,000-plus  
**LOCATION:** Calgary  
**HEAD OFFICE:** Calgary  
**POSITIONS EMPLOYED:**

Administrative/business services, assessment, communications/marketing, engineering, environmental protection, finance/taxation, HR, IT, labour/operations, leisure services, planning, public safety/regulatory and enforcement, transit, science/technical, trades and transportation.

**HIRING INCENTIVES:** Competitive wages, comprehensive health benefits and insurance coverage, defined-benefit pension plan, work-life balance, flexible work options, health-spending account, diverse and inclusive workplace, learning and development opportunities, wellness programs and more.

**APPLICATION PROCESS:** Online at [calgary.ca/careers](http://calgary.ca/careers) or connect with a recruiter on LinkedIn.

future and maintain the city's reputation as an attractive place to live and work.

"We are really excited about the city's accelerated capital project initiative, as it will help to create many new jobs for Calgarians in 2016," says Lavallee.

He encourages interested candidates to learn more about working for the city and view current job opportunities at [calgary.ca/careers](http://calgary.ca/careers).

*This story was produced by Postmedia Works on behalf of City of Calgary for commercial purposes. Postmedia's editorial departments had no involvement in the creation of this content.*



## Make working for The City work for you.

We're proud to be recognized as one of Alberta's Top Employers for 2016. Together we make Calgary a great place to make a living, a great place to make a life. Join us and make a difference in your community.

Apply today at [calgary.ca/careers](http://calgary.ca/careers).

# Compassionate care key to Covenant Health

**ALEX FRAZER-HARRISON**  
Postmedia Works

With locations across the province, Covenant Health is one of Alberta's major health care providers, with more than 11,500 employees spread out from Bonnyville to Lethbridge.

It takes a special kind of person to develop a career around helping others, says Karen Galenzoski, vice-president and chief human resources officer.

"We attract people who feel they have a calling to serve others and who believe that the dimensions of health encompass all facets of being human — body, mind and soul," she says, adding that, although Covenant Health is an organization rooted in providing health care from a Catholic perspective, it embraces diversity of faith and culture. "Our staff, physicians and volunteers come from all faiths, traditions and cultures and are committed to providing compassionate, quality care."

Galenzoski says being committed and connected to their jobs "directly impacts the quality of care" Covenant Health staff provide, as well as their ability to problem-solve, grow capacity for courage and compassion, and seek innovation in the face of challenge.

Covenant's Vision is to be "leaders and partners in transforming health care and creating vibrant communities of health and healing," centred around the Values of compassion, respect, collaboration, social justice, integrity and stewardship.

"The mission and values ... spoke to my heart that this is a place I wanted to work at," says Sheli Murphy, senior operating officer for rural services, professional



More than 11,500 staff at Covenant Health answer the call to serve others in all dimensions of health. *COVENANT HEALTH*

practice and research. "I had permission to answer what I felt was the call from the heart to help people who were suffering."

Murphy has been with Covenant since it was formed in 2008 by the merger of 16 Catholic health care facilities across Alberta, and she's been in Edmonton health care for 25 years. One major difference she's noticed with Covenant is "we lead with our heart and we pay attention to the need of every person who comes through our doors."

"We're very conscious that a strongly engaged staff does the best work," Murphy says. "We've studied how engaged the staff are and we've developed approaches on how do we better engage

them and give them a better sense of belonging."

Part of that, Murphy says, is encouraging a real learning environment for staff, whether that's supporting lifelong learning (including mandatory education) to bringing in guest speakers. "And we offer different platforms of learning," she adds. "Different generations learn in different ways."

Galenzoski says Covenant offers a comprehensive compensation and benefits package, of course, but staff also have access to amenities like a wellness fund, staff libraries, on-site gyms, a staff education fund and frontline leadership

## Covenant Health

**YEARS IN BUSINESS:** 8

**NUMBER OF EMPLOYEES:** 11,528

**LOCATIONS:** Edmonton, Banff, Bonnyville, Camrose, Castor, Killam, Lethbridge, Medicine Hat, Mundare, St. Albert, Trochu, Vegreville

**HEAD OFFICE:** Edmonton

**HIRING INCENTIVES:** Relocation assistance, staff education fund, paid internships.

**APPLICATION PROCESS:** Online at [covenanthealth.ca/careers](http://covenanthealth.ca/careers)

opportunities.

"Covenant Health launched a self-driven learning environment in 2014 that connects the whole organization to pursue learning," she says, adding this includes a comprehensive intranet system that connects to an online ethics centre.

"We also ensure the safety of our staff with safety and wellness initiatives focused on reducing injury and promoting emotional health and work-life balance," Galenzoski says.

Covenant Health is working on a staff wellness strategy following a 2014 staff survey that identified work-life balance, supports for fitness, help with interpersonal skills and retirement planning as priorities, she says. A new human resource management information system and social media strategy are also underway.

For more information about careers with Covenant Health, visit [covenanthealth.ca/careers](http://covenanthealth.ca/careers).

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Took a job. Found a family.  
 [CovenantHealth.ca/Careers](http://CovenantHealth.ca/Careers)

# City of Edmonton offers varied opportunities

## BRIAN BURTON

Postmedia Works

There's a "city of careers" within Edmonton's municipal government, says human resources manager Jeff MacPherson.

"It runs from lifeguards to firefighters, transit workers, zoo employees, accountants, lawyers and every general business function."

For engineers alone, there are careers in everything from city planning to parks to transportation, MacPherson says.

"We're a full-suite employer."

Asked if there are any career lines the City of Edmonton doesn't hire, he concedes that there are no marine biologists, as far as he knows. But he hastens to add that the zoo does have veterinarians.

The starting place for most employment seekers is the Talent Hub page on the City of Edmonton website ([edmonton.ca/city\\_government/jobs.aspx](http://edmonton.ca/city_government/jobs.aspx)). The sole exception is the Edmonton Police Service, which has an independent hiring system ([edmontonpolice.ca/joineps](http://edmontonpolice.ca/joineps)).

The city has to be competitive in its compensation and benefits offerings in order to attract good people, but MacPherson says that's not the main reason people want to work for the municipal government.

"A lot of people are attracted by the idea of making a difference in the community," he says. "The work you do here touches the lives of Edmontonians. I think it becomes a calling, especially for graduates. It certainly resonates with people in that demographic."

