



MONTREAL'S

Top Employers 2016



A joint venture with Mediacorp 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, Mediacorp 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 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



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

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 Mediacorp 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.

Mediacorp 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 Mediacorp’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.

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Montréal’s Top Employers (in alphabetical order)

Air Canada	Fresche Solutions Inc.	Merck Canada Inc.
BDC / Business Development Bank of Canada	Genetec Inc.	Morgan Stanley Services Canada Corp.
Bell Canada	Gildan Activewear Inc.	National Bank of Canada
Canadian National Railway Company / CN	Ivanhoé Cambridge Inc.	Nuance Communications Canada Inc.
CM Labs Simulations Inc.	Jewish General Hospital	Richter LLP
Concordia University	L’Oréal Canada Inc.	Sanofi Canada
CSL Group Inc.	Laurentian Bank of Canada	Shriners Hospitals for Children
Dassault Systèmes Canada Inc.	Laurentide Controls Ltd.	Transat A.T. Inc.
Ericsson Canada Inc.	Lundbeck Canada Inc.	Université de Montréal
Fednav Ltd.	McGill University	Vigilant Global

MONTREAL'S TOP EMPLOYERS 2016



Employer	Industry	Interest Points	City	FT Employees in Canada
Air Canada	Scheduled Passenger Air Transportation	Manages the charitable Air Canada Foundation to raise funds and donate to initiatives focused on helping children and youth — including the well-known Dreams Take Flight program that takes children from across the country to Disney World or Disneyland for one magical day and the Wings of Courage program that recognizes the bravery of children confronted with serious illness; Retirees can stay connected through the Pionairs association, a federally registered non-profit organization that was founded in 1977 — the association boasts a total membership of 24,000 worldwide and maintains a pension and benefits committee that monitors pension developments and advocates for pension protection and reform.	Saint-Laurent	23,142
BDC / Business Development Bank of Canada	Secondary Market Financing	Supports new parents with maternity leave top-up payments as well as assistance in finding convenient daycare when they're ready to return to work. Also employees with college- or university-bound kids can apply for academic scholarships (to \$2,500 per child); New employees receive three weeks of starting vacation and all employees have the option to purchase additional vacation days (up to five) through the flexible health plan.	Montréal	1,978
Bell Canada	Telecommunications	Created the national Let's Talk initiative to support mental health awareness across Canada (more than \$70 million commitment) and also encourages employees to get involved in their communities with matching charitable donations as well as financial donations to charities where employees volunteer their time (up to \$2,500); Bell Canada invests in the development of the next generation, hiring more than 1,000 summer and co-op students in the past two years. The company also offers three rotational programs for new graduates, ranging from 18 months to three years in length.	Montréal	50,000 (Full and Part time)
Canadian National Railway Company / CN	Line-Haul Railroads	Manages the impressive CN Employees and Pensioners Community Fund and supports numerous local and national charitable initiatives across the country; CN Railway Company employees at the downtown Montréal head office can take advantage of a variety of on-site amenities including a daycare facility, free access to a fitness facility and a cafeteria. As a bonus, the head office is only a short walk from the St. Lawrence River and the numerous restaurants of Old Montréal.	Montréal	16,888
CM Labs Simulations Inc.	Computer-Related Services	Offers referral bonuses as an incentive for employees to help recruit candidates in their networks, up to \$1,000 for successful hires; Encourages ongoing employee development with tuition subsidies for job-related courses.	Montréal	100
Concordia University	Post-Secondary Schools, University	Provides exceptional family-friendly benefits, including a full year of paid leave for employees who are new mothers, parental leave top-ups for fathers and adoptive parents and the option for employees to extend their leave into an unpaid leave of absence; Employees working on campus at Concordia University receive subsidized access to the on-site fitness facility, which features state-of-the-art exercise equipment, a basketball court, instructor-led classes such as aerobics, Zumba and personal training services.	Montréal	2,599
CSL Group Inc.	Deep Sea Freight Transportation	Offers a number of financial rewards, including signing bonuses for certain positions, year-end bonuses for all and generous referral bonuses for employees who help recruit candidates from their personal network (to \$3,000); Provides maternity leave top-up payments for employees who are new mothers (to 100 per cent of salary for up to 12 weeks).	Montréal	702
