ADVERTISING FEATURE • NOVEMBER 2016



# HAMILTON/ NIAGARA'S TOP ENPLOYERS



Horizon Utilities' employees participate in our annual Touch a Tuck program.

Employees from Mohawk's International Education Department

ArcelorMittal Dofasco employees at the McMaster Children's Hospital's Miracle Plane Pull.

VIEW ONLINE AT **thespec.com**/hamilton-community/hamilton-spectator-top employers





## **CELEBRATING THE BEST PLACES TO WORK**

**Now entering its 10th year**, Hamilton-Niagara's Top Employers is an annual competition organized by the editors of Canada's Top 100 Employers. This special designation recognizes the employers in the Hamilton-Niagara area that lead their industries in offering exceptional places to work.

The editors started by examining the recruitment histories of over 85,000 employers that it tracks for its popular job-search engine, Eluta.ca. From this pool of growing organizations, Mediacorp invited approximately 8,000 employers to submit detailed applications, including a detailed review of their operations and HR practices that compares them to others in their industry and region.

Employers completed an extensive application process that included a detailed review of their operations and HR practices. Employers are evaluated using the same eight criteria as the national competition: Physical Workplace; Work Atmosphere and Social; Health, Financial and Family Benefits; Vacation and Time Off; Employee Communications; Performance Management Training and Skills Development; and Community Involvement. Employers are compared to other organizations in their field to determine which offer the most progressive and forwardthinking programs.

## **AREA WINNERS INCLUDE:**

#### **Adlib Software**

113 full-time employees

www.adlibsoftware.com

Founded in 1998, Adlib Publishing Systems Inc. is a developer of creative document conversion and publishing software.

 $\cdot$  maternity leave top-up payments (to 75% of salary for 17 weeks)

#### ArcelorMittal Dofasco Inc.

9,765 full-time employees

www.dofasco.arcelormittal.com

ArcelorMittal Dofasco Inc. is a supplier of steel products to markets across North America.

 offers retirement planning assistance, phased-in work options for those nearing retirement and health benefits that extend to retirees

#### Brant Community Healthcare System

#### 791 full-time employees

#### www.bchsys.org/hospital

Brant Community Healthcare System (BCHS) provides a complete range of healthcare services to over 120,000 residents in Brantford and surrounding Brant County.

 subsidized access to onsite fitness programs, from basketball and volleyball to instructor-led yoga, cardio and pilates classes

#### **Brock University**

1,555 full-time employees

#### www.brocku.ca

Brock University is a post-secondary educational institution with approximately 17,800 undergraduate and graduate students and 580 faculty members.

• tuition subsidies for courses related and not directly related to their current position, professional accreditation and can take advantage of in-house career planning assistance

#### **Burlington Hydro Inc.**

#### 90 full-time employees

#### www.burlingtonhvdro.com

Burlington Hydro Inc. is a provider of electricity to the municipality of Burlington.

• offers a variety of alternative working options (that would vary by position), including an earned days off program, compressed work schedules, flexible hours and telecommuting

#### Hamilton Niagara Haldimand Brant Community Care Access Centre / HNHB CCAC

#### 713 full-time employees

www.healthcareathome.ca/hnhb

The Hamilton Niagara Haldimand Brant Community Care Access Centre / HNHB CCAC provides information, coordinated healthcare and support services to allow everyone in Hamilton-Wentworth to live independently in the community.

• retirement planning assistance and contributions to a defined benefit pension plan

#### Hamilton, City of

#### 5,400 full-time employees

#### www.hamilton.ca

The City of Hamilton provides municipal government services to local businesses and a population of approximately 510,000 residents.

 $\cdot\,$  offers a variety of in-house training initiative as well as offering tuition subsidies for courses at outside institutions

#### **Horizon Utilities Corporation**

#### 377 full-time employees

#### www.horizonutilities.com

Horizon Utilities Corporation, formerly Hamilton Utilities Corporation and St. Catharines Hydro Inc., distributes electricity to residential and commercial residents in Hamilton and St. Catharines.

 contributions to a defined benefit pension plan, retirement planning assistance and health benefits that extend to retirees (with no age limit)

#### **Joseph Brant Hospital**

#### 867 full-time employees

#### www.josephbranthospital.ca

Joseph Brant Hospital is an acute care hospital that provides integrated healthcare services to Burlington and surrounding areas. • supports its new mom, dads and adoptive parents with maternity and parental leave top-up payments

#### **McMaster University**

4,492 full-time employees

www.mcmaster.ca

Founded in 1887, McMaster University is a post-secondary institute that serves over 17,000 students.

 subsidized memberships to a fully-equipped fitness facility that features everything from swimming to wheelchair basketball as well as an incredible range of instructor-led classes

#### **Mohawk College**

914 full-time employees

www.mohawkcollege.ca

Founded in 1947, Mohawk College is a post-secondary institute that offers full-time, apprenticeship, and co-op programs.

 exceptional maternity and parental leave top-up payments to employees who are new mothers (up to 93% of salary for 52 weeks) as well as parental top-up for new fathers and adoptive parents

#### Niagara Casinos

#### 2,568 full-time employees

www.fallsviewcasinoresort.com

Niagara Casinos is a gaming and entertainment facility.

 employees can take advantage of a number of onsite amenities, including a cafeteria (with healthy and special-diet menus and subsidized meals), a quiet room for meditation or religious observance, and a fitness facility, which includes instructor-led classes such as yoga and outdoor bootcamp

#### Sodexo Canada Ltd.

#### 5,961 full-time employees

www.sodexo.ca

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

 invests in ongoing employee development with subsidies for tuition and professional accreditation