With a workforce of 9,600 permanent staff and 3,000 seasonal employees, he



The City of Edmonton hires people from just about every trade, occupation or profession that you can imagine. *CITY OF EDMONTON*

says there's plenty of scope for advancement. City departments have grown with Edmonton's population in recent years and during the current economic hiatus the city is looking to build capacity in its staff, he says.

The City of Edmonton is an active creator of employment opportunities for students and graduates, hiring hundreds of young people every year because students "bring new ideas and innovative approaches," says MacPherson says.

In order to attract bright young minds the city offers a paid co-op work experience program that accepts 86 post-secondary students every year. There's also a paid registered apprenticeship program that hires eight students per year and aims to educate, employ and increase the employability of trades

apprentices. An integrated heavy-equipment technician program employs NAIT heavy-equipment students during the summer. Plus there are "more than a hundred" paid summer student jobs across a range of city departments.

In addition, MacPherson says, there are unpaid job-shadowing partnerships with the University of Alberta during fall and spring terms, as well as unpaid business administration practicums in partnership with Campbell College.

"The city is always looking to hire grads into 'opportunity concept roles' and a broad spectrum of entry-level jobs in various departments," he says, adding that a detailed plan for hiring recent grads will be developed over the next year.

The city understands that today's

## City of Edmonton

**YEARS IN BUSINESS:** 111

**NUMBER OF EMPLOYEES:** 9,628

**LOCATION:** Edmonton

**HEAD OFFICE:** Edmonton

**POSITIONS EMPLOYED:** Diverse range of positions in all areas of municipal service, from refuse collectors to planners to leadership roles to animal-care technicians.

**HIRING INCENTIVES:** Defined-benefit pension plan, professional development programming; discounts for Edmonton Transit and leisure facilities; work-life balance initiatives; comprehensive supplemental medical, travel and dental insurance; health spending accounts, disability and life insurance coverage.

**APPLICATION PROCESS:** Online at [edmonton.ca](http://edmonton.ca)

students are looking for a diversity of job experiences that give them wider employability in the future and a more interesting work life in the short term, MacPherson says.

In short, they don't want to commit to a job that turns into a rut. And he says that's where the city, with its wide array of operating departments, has a big advantage over nearly any other employer.

The City of Edmonton also supports diversity in its hiring programs by aiming to have a workforce that is broadly reflective of the city's cosmopolitan community.

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WORLD'S  
SMARTEST CITIES

ONE OF CANADA'S  
TOP CORPORATE  
CULTURES

ONE OF CANADA'S  
TOP DIVERSITY  
EMPLOYERS



Edmonton

# Culture of caring at Edmonton Catholic

JACQUELINE LOUIE  
Postmedia Works

Edmonton Catholic Separate School District's social media theme for the year pretty much sums up what they're all about: #ECSDawesome.

"There is a real and honest culture of caring. We are caregivers, not only of our students, but we are also caregivers for each other. That idea of personal and communal growth is one of our core values as a district," says Susan Makale, executive director of the superintendent's office.

Adds employee relations adviser Rosie Conrad: "Part of what makes Edmonton Catholic one of Alberta's Top Employers is our employees. They are a great group of people who are collaborative, co-operative and really passionate about educating our clients, the students."

Edmonton Catholic Separate School District 7 (Edmonton Catholic Schools) is a publicly funded Catholic school jurisdiction providing faith-based educational opportunities for 40,100 students from pre-kindergarten through Grade 12.

The district's 90 schools are diverse and offer employees — teaching staff in particular — a wide range of opportunities to explore their interests and develop their careers. Teaching opportunities include sports academies, International Baccalaureate programmin, fine arts, sciences and several different second language programs, including a Cree language and culture program at several schools.

Edmonton has the second-largest population of urban indigenous people in Canada, and Edmonton Catholic Schools focuses on building awareness of First Nations culture in a variety of ways, with



Joan Carr, superintendent with Edmonton Catholic Separate School District.  
EDMONTON CATHOLIC SEPARATE SCHOOL DISTRICT

a council of aboriginal elders that advises the district's board of trustees and staff on First Nations, Metis and Inuit issues. The school district also offers a First Nations, Metis and Inuit support system for staff and students alike.

Edmonton Catholic Schools also offers programming opportunities for English as a Second Language learners. With its co-ordinated approach, One World ... One Centre provides supports for the students and families new to Canada, as well as guidance for the school staff who work with them.

"For all staff, there are lots of opportunity for movement. You can stay fresh and engaged and find your perfect fit in our broader community," Conrad says.

Another feature that makes Edmonton Catholic Schools an attractive place to work, according to Makale, is the district's support of professional learning and its extensive in-house training programs.

Edmonton Catholic Schools offers faith formation opportunities for all staff. Its Faith Development Day features world-class speakers on Catholic education, and the spring staff faith formation afternoon offers sessions with topics ranging from theology to building community through interfaith learning.

For new employees, there is no waiting period for benefits and enrolment in the employee pension plan and there is flexibility in terms of schedules, with 10- and 12-month positions available.

Edmonton Catholic Schools is always seeking staff for its multi-disciplinary team, in both teaching and non-teaching roles. There is typically a wide range of positions available, ranging from custodial staff and maintenance positions to educational assistance, classroom support and early learning facilitators and specialized positions such as therapeutic assistants, emotional behavioural special-

## Edmonton Catholic Separate School District

**YEARS IN BUSINESS:** 127

**NUMBER OF EMPLOYEES:** 3,754

**LOCATIONS:** 90 schools and five non-instructional sites

**HEAD OFFICE:** Edmonton

**POSITIONS EMPLOYED:** Teachers, consultants, administrators, management/supervisory, professional/technical (such as IT, human resources, social workers, financial services, communications, psychologists, business managers, occupational therapists, transportation and others), support staff, custodial and maintenance roles.

**HIRING INCENTIVES:** Immediate access to benefits plan, pension plan.

**APPLICATION PROCESS:** Online at [ecsd.net](http://ecsd.net); [applytoeducation.com](http://applytoeducation.com); [indeed.com](http://indeed.com)

ists, social workers and psychologists.

"We've experienced unprecedented growth," Makale says, noting that in the past 10 years Edmonton Catholic Schools has seen a significant rise in its student population. To accommodate this, Edmonton Catholic Schools will open a new school this fall, with six more slated to open within the next few years.

Superintendent Joan Carr sums up the success of the Edmonton Catholic School District this way: "Our amazing, caring and passionate staff commit every day to ensuring our students receive the best possible Catholic education."