Dassault Systèmes Canada Inc.	Custom Computer Programming Services	Provides maternity leave top-up payments to employees who are new mothers (up to 90 per cent of salary for up to 18 weeks) and offers an option to extend their leave into an unpaid leave of absence; Offers a range of financial rewards, including signing bonuses for some employees, year-end bonuses for all and referral bonuses for employees who help recruit candidates in their network (to \$1,500).	Montréal	314
Ericsson Canada Inc.	Communications Equipment Manufacturing	Along with international opportunities at an international employer, Ericsson Canada encourages ongoing employee development with generous tuition subsidies (up to \$8,000 annually) as well as subsidies for professional accreditation and a variety of in-house and online training programs; Head office employees can keep fit by taking advantage of the on-site fitness facility that features free membership, personal fitness assessments, a full range of exercise equipment and instructor-led classes (from yoga to karate); Employees with young children can take advantage of an on-site daycare facility with 60 spaces available.	Mont-Royal	3,225
Fednav Limited	Deep Sea Freight Transportation	Helps employees plan securely for the future with contributions to a defined-benefit pension plan, retirement-planning assistance and health benefits that extend into retirement (with no age limit); Encourages employees to give back to the community through a generous matching donations program, matching a maximum of \$300,000 of employee donations per year. The company also maintains a Community Employee Committee that meets to discuss charity requests throughout the year.	Montréal	163
Fresche Solutions Inc.	Computer Systems Design Services	With a head office located in the city's revitalized old port district, employees have convenient access to public transit, secure bike parking (and shower facilities), an outdoor eating area with barbecue and a rooftop vegetable garden for use in the spring and summer; Lets everyone share in the company's success with profit-sharing and a share-purchase plan.	Montréal	70
Genetec Inc.	Custom Computer Programming Services	Offers a range of financial rewards, including signing bonuses for some employees, year-end bonuses for all and generous referral bonuses for employees who help recruit candidates from their personal networks (up to \$5,000 for successful hires); Encourages employees to adopt healthy lifestyles with free membership to an on-site fitness facility that features free fitness assessments, weekly visits from a kinesiologist and even on-site flu shot clinics.	Montréal	399
Gildan Activewear Inc.	Apparel Manufacturing and Distribution	Offers great financial benefits including signing bonuses for some positions, year-end bonuses for all, referral bonuses of up to \$2,000 and a share-purchase plan, available to all employees; Gildan Activewear is an active member of the community, focusing on initiatives that support youth academic success and disaster relief in the communities in which the company operates. It also encourages employee volunteerism through matching donations to the charities where employees volunteer their time (\$15 for every hour volunteered to a maximum of \$1,000 per employee).	Montréal	226
Ivanhoé Cambridge Inc.	Property Management	Leads the way in greening buildings worldwide, with three-quarters of its buildings in Canada achieving BOMA (Building Owners and Managers Association) Best certification; To help reduce commuter impacts, head office employees are only steps away from the Métro, a BIXI shared-bike station and can take advantage of underground bicycle parking and an annual bike tune-up clinic. They can also access four electric car charging stations in front of the building (with more than 100 e-stations at properties across Canada); Encourages employees to volunteer through the unique Give and Take Days program where employees receive two paid days off each year as long as one is dedicated for volunteer work; Every fall the company hosts the international Giving Back Day and invites employees to volunteer in support of selected community organizations in their region — more than 500 employees worldwide participated last year.	Montréal	1,126
Jewish General Hospital	Hospitals	Supports ongoing training with generous tuition subsidies for courses related to employees' position (to \$2,500 annually) and subsidies for professional accreditation; Affiliated with McGill University and recruits from a number of other colleges and universities; Reaches out to the next generation of health-care professionals through summer employment programs, paid internships and co-op work term opportunities.	Montréal	3,208
L'Oréal Canada Inc.	Cosmetics	Offers its new moms (including adoptive moms) full maternity top-up payments for the first 17 weeks of their leave along with the additional benefit of an on-site daycare centre for when they're ready to return to work; L'Oréal Canada is committed to ongoing employee development and provides a variety of in-house and online training programs, tuition subsidies and opportunities for international training in Paris and New York.	Montréal	1,200