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## EDMONTON CATHOLIC SCHOOLS



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# Fluor Canada grows engineering talent

**BRIAN BURTON**  
Postmedia Works

While most Calgary-based companies struggle with oil-price impacts, engineering and construction firm Fluor Canada remains busy and continues selective hiring.

“We have a strong backlog of work,” says Nicole Davies, general manager of business development. She attributes this enviable position to planning Fluor did in 2008, the last time the economy stumbled.

“We took a lot of time to look at ways to strategically diversify our portfolio,” Davies says. These included a bigger push into areas such as natural gas projects, the pipeline sector, general construction, fabrication and petrochemicals, which benefit from low energy prices.

Besides, she says, clients still have priority projects that have to get done and Fluor is winning a solid share of that work. She adds that as a global firm, Fluor has the ability to “move the work to where the talent is” — or move the talent to where the work is.

“There are definitely opportunities to travel and gain experience,” Davies says. People who’ve worked primarily on oil projects get the chance to work on mining or petrochemical projects, broadening their experience and career flexibility.

Stable employment and room for career growth are among the reasons Fluor has again been selected as one of Alberta’s Top 70 Employers.

Another is “a really strong talent development program,” Davies says. In addition to the opportunity to work on detailed engineering of many of Canada’s



A strong talent development program and mentorship helps careers grow at Fluor Canada.  
*FLUOR CANADA*

biggest development projects, she says, “we get people involved in problem solving at an early stage in their careers,” so they acquire a feeling for the big picture of major projects. A career development and mentoring program covers the first several years of each engineer’s employment and experienced staff join a leadership-training program.

She says Fluor offers competitive wages and benefits that were recently restructured to provide a wider range of individual choices. The suburban Calgary head office provides free parking as well as an on-site fitness centre for employees.

Fluor came to Canada 70 years ago, providing engineering, procurement and construction (EPC) services for the expansion of the Shell Canada refinery

in Burnaby, B.C. The company set up a permanent sales office in Toronto in 1952 and acquired a Canadian engineering company in 1953.

Twenty years later, Fluor moved its head office to Calgary to be near the energy sector, its largest customer. Through the 1970s, ’80s and ’90s, Fluor provided EPC services for landmark projects such as rebuilding Syncrude facilities after a fire in 1984 — a project that saw production restarted in just 116 days.

In these years, Fluor worked on projects from a uranium mine to an auto assembly plant and in 1997 signed a long-running alliance with Irving Oil to supply engineering to capital projects at its Saint John, N.B., refinery.

In Western Canada, Fluor completed

## FLUOR CANADA

**YEARS IN BUSINESS:** 70 years in Canada

**NUMBER OF EMPLOYEES:** More than 2,500 in Canada and 40,000 globally.

**LOCATIONS:** Calgary, Vancouver, Edmonton, Saint John, N.B. and various field offices in Canada and 60 offices globally.

**CANADIAN HEAD OFFICE:** Calgary

**POSITIONS EMPLOYED:** Contract administration, project controls, engineering, project management, construction management, construction supervision, pipeline engineering, project automation, materials management, document control, HSE.

**HIRING INCENTIVES:** Training and professional development programs, mentorship program, tuition assistance program, scholarship program, comprehensive benefits, RRSP plan with matching contribution, flexible work hours and community involvement.

**APPLICATION PROCESS:** Online at [fluor.com/careers](http://fluor.com/careers)

EPC services in 2002 for the Shell/Albian Muskeg River Mine, the first new stand-alone oilsands mine in 25 years. In 2012, Fluor provided EPC services for Shell’s Quest initiative — the first industrial-scale carbon capture and storage project attached to an oilsands operation.

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# Hallmark Tubulars built for success

**BRIAN BURTON**  
Postmedia Works

Hallmark Tubulars Ltd. succeeds in the demanding world of oilfield services by doing things differently, says CEO Henry Ewert.

As one example, Ewert says Hallmark is big enough to buy back unused casing and tubing from clients at the end of a job. And Hallmark's customer base is large enough to allow them to find new buyers for surplus materials.

"We can absorb the risk of order changes for our clients and, in these times, that can be important," Ewert says.

Hallmark contracts with several steel mills to supply materials for the Canadian oil and gas industry.

Buying back surplus pipe is just one of the services of Hallmark's integrated tubular services in Nisku, Alta., a facility most people think of as a pipe yard. Ewert says the 17.8-hectare site gives Hallmark enough space to act as a warehouse for clients, providing just-in-time delivery of products to well sites.

"I think we're also the only tubular company in North America that has its own field services division," Ewert says. They don't just sell pipe, they go out into the field to install it.

Hallmark puts its own specially trained technicians on the rig floor to ensure that casing and tubing are properly installed for best results. Ewert explains that dozens of different gauges, grades of steel and types of pipe connections are used for different well completion requirements. And Hallmark's field technicians undergo five levels of training to understand the correct make-up procedures for



Members of Hallmark Tubulars' technical team gather at the company's new field services location in Bonnyville. *HALLMARK TUBULARS*

each grade of steel and threading type.

"They're truly pipe experts," he says.

Hallmark began offering field services in 1998 and Ewert admits that, at first, the idea was somewhat counterintuitive to many clients. But steel mills were strongly supportive of the concept, which helped ease the way with clients.

"I think, now, most of the end users recognize the value and importance of what we do in field services," he says.

Hallmark hires people who fit its culture, which was set in place 35 years ago when the company was formed and its name was chosen.

"A hallmark is a characteristic indicating an entity's authenticity and high quality," he says. "For 35 years, we've been working to live up to that standard of excellence every day." For easy reference, they reduce it to a slogan — Honesty, Integrity, Respect.

"That just keeps everything very straightforward for all our employees," he says. "They always know, if they're doing the right thing, they're going to be supported."

Despite the downturn in oilpatch activity, he says Hallmark is continuing to invest in training and has no hesitation to spend money on safety and quality initiatives, thanks in part to being a subsidiary of Marubeni-Itochu Steel Inc.

Ewert says he's particularly proud of Hallmark pipe-loading standards that reduce transportation risks and have been endorsed by the American Petroleum Institute.

He adds that Hallmark won gold medal safety awards in 2012 and 2013. And after a minor injury to one employee in 2014 he's anticipating a return to zero lost-time injuries in 2015.

## Hallmark Tubulars

**YEARS IN BUSINESS:** 35

**NUMBER OF EMPLOYEES:** 130

**LOCATIONS:** Calgary, Nisku, Bonnyville.

**HEAD OFFICE:** 400, 308 4th Ave. S.W., Calgary

**POSITIONS EMPLOYED:** Sales, engineering, finance, human resources, support roles, operations, warehousing, inventory, field technicians, yard swamper, loader/operators, inspection, bucking.

**HIRING INCENTIVES:** Financial benefits include referral program (\$1,000) and work-related incentives; provides maternity leave top-up payments, 100 per cent company-paid-for medical benefits besides LTD, health-care and wellness spending accounts; supports a variety of local, national and international charitable initiatives and provides employees with paid time off to volunteer with community organizations; invests in continued skills development with in-house training programs, mentoring, tuition subsidies for job-related courses and subsidies for professional accreditation; helps employees save for the future with contributions to a matching savings plan; offers an extremely safe working environment and potential for international work assignments.

**APPLICATION PROCESS:** Online at [hallmarksolutions.ca/careers/](http://hallmarksolutions.ca/careers/)

*This story was produced by Postmedia Works on behalf of Hallmark Tubulars Ltd. for commercial purposes. Postmedia's editorial departments had no involvement in the creation of this content.*



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## PROUD TO BE A TOP EMPLOYER



## Hallmark

# Culture is the cornerstone at Inter Pipeline

**JOEL SCHLESINGER**  
Postmedia Works

Inter Pipeline has a simple recipe for its success as a business and employer: stable workplace and positive culture.

“Our compensation and benefits are very similar to those in the energy sector,” says Megan Joyce, director of human resources at Inter Pipeline.

“However, what sets us apart are the employees and work environment. Inter Pipeline employees are a highly motivated, engaged and committed group, appreciated for their individual contributions to the success of the organization.”

Based in Calgary, the company is one of the province’s most recent energy industry success stories. Since its founding in 1997, it has grown into one of the leading pipeline companies in Canada with assets across Western Canada and Europe. About 35 per cent of all bitumen from the oilsands and 40 per cent of the natural gas exported from Alberta passes through Inter Pipeline’s infrastructure.

The company has experienced tremendous growth over the past two decades and with that have come enormous career opportunities.

“We have been consistently creating new positions across many areas,” says Joyce. “The most significant additions have been in the past three years – 60 to 70 new positions were created in each of the years 2012 through 2014.”

Much of its success can be traced to its culture. The entrepreneurial spirit is alive and well in the firm of about 550 employees operating about \$9 billion in assets.

“You’re not bound by pay grade, title or years of experience,” she says. “If you



Inter Pipeline’s workplace culture has made it a sought-after employer for people seeking a career in the energy sector. *INTER PIPELINE*

have an idea that is supported by a solid business case, you will be heard and empowered to implement change.”

Call it a culture of listening: management takes great pains to ensure that its greatest asset – its employees – have a strong voice in the way the firm is operated.

Inter Pipeline walks the walk, in this respect, even regularly polling its workers with its Employee Opinion Survey.

“The executive has consistently demonstrated that it takes the results seriously,” Joyce says.

Employee engagement is just one reason Inter Pipeline has been recognized as one of Alberta’s Top Employers for 2016.

It also offers a highly competitive compensation package that includes an RRSP plan to which the employer will contribute as much as double employee contributions to a maximum of

## Inter Pipeline

**YEARS IN BUSINESS:** 18

**NUMBER OF EMPLOYEES:** About 550

**HEAD OFFICE:** Calgary

**CAREER OPPORTUNITIES:** Office and field-based positions ranging from engineering, finance, legal, accounting to control room operations and trade and technical opportunities.

**HIRING INCENTIVES:** Annual bonus and long-term pay incentives, company savings plan with employer matching, focus on employee wellness with health benefits and exercise programs that include yoga.

**APPLICATION PROCESS:**

Online at [interpipeline.com/careers](http://interpipeline.com/careers)

12 per cent of pay.

As well, intangible perks – such as fresh fruit in every workplace kitchen, yoga classes and lunch-and-learn sessions – make the firm a desirable work environment.

Perhaps the greatest source of pride for employees is Inter Pipeline’s focus on giving back to the communities in which it operates.

“Our employees play a major role in selecting and determining the projects we invest in, and we encourage employees to be actively involved in the decision-making process,” says Inter Pipeline spokeswoman Breanne Feigel.

“We care about our employees, and we believe at the end of the day that’s good for our business and, more importantly, for the communities we serve.”

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 **interpipeline**

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# Jayman's relentless pursuit of excellence

ALEX FRAZER-HARRISON  
Postmedia Works

For the past four years, Jayman Built Group of Companies has been named one of Alberta's Top Employers. This year it's been named to the list again, despite weathering a challenging market.

Comparing 2015 to 2014, "it was a tale of two different years," says Sunny Ghali, vice-president of human resources.

"We anticipated a slowdown in the market, and at the same time we had a good carryover and for the first six months things were good."

And then during the next six months the slowdown began to take hold.

But Jayman's varied companies have been leaders in the home-building industry for many years — this is not the first time it's experienced a slowdown.

"What sets Jayman apart (as an employer) is we have learned lessons from the past and we're quite anticipatory of the market, and we've got a good feel of where things are going," says Ghali.

"What makes us a top employer is the vision we established at the beginning, a clear direction as to where we're going. We recognize that change is constant and it's the name of the game."

Maintaining communication and openness with employees is something Jayman takes pride in.

"We're open and honest and we're transparent with our employee base and our partners — we communicate the heck out of things," he says.

Through it all, Jayman stays true to its pillars that include providing the pinnacle of customer service, operational excellence and becoming the best place



Jayman staff in Edmonton gather for a group photo during their 2015 Christmas celebration.  
JAYMAN BUILT GROUP OF COMPANIES

to work, Ghali says.

"It's all about developing our people and having a high engagement score," he says.

"You can't just make this stuff up; it's organic. A culture is not manufactured. It's about communication and celebrating and growing together as a family."

One tool used to determine the level of employee engagement within Jayman is the Aon Hewitt survey that looks at four key drivers or themes: engagement, leadership, brand and performance culture.

"We assess what team members are telling us and get a pulse on how they feel about us, our brand, our culture," Ghali says.

This engagement is combined with supports and benefits that include a solid compensation package, job skills training and leadership training, which Ghali describes as "training for the future."

"Every team member gets a game-planning handbook and a journal as to what steps they need to take to develop their career here at Jayman," he says.

Rather than promoting work-life balance, Jayman takes the more realistic approach of work-life integration.

"Life happens — how do you prepare for it?"