MONTRÉAL'S TOP EMPLOYERS 2016



Employer	Industry	Interest Points	City	FT Employees in Canada
Laurentian Bank of Canada	Banking	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; Encourages employees to become owners with a share-purchase plan available to all employees and offers additional financial rewards, including signing bonuses for some and generous referral bonuses for employees who successfully refer a candidate (to \$3,000).	Montréal	3,504
Laurentide Controls Ltd.	Instruments and Related Industrial Equipment	Helps students and new grads gain on-the-job experience through summer student roles and paid internships and manages a dedicated mentorship program for students in IT, engineering and marketing disciplines; An active member of the community, Laurentide Controls offers employees paid time off to volunteer and logged an impressive 1,700 volunteer hours on company time in the past year.	Kirkland	262
Lundbeck Canada Inc.	Research and Development	Manages a focused charitable program built around its employees' skills and expertise with a primary focus on mental health. Along with its recent support for Canadian Olympian Clara Hughes and Bell Canada's Clara's Big Ride campaign to encourage open dialogue about mental health issues, the company recently set up its own in-house mental health committee to ensure that dialogue can happen internally; Along with a fun social calendar of activities for employees and their families, sales employees gather for their annual sales meeting at different locations around the world (the company has operations in more than 55 countries worldwide).	Montréal	223
McGill University	Post-Secondary Schools, University	Working at one of the country's most beautiful urban campuses, McGill University employees enjoy access to an incredible variety of on-site and nearby amenities including restaurants, cafés, cafeterias and pubs, shops and great outdoor sitting areas across the campus. Employees can also take advantage of the university's fully equipped athletics centre, which features instructor-led classes, a swimming pool, indoor golf facilities, a martial arts room and a sports medicine clinic; Employs an anti-racism and cultural diversity officer who is responsible for developing training on a variety of related topics and an equity educational adviser who promotes the inclusion of LGBT staff and students.	Montréal	5,697
Merck Canada Inc.	Pharmaceutical Manufacturing	Recently relocated to a new LEED Silver-certified head office building that was designed with employee feedback and features a marché-style cafeteria (with subsidized and take-home meals) as well as on-site fitness facility, with state-of-the-art exercise equipment and a number of instructor-led classes such as yoga, Pilates and belly dancing; Supports employees who are new parents (including adoptive) with maternity and parental leave top-up payments (to 100 per cent of salary for up to 14 weeks) and offers an option to extend their leave into an unpaid leave of absence.	Kirkland	914
Morgan Stanley Services Canada Corp.	Secondary Market Financing	Located in the city's redeveloped old port district, the head office features a comfortable employee lounge where staff can unwind (with biweekly visits from a massage therapist). Location offers convenient access to nearby restaurants, cafes and public transit; Invests in the long-term development of employees with generous tuition subsidies for job-related courses (to \$10,000) and subsidies for professional accreditation.	Montréal	605
National Bank of Canada	Banking	Encourages employees to get involved in their community with paid volunteer time off and matching employer donations to charities where employees volunteer their time, donating a dollar for every hour volunteered; Maintains a flexible health benefits plan, allowing employees to customize levels of coverage to suit their personal needs.	Montréal	15,579
Nuance Communications Canada Inc.	Software Publishers	The Montréal location is the company's second-largest office and home to more than 540 employees who come to work in the completely renovated Eaton's department store in the heart of the downtown. The heritage building offers comfortable and easy access to shops, restaurants and the city's Métro system; As part of their health plan, employees receive an annual wellness account (\$150 annually) as well as a health spending account for additional coverages (to \$500 annually). The company also brings in a professional yoga instructor for regular on-site classes and provides new employees with four weeks of paid vacation allowance to start.	Montréal	741
Richter LLP	Accounting	Offers a number of financial rewards, including signing bonuses for some employees, year-end bonuses for all and generous referral bonuses for employees who successfully recruit a new candidate to the firm (to \$5,000); Through Community Day employees receive a paid day off to volunteer with charities and non-profit organizations. The firm also manages the Richter Innovation and Social Entrepreneurship Program, which provides employees with an opportunity to volunteer their expertise to help aspiring social enterprises.	Montréal	464
Sanofi Canada	Pharmaceutical Manufacturing	Cultivates an ownership culture through a share-purchase plan, available to all employees, and offers a variety of financial benefits including signing bonuses for some, year-end bonuses for all and referral bonuses (to \$2,000); Recently moved into a new LEED-certified head office that was built with significant employee feedback. The new office features an employee lounge, a number of collaborative workspaces, innovation rooms to inspire employees and stimulate creativity and a quiet library space.	Laval	460
Shriners Hospitals for Children	Specialty Hospital	Employees receive four weeks of starting vacation allowance as well as additional paid time off during the summer months; Invests in the long-term development of staff with tuition subsidies for courses taken at outside institutions and subsidies for professional accreditation. Also offers financial bonuses as an incentive for some course completion.	Montréal	176
Transat A.T. Inc.	Airline and Travel Planning	Encourages employees to keep their skills up-to-date with tuition subsidies for courses related to their positions (to \$1,500 annually) and subsidies for professional accreditation; Employees receive paid time off to volunteer at home and abroad through the Leave for Change initiative that allows employees to volunteer in developing countries by converting a portion of their annual vacation into a two- to four-week volunteer assignment.	Montréal	4,319
Université de Montréal	Post-Secondary Schools, University	Université de Montréal provides excellent family-friendly benefits, including maternity and parental leave top-up payments for employees who are new mothers, fathers or adoptive parents, an option for employees to extend their leave into an unpaid leave of absence and the convenience of on-site daycare when they are ready to return to work; Recognizes employee efforts to raise awareness of cultural diversity, racism and discrimination through the Cultural Diversity Award.	Montréal	5,367
Vigilant Global	Custom Computer Programming Services	New employees receive three weeks of paid vacation allowance to start and can schedule additional time off with up to five paid personal days each year; Offers a number of financial rewards, including signing bonuses for some employees, year-end bonuses for all and referral bonuses when staff members successfully recruit a new employee for the company (to \$2,500).	Montréal	124

Bell Canada offers diverse opportunities

BRIAN BURTON
Postmedia Works

Bell Canada's executive vice-president of corporate services Bernard le Duc has no problem citing good reasons why young people should consider careers with Canada's largest communications company.

First, le Duc says, there's a diversity of career paths and roles at Bell, from sales to television production, IT to marketing. He also notes that Bell is a strong Canadian company headquartered in Montréal with a highly respected brand and a bright future in new media.

Growth services — wireless, TV, Internet and media — drive more than 80 per cent of Bell's revenue today, creating a range of career opportunities. He also adds that the Bell Let's Talk initiative in support of mental health, "really resonates with young people."

Over the past two years, Bell has recruited more than 5,000 young leaders thanks to a focus on programs for young employees. Each year, 100 university graduates are hired through Bell's grad rotation program involving a two-year program of five different jobs, aimed at giving them a broad base of experience. Two of the five assignments must be "customer-facing" in Bell retail stores or call centres. "Other assignments vary, but everyone gets exposure to senior executives who ask the grads, 'How can we do better?'" le Duc explains.

"We get way more applications than we can possibly accept," he says, "but the result is a community of exceptional employees capable of making important contributions to Bell's future."

Bell's participation in the student internship program, Career Edge, also takes in



Team members at Bell Canada's LEED-certified headquarters located on Nuns' Island, Montréal.
BELL CANADA

about 1,000 students every year and hires about a third of them.

There's little doubt about the range of careers available at the company of 50,000-plus employees. The leading Internet provider in Canada, Bell recently became the country's largest TV provider. Bell's leadership includes the massive build out of Gigabit Fibe, the fastest Internet service in Canada, and the rollout of enhanced wireless LTE tri-band service, providing what le Duc says are "the fastest speeds in North America" for smartphones and other mobile devices.

Bell Media, the largest multimedia company in Canada, offers career opportunities with CTV, 30 specialty television channels and 106 radio stations. The Source consumer electronics retail chain is also part of the national Bell group of companies.

In Québec, where Bell is a perennial top employer, the company has about 18,000 staff. One such employee is Emilie Roy-

Dauphinais, a training specialist helping retail sales personnel develop their customer service skills. A new Bell recruit herself, she was attracted to the company because of its "easy-going, friendly atmosphere that's also very professional. We really care about the results we achieve," she says.

Bell ranks high in R&D spending in Québec and has provided Montréal community organizations with \$66 million in sponsorships for major cultural and sport events. Through the Bell Let's Talk initiative, the company has also invested approximately \$30 million in Québec since 2010, supporting more than 70 organizations.

Roy-Dauphinais adds that she was impressed by Bell's reputation, which she describes as "simple, clear and fresh," as well as very competitive. Once she was hired, the company's new onboarding program, Welcome to Bell, was tremendously helpful. The program helps create a strong connection to the company with tools like

Bell Canada

YEARS IN BUSINESS: 135

NUMBER OF EMPLOYEES: More than 50,000 nationwide.

LOCATIONS: Across Canada.

HEAD OFFICE: Montréal

POSITIONS EMPLOYED: Broadcast media, engineering, finance, legal, administration, sales, IT, trades and telecommunications technicians.

HIRING INCENTIVES: Competitive salaries, generous benefits including robust mental health support; diversity-focused support programming, including lesbian, gay, bisexual and transgender affinity group; state-of-the-art headquarters with cafeteria and fitness facilities; pension plan; career development program, including a personal growth plan for each employee.

APPLICATION PROCESS:

Check out opportunities and apply online at jobs.bce.ca

a pre-welcome kit, a "Bell Buddy" for any questions and centralized online resources.

"It helped me get familiar with the culture and processes — and people were really generous with their time," she recalls. She's now looking forward to the mentoring program.

She is also encouraged by Bell's track record on career growth. Last year, 70 per cent of open management positions were filled by internal candidates.

"If you want to work hard, you definitely have a chance to grow at Bell."

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Help build 46,000 futures at Concordia

ALEX FRAZER-HARRISON
Postmedia Works

Montreal's Concordia University continues to evolve as a school of choice for tens of thousands of students — but also as an employer of choice for more than 7,300 staff and faculty.

Located in the heart of Canada's most cosmopolitan city, Concordia boasts one of the largest student bodies in the country — approximately 46,000 — and has nearly doubled its size over the past 20 years, says Benoit-Antoine Bacon, provost and vice-president of academic affairs.

"This is a still-young, but quickly maturing place," he says. "For me, Concordia is the perfect alliance of an exciting and ambitious location in downtown Montréal and a real sense of community where people come first. That's what defines us, just as every person we hire defines us as an institution and as a community."

Concordia has built a reputation as a university that is cutting-edge and always evolving, says Roger Côté, vice-president of services.

"The people who work here are the ones who have defined our success," he says. "Our success is defined by the commitment of faculty and staff."

Côté is a 35-year veteran of the university who says the sense of engagement between faculty and staff and the community is one thing that sets Concordia apart. Another is a spirit of collaboration and contributing to the education and growth of the students.

Bacon says Concordia is proud of its diversity of staff.