Ghali says Jayman follows a 20-20-60 model when it comes to professional

## Jayman Built Group of Companies

**YEARS IN BUSINESS:** 36

**NUMBER OF EMPLOYEES:** 300

**LOCATIONS:** Calgary, Edmonton

**HEAD OFFICE:** Calgary

**HIRING INCENTIVES:** Competitive base pay and vacation; flex benefits; game planning; latest technology tools; industry-best systems and practices; corporate- and team member-specific social responsibility program; flex hours; rewards program; discount program; onboarding program; investment program.

**APPLICATION PROCESS:** Online via [jayman.com/careers.html](http://jayman.com/careers.html); in-person application.

development: "Twenty per cent of the onus is on the business to invest in our employees to provide the tools and platforms to be successful; 20 per cent is on the managers to ensure their teams are using those (tools); and 60 per cent is on the employee.

"We're not going to tell you what to do; we want you to know what's available to you."

*This story was produced by Postmedia Works on behalf of Jayman Built Group of Companies for commercial purposes. Postmedia's editorial departments had no involvement in the creation of this content.*

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# Keyera sees growth ahead

**BRIAN BURTON**  
Postmedia Works

Rapid growth and an enlightened corporate culture make Keyera Corp. a great place to work, says area manager George Klesken.

“Since 2010, Keyera has doubled in size through organic growth and acquisitions,” Klesken says. “It’s really a positive thing to see.”

The company now has more than 1,000 employees in the business of transporting, processing and marketing natural gas and natural gas liquids (NGLs). It has 17 gas plants and more than 4,500 kilometres of pipelines, all strategically located to benefit from rising liquids-rich natural gas production in the Western Canadian Sedimentary Basin.

Keyera also transports condensate, used to dilute heavy oilsands crude, through its Fort Saskatchewan Condensate System and notes that major oilsands producers are working on projects to expand production by over 850,000 barrels per day by 2018.

Klesken calls Keyera a “very forward-looking company” that’s always looking for opportunities to expand its facilities and improve its strategic position. Having invested approximately \$2 billion on expansions from 2013 to the end of 2015, Keyera plans to spend another \$600 million to \$800 million on growth capital projects in 2016.

“There’s a lot of growth in those capital projects,” Klesken says. “It’s really exciting for employees.”

All this work will increase capacity on a fee-for-service basis, which means Keyera is not dependent on energy prices.



Keyera offers employees competitive pay and benefits, along with a culture that values their input. **KEYERA CORP.**

“While we’re not completely immune to commodity prices, we’re somewhat insulated,” Klesken says.

He says employee benefits are very competitive and comprehensive and “our annual bonus program has been very steady.” But it’s the company’s corporate culture that is most important in making it an exceptional employer.

“It’s really a very good culture, as far as valuing people,” he says. “Whatever is going on, we have input.”

Louise Dame, general manager of supply and operations, says it’s a culture that doesn’t waste energy on internal politics.

“Our culture encourages people to work across business units, rather than in silos, and for the best interests of the company as a whole. People are focused on the business and doing the right things for the right reasons.

“We’ve seen substantial growth over the last few years,” Dame says, and Keyera will continue hiring in the years ahead.

While there is a slowdown in the sector right now, which makes growing a bit of a challenge, Keyera continues to pursue growth opportunities consistent with its vision to become the North American leader in delivering midstream energy solutions.

“We’re going to need people on the engineering side and on the project management side,” she says. The latter means everything from logistics to operations, accounting, marketing and health, safety and environmental management.

For those who become Keyera employees, Dame says, “There’s a lot of opportunity for people to move into different roles, developing skills outside their professional training and increasing their career flex-

## Keyera Corp.

**YEARS IN BUSINESS:** 18

**NUMBER OF EMPLOYEES:**

More than 1,000

**LOCATIONS:** Throughout Alberta and Hull, Texas

**HEAD OFFICE:** Calgary

**POSITIONS EMPLOYED:** Engineers, accountants, gas plant operators, trades, administration, safety and environmental professionals.

**HIRING INCENTIVES:** Competitive total compensation package, including flexible benefits, health spending account, annual fitness subsidy and annual bonus program. Vacation and two paid volunteer days off.

**APPLICATION PROCESS:**

Online at [keyera.com](http://keyera.com)

ibility. It’s a good environment for people who want to work hard and contribute.

“The company cares about its people,” she says. There’s opportunity, responsibility and accountability. Employees are provided with ongoing training to ensure that every job is done safely and responsibly.

Keyera was formed out of pipeline and gas processing assets formerly owned by Gulf Canada Resources and Chevron Canada Resources.

Originally structured as an energy income trust in 2003, it was reconfigured as a corporation in 2011. Since 2012, it has added trucking and rail terminal capacity to its liquids transportation business. Keyera markets natural gas liquids products throughout Canada and the United States.

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# Matrix Solutions an environmental leader

**BRIAN BURTON**  
Postmedia Works

With more than 600 staff Canada-wide, Matrix Solutions is a mid-sized environmental consulting firm with the scale and expertise to take on the biggest projects, says CEO Rob Pockar.

Matrix has 19 offices from Fredericton, N.B., to Fort St. John, B.C.

“Our growth trajectory has been exceptional – but it wasn’t an objective,” Pockar says. “It’s really been an outcome of hiring ambitious staff. Our goal is to build a great community of colleagues.”

He says Matrix looks for environmental scientists and technicians from a wide range of disciplines who fit the company culture, which he describes as optimistic, tenacious, collaborative, non-hierarchical and resilient in the face of challenges.

“We hire people who believe the work is important, that it matters and that it has impact,” Pockar says. “We’re environmental educators, trusted advisers and technical allies for our clients. It’s a very special role that can add a lot of value for project proponents, stakeholders and society as a whole.”

Matrix Solutions is wholly owned by employees through a share-purchase program. Pockar says its culture of commitment is further encouraged by profit sharing and employee ownership.

While Matrix has a broad range of expertise and experience, it also brings in outside experts when necessary to meet all the needs of clients.

The hydrocarbon energy industry has traditionally made up about 80 per cent of the company’s workload, Pockar says, but it remains busy despite the slowdown in the oilpatch. This is because it “continues to



A Matrix Solutions ecologist and environmental scientist conduct field work for a water quality monitoring project. *MATRIX SOLUTIONS*

grow market share as a supplier of choice.” Matrix has contracts with municipal and provincial governments, infrastructure developers, pipelines and electric power generation and transmission companies.

“We’re really busy in certain regions, such as the Peace region, Lloydminster, southern Manitoba and Ontario,” he says. “Industry and society have increasing demands for environmental stewardship and I think that’s a longer-term trend.”