"We host students from over 150 coun-



Members of Concordia University's David O'Brien Centre for Sustainable Enterprise.
CONCORDIA UNIVERSITY

tries and our faculty and staff come from all over the world as well," he says.

"When you talk about Concordia, it's like a United Nations. Diversity is one of our strengths."

Concordia works to attract the best talent from around the world.

"We almost always get our first-choice candidates for faculty positions, from MIT, Oxford, Cal-Tech, and so on," says Bacon. "The quality of life we offer in Canada and Montréal plays a role, and we have a competitive benefits package."

Among those benefits are opportunities for professional development and personal growth.

"You can go outside your comfort zone

and discover different ways of engaging and growing professionally," Côté says.

Other benefits include a face-to-face orientation program, pension plan and access to a tuition waiver program for employees and their immediate families.

"Lifelong learning is a key value," says Bacon. "Concordia hosts about 6,000 events every year on top of our courses and programs, and most are free and open to the public with speakers from all over the world."

A key measure of being a top employer is how long employees are willing to stay, Bacon says. Recently, Concordia honoured employees who've served for as long as 50 years (the university was

Concordia University

YEARS IN BUSINESS: 42

NUMBER OF EMPLOYEES: 7,355

LOCATION: Montréal

HEAD OFFICE: Montréal

HIRING INCENTIVES: Group insurance program, defined-benefit pension plan, generous vacation and paid holidays, on-site health care, on-site daycare, maternity and parental leave, on-site fitness centres, on-site free art galleries, on-site libraries, peaceful greenspaces, training and development programs, tuition waivers, free access to hundreds of cultural and educational events on campus.

APPLICATION PROCESS: Online at concordia.ca/hr/jobs.html.

formed in 1974 by the amalgamation of two older colleges), and many others have been around 20 years or more.

"These are people who have seen the whole history, have built this place, have lived Concordia," Bacon says.

Employee engagement is also vital. Last year, Concordia committed to the goal of becoming a "next-generation urban research university."

Bacon says faculty and staff input was vital. "It was a fantastic experience."

Concordia continues to look for new faculty and staff covering a broad array of careers, he adds.

For more information about employment opportunities at Concordia University, visit concordia.ca/hr/jobs.html.

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OUR SUCCESS IS DEFINED BY THE COMMITMENT OF OUR FACULTY AND STAFF.

At Concordia, our faculty and staff engage with critical questions, pursue innovative solutions and effect change. We push past the status quo, power Montreal and connect to the world. Thanks for making us a next-generation university.

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CONCORDIA

CSL charts a successful course

RACHEL NAUD
Postmedia Works

Canada Steamship Lines (CSL) is a Canadian business success story. Its humble beginnings can be traced back to 1845 with a paddle steamer on the Richelieu River. Today, CSL is the world's largest owner-operator of self-unloading ships and is one of Montreal's Top Employers. And with good reason.

Canada Steamship Lines, a division of The CSL Group, is a Canadian company based in Montreal with affiliate offices in Halifax, Hamilton and Winnipeg.

"Our vessels operate under the Canadian flag and are fully crewed by Canadians," says Allister Paterson, president of Canada Steamship Lines.

By combining resourcefulness and know-how together with 100 years of cargo-handling experience, CSL provides sound, reliable and innovative shipping and transshipping solutions.

Key to the company's success is a work environment that inspires outstanding results and a heightened sense of belonging.

"CSL is a family-owned company where people come first," says Martine Rivard, chief of human resources and communications.

"The safety and well-being of our employees is of the utmost importance for Canada Steamship Lines, as is creating an inspiring and caring business environment that motivates people, promotes collaboration, cultivates innovation and delivers outstanding results."

To ensure the company remains a great place to work, CSL surveys its employees



CSL employees participate in the company's Paddle for a Purpose charity event.

CANADA STEAMSHIP LINES

on a regular basis to get their feedback.

"Workforce issues are at the crossroads of change in the shipping industry, which led CSL to revisit its HR strategy. We developed and implemented a number of new programs to motivate our employees and ensure they are equipped with the right skill set to drive our business forward," says Rivard.

"We have introduced a Connect-Share-Learn program to foster learning and development, revamped our compensation policy and bonus plan and launched a new performance management program aimed at aligning efforts and recognizing performance."

CSL offers a generous pension plan and

benefits to all of its employees. Moreover, it also promotes a good work-life balance.

"We top-up benefits during maternity leave and allow employees to buy back additional vacation time," says Rivard.

"We also encourage and support learning and development through subsidized training and a comprehensive educational assistance program."

When it comes to developing programs and initiatives to motivate and retain employees, CSL went straight to the source in an employee engagement survey.

"Based on the employee feedback we received, we refined our learning and development policies, we mapped our

Canada Steamship Lines

YEARS IN BUSINESS: 100

NUMBER OF EMPLOYEES: 1,200

LOCATIONS: Montréal, Vancouver, Halifax, Hamilton, Winnipeg, London (U.K.), Bergen (Norway), Boston (U.S.), Sydney (Australia), Jakarta (Indonesia)

HEAD OFFICE: Montréal

POSITIONS EMPLOYED: Onboard vessels: officers, mates, engineers; Onshore positions: operations, finance, HR, legal, IT.