Matrix Solutions’ primary lines of service are: water resources, environmental planning and regulatory approvals and environmental liability assessment and remediation, reclamation and monitoring.

The company originated as Jim Lore & Associates of Calgary in 1984. It merged with Groundwater Solutions, also of Calgary, in 1998 to form Matrix. The merger brought together Lore’s expertise in land

assessment, reclamation and contamination assessment with Groundwater’s credentials in hydrogeology, resulting in a broader range of services for the proponents and regulators of major development projects.

Over the past years, a combination of organic growth and five more strategic mergers expanded the capacity, expertise and geographic reach of Matrix, adding air-quality assessment, groundwater and surface water interactions, geomorphology and aquatic science to the firm’s capabilities.

Today, Matrix provides proven expertise to a broad range of clients in oil and gas, pipelines, mining, electric power, government, infrastructure, manufacturing and commercial sectors.

Past work has included: helping the Alberta government develop new conservation and reclamation standards and

## Matrix Solutions

**YEARS IN BUSINESS:** 31

**NUMBER OF EMPLOYEES:** More than 600

**LOCATIONS:** Calgary, Cold Lake, Edmonton and Grande Prairie in Alberta, Fort St. John, B.C., Weyburn, Sask., plus 13 other locations across Canada.

**HEAD OFFICE:** Calgary

**POSITIONS EMPLOYED:** Air quality, aquatic, environmental and other scientists. Fluvial geomorphologists, hydrogeologists and specialists in groundwater remediation, pipelines, water resources engineers. Health and safety, IT, HR, finance, procurement, business development and communications.

**HIRING INCENTIVES:** A robust package of benefits, including share purchase plan and profit sharing, RSP matching, employee service awards and enhanced maternity leave, plus many more programs to promote work-life balance.

**APPLICATION PROCESS:** Online at [matrix-solutions.com/careers](http://matrix-solutions.com/careers)

reporting guidelines for in situ oilsands development; designing spill response plans for pipeline leaks; and implementing electromagnetic surveys to delineate and assess hydrocarbon spills in rough terrain, with GPS mapping to assist in remediation.

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# Embracing diversity and change

For more than a decade, MEGlobal has been providing ethylene glycol to customers across the globe and nurtured its long-term relationships by taking pride in providing consistent and timely service.

Dr. Ramesh Ramachandran, president and chief executive officer, attributes the company's success to relentless customer focus.

"Having recently commemorated our 10-year anniversary, we as a company are incredibly thankful and proud of what our employees have helped build over the years" he says.

MEGlobal is a joint venture between The Dow Chemical Company of the United States and Petrochemical Industries Company (PIC) of Kuwait, with offices in Canada, the U.S., China, Hong Kong, Switzerland and the United Arab Emirates. The company has employees from all corners of the world and a multicultural corporate atmosphere.

"We never saw this as a challenge," says Alastair Brooks, global human resources manager at MEGlobal.

"The company has always operated on the assumption that an interesting and engaging workplace leads to great results. We embrace the different backgrounds of our employees and leverage this diversity which makes us stronger and more productive as a company.

"Having many employees with us from the founding of the company in 2004, and being nominated as one of Alberta's Top Employers for the fifth consecutive year, it seems we are on the right track."

Creating a comfortable and tolerant work environment does not mean that the focus on success is lost, however.



Many employees with MEGlobal have been with the company since its 2004 inception.

## MEGLOBAL

"We are definitely a results-oriented company and have several programs in place to recognize achievements. Aside from monetary incentives and other benefits, we encourage non-material appreciation between employees to strengthen the team through our recognition platform," says Rocco Schurink, vice-president of operations.

Pravind Ramdial, EH&S/quality leader adds: "Aside from the recognition programs, we are all involved in giving back to society, both as a company and as individuals. Locally, MEGlobal funded an expansion of the Ellis Bird Farm in Prentiss and sponsors the MEGlobal Athletic Park in Lacombe. Employees continuously support the community through local charities such as the American Cancer Society and many other initia-

tives around the globe. The company is committed to the community and as an employee it feels great to be part of that."

MEGlobal has a company culture that encourages people to go the extra mile and provides them with the opportunity to grow a career.

"If you travel to any of the MEGlobal offices around the globe, the atmosphere is the same wherever you go," says Brooks.

"Everyone pulls their weight and contributes to an enjoyable atmosphere. They know that they have every opportunity to advance their career internally and do their best in every part of their work. The company is, of course, very appreciative in return."

Rocco Schurink adds: "With corporate changes and an expansion project in

## MEGlobal

**YEARS IN BUSINESS:** 11

**NUMBER OF EMPLOYEES:** 221

**LOCATIONS:** Red Deer, Fort Saskatchewan; Worldwide: Dubai, United Arab Emirates, Midland, Mich., Horgen, Switzerland, Hong Kong, Shanghai, China

**HEAD OFFICE:** Dubai, United Arab Emirates

**POSITIONS EMPLOYED:** Engineers, technical advisers, operations technicians, EH&S delivery technicians, lab technicians, human resources, accountants, supply chain, administrative, management.

**HIRING INCENTIVES:** Comprehensive benefits program with medical and dental coverage, company paid life insurance, company funded health-spending account, defined-contribution pension, matching RRSP contributions, employee assistance program, higher education scholarship program for employees and dependents, fitness reimbursement, maternity benefit top-up.

**APPLICATION PROCESS:** Online at [meglobal.biz](http://meglobal.biz) or email [careers@meglobal.biz](mailto:careers@meglobal.biz)

the U.S. Gulf Coast on the horizon, I can honestly say that people here are excited and proud to be working for MEGlobal. It is nice to come to an office like that in the morning."

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# NAIT supports employee success

**JOEL SCHLESINGER**  
Postmedia Works

One word accurately sums up a career at NAIT: Celebrate.

While it's not the first word that may come to mind when discussing a workplace, celebration is an intrinsic part of NAIT's culture, says Dr. Glenn Feltham, president and CEO of NAIT (Northern Alberta Institute of Technology).

"At NAIT, celebration and recognition truly matter," he says. "In fact, celebration is one of our five values."

These values are respect, accountability, collaboration, support and, of course, celebration. Certainly the other four are by no means unique to NAIT.

But what makes the polytechnic institute one of the province's top employers is its commitment to recognizing the work of its employees and celebrating collectively their dedication and successes, Feltham says.

"In today's corporate environment, bringing people together in celebration can be overlooked, but we truly believe it's critical to creating an atmosphere where people want to spend the remainder of their working lives."

Many of the larger and more popular events taking place at NAIT throughout the year are, in fact, held for employees, recognizing their contributions.

Among the most anticipated is the annual children's Christmas party where staff from all areas of the post-secondary institution — academic, administration, management and maintenance — come with their families to enjoy the season and help others, donating to the Edmonton Food Bank and other local charities.



Teaching staff celebrate their successful completion of the Becoming a Master Instructor course.  
NAIT

"We had more than 2,500 people at the event this year," he says. "And over many years, it's become a fundamental part of our workplace culture."

Yet the celebrations don't stop with an annual holiday event. NAIT regularly recognizes the service of its employees through its SHINE Awards. SHINE is an acronym covering five categories of excellence: S is for superb customer service, H for health and safety, I covers initiatives and sustainability, N is for new technology and innovation and E represents going the extra mile. The awards promote and sustain a culture in which no good workplace deed goes unnoticed.

Perhaps even more telling about how intrinsic the notion of celebration is to making NAIT a leading employer are its long service awards. These recog-

nize employees who have worked at the institution for 10, 20 and even 50 years. Long-time employees receive a NAIT pin featuring precious gems to commemorate their service. And these are indeed worn with pride, Feltham says.

"When I first came here, seeing people wearing these pins really spoke to the idea of how most people who come to work at NAIT stay here."

He further points to NAIT's internal website, which embodies this spirit of workplace celebration.

And more recently, the school launched a campaign to recognize employees who are also NAIT alumni.

"For an awful lot of people who come here as students, this is the place where they'd also like to spend their careers," Feltham says.

## NAIT

**YEARS IN BUSINESS:** 54

**NUMBER OF EMPLOYEES:** 2,827

**LOCATIONS:** Three in Edmonton, including main campus, plus Alberta locations in Calgary, Spruce Grove and Peace River.

**HEAD OFFICE:** Edmonton

**POSITIONS EMPLOYED:** Academic, administrative, management, IT, hospitality, financial services, counselling, coaching and sports therapy, media and marketing, legal, library and data services, custodial, human resources and health and safety.

**HIRING INCENTIVES:** Competitive benefits that include flexible health-spending accounts, defined-benefit pension plan, professional and leadership development, nine weeks summer vacation for instructors, vacation purchase plan, employee recognition awards, continuing education fee waiver, dependent scholarship plan, flexible leave opportunities.

**APPLICATION PROCESS:** Online at [nait.ca/careers](http://nait.ca/careers)

These celebrations are not merely aimed at elevating NAIT employees — making them feel that they are part of something bigger. It's about their families, too.

"It's not just the employee who feels like part of the NAIT community," he says. "It's the employee's family, too, and that's a profoundly powerful trait for an organization to be successful."

*This story was produced by Postmedia Works on behalf of NAIT for commercial purposes. Postmedia's editorial departments had no involvement in the creation of this content.*



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[nait.ca](http://nait.ca)





# Pembina Pipeline continues to grow

**BRIAN BURTON**

Postmedia Works

For those with dreams of a career in the energy industry, Pembina Pipeline Corp. offers exceptional growth prospects and a supportive corporate culture.

“We’ve recently announced our 2016 capital budget and, at \$2.1 billion, it’s the largest in company history. So, yes, we’re definitely on a solid growth trajectory,” says Debbie Sulkers, vice-president of corporate services.

“This past year, at a time when other energy-industry companies scaled back operations and experienced layoffs, Pembina has continued steady but responsible growth and increased our workforce by approximately 20 per cent,” she says.

“And while the current commodity price environment has constrained some other companies’ growth plans, Pembina’s workforce is expected to remain stable in 2016. We are focused on retaining our existing workforce and investing in training and development,” says Sulkers.

Pembina works to continuously improve, redesign and tweak its work environment to make it a competitive advantage.

“We also embrace a grow-our-own philosophy for promotions,” Sulkers adds. “We encourage employees to work with HR and their leaders to assist in developing a rewarding career at Pembina, and to access different growth opportunities within the company.”

Over the past two years, on average, more than 25 per cent of positions were filled internally.



Pembina encourages staff to be active in their communities. In 2015, an employee-driven campaign raised \$2,348,142.54 for the United Way of Calgary and Area. *PEMBINA PIPELINE CORP.*

“We’ve also devoted resources to building a long-term learning culture through the training and development team. We want to ensure our employees have the skills and knowledge they need to perform their jobs today, while also setting them up for future success.”

Sulkers adds that an important attraction that’s sometimes overlooked by job hunters is Pembina’s industry-leading safety record — which has experienced seven quarters with no employee lost-time incidents.

The company’s culture also includes a strong focus on community engagement activities such as the PATH program

(Pembina’s Actions That Help), which encourages employee support of community projects, as well as an annual United Way campaign that raised \$2.3 million in 2015 for Calgary alone and had a participation rate of 91 per cent.

“Because as a company we are lucky to have maintained our strong position, our people felt even more empowered to get involved and create meaningful change in their communities.

“Engaging employees in giving-back endeavours also fosters team building, builds morale and shines a positive light on the change that can happen when we all come together.”

## Pembina Pipeline Corp.

**YEARS IN BUSINESS:** 62

**NUMBER OF EMPLOYEES:** More than 1,260

**LOCATIONS:** Fourteen across Alberta, British Columbia and Ontario, as well as two in the U.S.

**HEAD OFFICE:** Calgary

**POSITIONS EMPLOYED:** Engineers (project, mechanical, electrical, process); environmental, safety, administrative, analysts, field operations, maintenance and trades, drafting, integrity, information systems; accounting and finance; marketing; logistics/schedulers; land, regulatory and aboriginal relations; credit and risk; procurement; project management and controls; human resources; and communications.

**HIRING INCENTIVES:** Monthly flex days, pension plan, employee savings plan, matching RRSP plan, long- and short-term incentive plans, personal and professional growth, comprehensive health and dental plans, health and wellness spending account, dependent scholarships and summer student opportunities, social club and employee donation matching.

**APPLICATION PROCESS:** Online at [pembina.com/careers](http://pembina.com/careers)

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# Fun is a core value at Rogers Insurance

JACQUELINE LOUIS  
Postmedia Works

When most people think insurance, they probably think, 'Boring.' But at Rogers Insurance, having fun at work is one of the company's core values.