HIRING INCENTIVES: Competitive compensation and bonus program, generous pension and benefits, international opportunities, career progression through training and development.

APPLICATION PROCESS: Online at cslships.com

competencies for career management and we launched a manager's effectiveness program," says Rivard.

It's practices like these that make CSL one of Montreal's Top Employers.

"Canada Steamship Lines is financially sound, focuses on long-term growth and offers a safe and healthy work environment to employees," says Paterson.

CSL offers a best-in-class pension plan and competitive benefits within a strong corporate culture focused on people and career development.

For more information, visit cslships.com.

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Dassault Systèmes breaks down barriers

RACHEL NAUD
Postmedia Works

Trust. Respect. Privilege. Inspired. Fun. Fair.

These words are echoed by the employees of Dassault Systèmes in Montreal when asked to describe the experience of working for the product development software applications company.

Founded in 1981, Dassault Systèmes, the 3DEXPERIENCE Company, provides business and people with virtual universes to imagine sustainable innovations. Its world-leading solutions transform the way products are designed, produced and supported. Dassault Systèmes' collaborative solutions foster social innovation, expanding possibilities for the virtual world to improve the real world.

A sophisticated and impressive organization, its commitment to integrate its technology to transform businesses around the world isn't the only reason its employees are singing its praises. In fact, one of the secrets behind the success of this software company is attributed to how it treats its employees. With its programs, incentives and caring culture, it is small surprise why this software giant is one of Montreal's Top Employers.

Recognizing that a company is only as great as the people who make it, Dassault Systèmes takes care to evaluate what workplace practices it can improve on. Each year, the company conducts a Great Place to Work survey where each manager reviews with his/her team how they think the company can improve. Outcomes have included implementing one-on-one meetings with managers to increase communication, increasing net-



A great team spirit and fun environment give software giant Dassault Systèmes the edge as a top employer. *DASSAULT SYSTÈMES*

working opportunities through company barbecues and focusing more on the professional development of each employee.

"Because of all the 'great place to work' efforts, there is a great team spirit all around," says Melanie Arguin, value solutions technical sales specialist.

"People are happy to work together. Networking efforts have kicked in and broken down intimidation barriers. Everyone is willing to contribute and put their heart into their projects."

In addition to professional development, Dassault Systèmes also provides full coverage medical and dental insurance, a health-spending account, maternity top-up. It also matches employees' RRSP contributions up to a maximum of four per cent of their base salary.

Arguin, who has been with the company for 12 years, says one of the greatest incentives for her is the fact that Dassault

supports a work-life balance.

"On one hand, our company has put the tools in place for each employee to have a laptop and VoIP connection to work from anywhere when needed," she says.

"And, on the other hand, it offers us the opportunity to use our sick days to stay home with our kids when they need us. This just shows the respect it has for its employees."

For Manon Ranger, travel and mobility specialist, Dassault Systèmes fosters a forward-thinking environment that encourages free-thinking and teamwork.

"When you work for DS, you are part of an organization that has a forward vision to make this world a better place globally and locally while respecting you as an individual and having fun! What more can you want," says Ranger.

Its respect and open-door policy is appreciated by Jerome Savaria-Carriere,

Dassault Systèmes

YEARS IN BUSINESS: 35

NUMBER OF EMPLOYEES: 13,000

LOCATIONS: Americas, Europe and Asia

HEAD OFFICE: Vélizy-Villacoublay, France

POSITIONS EMPLOYED: Consultants in engineering, sales personnel, project managers, administrative roles and others.

HIRING INCENTIVES: Dynamic and collaborative working environment, focused on communities of interest and expertise; socially involved workforce; climate of innovation with a growing number of business sectors; intensive training programs, professional development, project opportunities across America, Europe and Asia; social and corporate citizenship activities; public transportation subsidies; formal recognition program; fitness program; focus on work-life balance; competitive benefits; Women's Initiative program.

APPLICATION PROCESS: Online at 3ds.com

services manager of lean engineering – simulation.

"Should you need to approach anyone with a question, whatever question it may be, you will always be met with someone trying to help you out. Whether it's one of your close colleagues or someone in upper management, you will always get an answer to your question," he says. "I tell myself how privileged I am to be working here."

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Morgan Stanley draws on the best

SHANNON SUTHERLAND-SMITH
Postmedia Works

Morgan Stanley is a go-to for those who want to get to a place in their career where their talents are appreciated, their skills are sharpened and their individuality is respected.

And when thousands of such people are employed around the world in a reputable and innovative organization, people just naturally want to work there and contribute to those kinds of teams.

“Our people are smart and passionate, new joiners tell us this is one of the key things that attracts them to Morgan Stanley as an employer,” says Judith Lacroix, executive director of human resources at the firm.

“We employ problem solvers that others want to work with. They are knowledgeable, dynamic and engaging team players who come from different backgrounds and cultures. Diverse viewpoints and experiences are key for solving complex problems efficiently, and they make life so much more interesting!”

Morgan Stanley is a global financial services firm providing a wide range of investment banking, securities, investment management and wealth management services. Since setting up shop in Montréal in 2008, Morgan Stanley has been attracting some of the most brilliant minds in the IT industry. More than 500 software developers, engineers and architects based in Montreal work on exclusive e-trading platforms, pricing engines, risk management and security and infrastructure platforms, used by the



Senior managers offer guidance to women in technology through a career panel at Morgan Stanley's diversity event in Montreal. *MORGAN STANLEY*

firm across the global financial markets.

By gathering smart and passionate problem solvers and putting them to work on challenging projects, Morgan Stanley provides a superior foundation for building a professional career, it's a place for people to learn, achieve and grow.

As an employer, the organization's recruitment efforts focus on both bright, new graduates and savvy professionals looking for a workplace that gives them an opportunity to make a lasting impact.

The company's team of recent recruits comes from more than 56 different countries, and those new hires have

studied 19 different majors at their universities.

“Employees can take advantage of mobility opportunities either within Montreal or internationally,” says Lacroix.

But she says the culture is really what keeps their people satisfied day after day.

“Our values are really the key to our retention,” says Lacroix. “The firm's four core values are putting clients first, leading with exceptional ideas, doing the right thing and giving back.”

The company gives back in many different ways each year, notably through the firm's Global Volunteer Month in June. Since the start of this annual

Morgan Stanley

YEARS IN BUSINESS: Since 1935 (Montréal office opened in 2008)

NUMBER OF EMPLOYEES: 55,000 around the world, including 545 in Montréal.

HEAD OFFICE: New York

HIRING INCENTIVES: All professional positions receive four weeks vacation paid the first year. The firm offers a comprehensive benefits package starting the first day that is paid by the employer. After one year, the company will contribute up to six per cent toward an employee's RRSP.

APPLICATION PROCESS: Online at morganstanley.com/careers

program in 2006, employees have volunteered more than one million hours globally. In Montreal, Morgan Stanley employees have supported many local organizations that are meaningful to them, raising funds and devoting thousands of hours to community service each year.

In 2015 alone, 78 per cent of Montreal employees participated in various volunteer activities, logging more than 2,240 hours of community service.

Internally, the organization's leaders give employees an opportunity to make an impact as well.

“Our culture allows people with bright ideas to bring them forth and pursue them,” says Lacroix. “We work in an environment where people are expected to think like owners, innovate and challenge the status quo.”

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Morgan Stanley

What will you create?

morganstanley.com/people



Family atmosphere at Shriners Hospital

JACQUELINE LOUIE
Postmedia Works

Shriners Hospitals for Children — Canada is an excellent choice for health-care professionals and those seeking a workplace that encourages employees to grow in their careers in a supportive and family-oriented work environment.

Hôpitaux Shriners pour enfants — Canada/Shriners Hospitals for Children — Canada operates in Montreal within the public health sector. Part of a 22-hospital network across North America, it is the only Shriners Hospital for Children in Canada, specializing in pediatric orthopedic care (treating the musculoskeletal system).

The hospital cares for children and youth from every province and territory, the northeastern U.S. and around the world, offering services in French, English and approximately 50 other languages when required.

“We are a relatively small, cohesive, caring group,” says human resources counsellor Marie-Ève Schubert.

“We have a very special culture here. It really feels like a family, where everyone takes care of each other. The atmosphere is very warm and very friendly.”

Further proof of the positive work atmosphere: the turnover rate is less than one per cent.

As part of this collegial workplace environment, the hospital offers a variety of monthly employee-focused activities aimed at building and enhancing staff relationships.

“Everyone is working so hard, we want to make sure they’re happy when they come to work,” Schubert says.



The Shriners Hospitals for Children — Canada helps children throughout Canada and the northeastern United States. *BENOIT DESJARDINS*

The hospital recently moved to a new building that more than doubles the size of its previous location. The new hospital, which occupies 207,000 square feet, features new services, plenty of natural light and easy access to several nearby public transportation options.

The new building, designed to make the working environment as pleasant as possible, includes features such as employee lounges, bright colours, a cafeteria and conference room to bring everyone together and even an outdoor terrace.

“Our planning committee and architect put a lot of thought into creating our new environment to be functional and comfortable for our staff and our patients,” says communications and marketing manager Emmanuelle Rondeau.

In the new hospital many services were expanded, including research, ambulatory care and rehabilitation. Teaching, which is one of the pillars of this hospital’s mission, also benefitted from more space and technology, including a debriefing room and a pediatric simulation centre that allows the hospital to train new surgeons and allied health-care staff.