"We're not your typical insurance brokerage," says Lindsay Mather, vice-president of human resources for Rogers Insurance, one of Canada's largest independent employee-owned insurance firms.

A multiple-award-winning company with offices in Alberta and Ontario and headquarters in Calgary, Rogers provides every kind of insurance, from personal to commercial and everything in between.

"We have a very flat, fun environment where self-motivated and self-managed people will succeed," Mather says.

Each year Rogers creates a wide range of staff challenges and initiatives based around the company's four core values: "Own it. Fun it. Win it. Respect it."

Last year, there was a Fun It challenge where employees were encouraged to get out and walk a certain number of steps over the course of the year. This year, in light of the difficult economic conditions facing Calgary, all Rogers staff have been asked to submit two cost-saving ideas to the company for the R Ideas challenge.

Under this initiative, if 90 per cent of staff members submit two cost-saving ideas and the company is able to save \$100,000 from all of the ideas, everyone who participates will receive a cash bonus.

Also new this year is the Rock Stars



The Rogers Dream Program allowed one employee to purchase two mobilized scooters for her husband. *ROGERS INSURANCE*

Challenge, a staff recognition program in which Rogers employees are asked to recognize their peers who go above and beyond the call of duty. The purpose is to recognize when staff members exemplify one or more of the company's core values through their actions in the workplace. Staff members who successfully complete the challenge will receive a cash bonus.

The very special Rogers Dream

Program sees the company help fulfil the dreams of four staff members, each of whom receives up to \$10,000. Two dreams are awarded each year through random draws, with the two other prizes awarded based on staff and management votes.

The dreams that are fulfilled are as unique as the employees whose names are chosen. For example, one staff member received \$10,000 to put toward

## Rogers Insurance

**YEARS IN BUSINESS:** 38

**NUMBER OF EMPLOYEES:** 397

**LOCATIONS:** Calgary, Red Deer, Lethbridge, Fort McMurray, Sylvan Lake, Alta., and in Brampton, Georgetown and Hunstville, Ont.

**HEAD OFFICE:** Calgary

**POSITIONS EMPLOYED:** 60

**HIRING INCENTIVES:** Shared bonus plan, dog-friendly office, RRSP matching, flex time, 100 per cent employer-paid health and dental premiums, Rogers Dream Program, Rogers Volunteer Program, work-life balance.

**APPLICATION PROCESS:**

Send resume and cover letter to [hr@rogersinsurance.ca](mailto:hr@rogersinsurance.ca)

the purchase of his first home. Another employee used the money to take the family to Europe. And one employee used the money to purchase two scooters for her husband.

Rogers Insurance has a dog-friendly environment, with anywhere from six to 10 dogs in the office on a given day "hanging out, napping and making people happy," Mather says.

Other benefits include the Rogers Volunteer Program, RRSP matching, flextime, employer-paid health and dental premiums and work-life balance.

These are just a few of the things that make Rogers Insurance one of Alberta's Top Employers, and an exceptional place for the company's nearly 400 staff members to work.

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# Helping motivates WCB staff

**BARBARA BALFOUR**  
Postmedia Works

In an often-turbulent economy, the Workers' Compensation Board-Alberta (WCB) has remained a beacon of stability.

For starters, its CEO has been the same for the past 14 years, unlike many organizations that have a different leader every year, says human resources manager Mary Kykosz.

"We know what our focus is — a safe and healthy return to work for our clients. To achieve this, we have to be financially stable so we can pay for claims, leverage prevention, and help employers create healthy work environments," says Kykosz.

WCB employees find great meaning in their work, she adds.

"You can really make a positive difference in the life of someone who has been injured and is having a difficult time."

These could include injuries as severe as the loss of arms or legs, she adds.

"We help people recover from an injury that affects their livelihood and support them to get back to work."

As one of Alberta's Top Employers, the WCB puts a strong emphasis on employee health and wellness. On-site fitness facilities offer classes ranging from boot camp

to Zumba. Employees also have access to on-site physical therapy, massage therapy and ergonomic assessments to ensure their workstations are set up correctly.

Extended health-care benefits include massage, physiotherapy, acupuncture/acupressure, podiatry, and chiropractic services. Employees also get coverage for prescriptions, dental and vision services and an additional health, wellness and lifestyle account that can be used for sports, personal training, child care, legal fees or financial advice.

In addition to an active social club with numerous planned events throughout the year for employees and their families, the WCB offers community programs that include donation drives for various charities and the opportunity to volunteer with organizations such as Habitat for Humanity or Meals on Wheels — and gives employees the day off to do so.

Not surprisingly, employee engagement is extremely high, says Kykosz.

"In our annual employee satisfaction survey, 95.2 per cent agreed it's a good place to work and 93.6 per cent indicate they enjoy their work. Those are huge numbers, considering we had an 83.6 per-cent response rate."

Staff are particularly appreciative of the benefits program, the interpersonal

relationships they have with each other, flexible work arrangements that contribute to work-life balance and the positive work environment.

"I remember applying, thinking I would be really proud to work for such an organization, and that's been exactly how I've felt every day for the past 10 years," says HR adviser Sabina Paulikova.

"The company had a really good reputation and I wanted to be there. I liked the idea of what they represented — what we do makes such a huge difference.

"Sometimes you find a job and think it's going to be great, but then it changes. For me it didn't. Every day I tell myself this is really what I was hoping it would be, and even better."

## Workers' Compensation Board - Alberta

**YEARS IN BUSINESS:** 98

**NUMBER OF EMPLOYEES:** 1,679

**LOCATIONS:** Three locations in Edmonton, one in Calgary

**HEAD OFFICE:**

9912-107th Street, Edmonton

**POSITIONS EMPLOYED:** Adjudicators, case managers, clinical consultants, physicians, psychologists, exercise/physical/occupational therapists, contact centre representatives, eBusiness help desk analysts, business analysts, IT and accounting professionals, legal, medical and administrative staff, maintenance staff, security representatives.

**HIRING INCENTIVES:** Competitive benefit plan (100 per cent employer paid), \$1,000 health/wellness/lifestyle spending account, defined-benefit pension plan, subsidized transit, free on-site fitness facility with instructor-led classes, on-site massage/physiotherapy, three weeks vacation to start, flexible work schedules, variety of social events, internal training programs and opportunities for advancement.

**APPLICATION PROCESS:**

Online at [wcb.ab.ca/careers](http://wcb.ab.ca/careers)



WCB Employees participating in Corporate Challenge. WORKERS' COMPENSATION BOARD - ALBERTA

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