Each year, the hospital invests in staff recognition and training programs. Participating in conferences and continuing education opportunities are encouraged and fees are reimbursed. In addition, the hospital hosts a variety of internal training and learning opportunities.

At Shriners Hospitals for Children, teaching, care and research go hand in hand. This makes for a motivating and

Shriners Hospitals for Children – Canada

YEARS IN BUSINESS: 90

NUMBER OF EMPLOYEES: 300

LOCATION: Montréal

HEAD OFFICE: Tampa, Fla.

POSITIONS EMPLOYED: More than 70 different job titles in the hospital.

HIRING INCENTIVES: Free parking or rebate for an annual registration for public transportation; pension plan; group insurance; four weeks vacation to start; structured general orientation program; generous tuition reimbursement program; flexible schedules and mostly day-time positions for nurses and clinical employees; corporate discounts in gyms and other programs; monthly activities for employees; cafeteria; comfortable staff lounges on all floors, equipped with microwaves, fridges and coffee machines.

APPLICATION PROCESS: Send a CV to recruitment@shrinenet.org

inspiring work environment. As well, all staff members can propose initiatives to improve care and patient safety and are recognized for their efforts.

In 2016, Shriners Hospitals for Children — Canada plans to continue hiring, in particular for nursing roles, and Schubert expects the hospital will be hiring for positions that include housekeeping, kitchen, and administrative staff as well.

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CAREER Tab

Creativity blooms at Vigilant Global

BARBARA BALFOUR
Postmedia Works

Even after nine years, Eoin Craigie still loves coming to work at Vigilant Global every day.

“Whether it’s working with a new tool or building a program the end user is happy with, every challenge I face at work is truly inspiring,” says Craigie, director of business intelligence at Vigilant Global. “At the end of the day I leave feeling a sense of accomplishment that I’ve done something to move the company forward.

“It’s easy to feel this way, because good ideas are implemented quickly here. If you have an innovative idea and a plan to execute it, the turnaround is weeks instead of months or years. Employees are encouraged to be on the leading edge when it comes to technology.”

They’re also encouraged to give back to the community. For several years Vigilant Global has been supporting the Montréal Neurological Institute and Hospital, a world leader in brain research, with both financial donations and employee expertise. Members of Vigilant Global’s research and development team helped develop their research database and expand their data acquisition software, while a recent donation made it possible for the institute to develop the world’s first chemical brain atlas — a 3D high-definition roadmap of the brain that will improve treatment for diseases such as Parkinson’s, Alzheimer’s and epilepsy.

Vigilant Global employees also mentor high school students to design and build a competition-ready robot for Robotique



Employees at Vigilant Global are on the leading edge of technology while a lively corporate culture encourages thinking outside the box. *VIGILANT GLOBAL*

FIRST Québec. Last year’s submission won the Creativity Award for the most unexpected and out-of-the-box design.

In addition to participating in such company-led initiatives, every employee gets five paid days off a year to volunteer at the charity of their choice.

Health and wellness is also a priority for the company: free breakfast and lunch are provided daily, as well as a salad bar and healthy snacks throughout the day. Vigilant Global also offers weekly in-house yoga classes, on-site massages and a monthly subsidy toward the gym or other physical activity, such as tennis lessons or sports teams.

Game rooms stocked with PS4s and gaming computers let employees take a creative break from their daily tasks, and

the company organizes regular activities like movie screenings and family picnics to get employees together and socializing outside of work.

It was the company’s focus on work-life balance that led Bianca Tsouvaltsidis, senior market research analyst, to apply to Vigilant Global three years ago.

“When I looked into their corporate culture I was attracted by the idea of working in a smaller office with a laid-back atmosphere — there’s no dress code, we eat together every day like a family meal and we organize regular social activities which really reinforces that team dynamic,” says Tsouvaltsidis.

When she voiced some ideas recently about improving the employee recruitment process, Tsouvaltsidis was imme-

Vigilant Global

YEARS IN BUSINESS: 10

NUMBER OF EMPLOYEES: 130

LOCATION: Montréal

HEAD OFFICE: Montréal

POSITIONS EMPLOYED: Software developer, network administrator, system administrator, systems integrator, network architect.

WAGE RANGE: \$50,000 to \$80,000

HIRING INCENTIVES: Three weeks vacation to start, smartphone for work/private use, daily catered breakfast and lunch, gym membership, \$500 annual activity allowance, subsidy for organic groceries from Lufa Farms, maternity/paternity leave top-up payments, daycare subsidy, transportation reimbursement.

APPLICATION PROCESS:

Apply online at vigilantglobal.com

diately invited to develop new strategies with Vigilant Global’s recruiter in human resources.

“I really enjoy that kind of support, where I can jump into a project that’s not even in my department and help in whatever way I can,” she says.

“It fosters an atmosphere where creativity and ‘thinking outside the box’ is encouraged and rewarded. It keeps things fresh and exciting for me. And it’s how the company can flourish and be the very best at what it does.

“I’m proud to work for people who realize that.”

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