#### Stryker Canada Inc., Hamilton

246 full-time employees

#### www.stryker.com

Stryker Canada Inc. markets and distributes specialty surgical and medical products, including reconstructive, medical and surgical, and neurotechnology and spine products to healthcare providers across the country.

 offers a generous subsidy for IVF if needed (to \$15,000) and parental leave top-up payments, up to 100% of salary for 26 weeks

#### **Tim Horton's Children's Foundation**

290 full-time employees

#### www.thcf.ca

Tim Horton Children's Foundation is a non-profit organization that operates seven children youth and camps across Canada.

 offers rewarding employment opportunities for young people (with many being former camp attendees) through summer employment, co-op work terms and internships



HAMILTON-NIAGARA'S

### HORIZON UTILITIES CORPORATION Empowering employees always top of mind

Horizon Utilities Corporation is honoured to be recognized for the sixth consecutive year as one of Hamilton-Niagara's Top Employers for 2017.

The recognition is an acknowledgement of Horizon Utilities' progressive workplace policies, human resources initiatives and strong commitment to the long-term development of our employees through education, safety and community engagement.

Empowering employees is always top of mind at Horizon Utilities. The company's core values support the needs of our communities as well as the goals of our people – fostering an environment of teamwork, innovation and personal career fulfillment.

Continuous learning is embedded in Horizon Utilities' culture. Employees across multiple disciplines have opportunities to develop professional skills through inhouse, online and external training programs, including apprenticeship opportunities. We invest in our employees by providing subsidies for tuition Picked up and recycled over 14,000 inefficient appliances

Employee charity fund supports over **60** charities



Horizon Utilities' employees participate in our annual Touch a Tuck program, that gives children a safe, hands-on experience with Horizon service vehicles and equipment; for the purpose of delivering critical electricity safety messages in an engaging and realistic way.

Horizon employees are encouraged to be actively involved in community and charitable projects. Managed by an employee committee and extensively supported by

"Each and every one of us can be proud of this Top Employer award achievement and I would like to extend a huge thank you to all our employees for making Horizon Utilities such a great place to work. It's very rewarding to be

recognized for six years in a row." – Max Cananzi, President & CEO, Horizon Utilities

and professional accreditation, while offering students and new graduates opportunities to gain on-the-job experience through paid internships. Horizon Utilities, the Horizon Employees' Charity Fund selected over 60 different local charities to support each year. Some of the organizations Horizon Utilities has supported include: United Way, Heart and Stroke Foundation, Habitat for Humanity and The Princess Margaret Cancer Center.

Employee milestones and

achievements are recognized and celebrated. Service anniversaries are celebrated with Quarter Century Dinners for employees with 25 plus years' service. Holiday celebrations, theme days, a summer family day and lunch and learns, are just some of the events that contribute to work life vibrancy at Horizon.

Horizon Utilities has gained a reputation for Placing a high emphasis on education for employees. Recently, Horizon Utilities was recognized as one of Canada's Outstanding Employers by The Learning Partnership for inspiring kids to imagine a brighter future through our annual Take Our Kids to Work<sup>™</sup> program.

Horizon Utilities is one of the largest and most innovative municipally owned electricity distribution companies in Ontario, providing electricity and related utility services to 244,000 customers in Hamilton and St. Catharines. Horizon was the first electric utility to receive the "Sustainable Electricity Company" designation by the Canadian Electricity Association.





### NIAGARA CASINOS **Great People Work Here**

Niagara Casinos - a great workplace! How do we know? Because we've been named a Top Employer in our region for SEVEN years straight!

One of the reasons that we continue to make it onto this prestigious list is that we look for ways and means to add to the reasons why our workplace is considered one of the best.

We have an outstanding recognition program that celebrates the efforts our employees put forth every day to make us the ultimate destination for gaming entertainment. It's all about celebrating - from a simple shout out or a heartfelt thank you to our formal, annual gala - we recognize that our employees make a difference. We take every opportunity to celebrate success through awesome events, personalized gifts and meaningful recognition.

The wellness of our staff is a top priority at our company. We encourage healthy living through free fitness classes, seasonal clubs and initiatives, an on-site fitness facility, fresh meal selections and a variety of online tools and resources that promote the well-being of our staff.

The great people of Niagara Casinos give back because that is who we are – we have incredible team spirit in our workplace!

- Maria Graham, Vice President Human Resources

We encourage continuous learning opportunities involvement and giving back is a continued focus for through our in-house training programs and subsidies for job-related course tuition.

finances and savings. By offering services such as oneon-one meetings with financial advisors, specialized seminars and engaging events, we ensure our employees are fully prepared to manage their money and plan for the future.

> A strong commitment to improving the communities we live in and promoting

us. Throughout the year, our employees volunteer for a variety of charities and donate their dollars and their

We also educate our employees on the importance of

personal time to numerous campaigns and events.

We offer a comprehensive benefits package and address specific needs of our employees through targeted communications, workshops and seminars. Competitive wages and salaries, an annual bonus, pension contributions, paid time off - and the list goes on!

Working at Niagara Casinos is more than just a job. It's a workplace environment that provides a place to grow, a place to start your career and a place to make a difference!

Visit niagaracasinosjobs.com if you are interested in working for a great company.





A group of our male employees participated in a great event called Walk a Mile in Her Shoes for a local charity, Gillian's Place. They formed a team called Niagara Casino's Sole Men and walked a mile in women's footwear as a symbolic gesture to raise awareness and end violence against women.

employees

### ARCELORMITTAL DOFASCO The world is what you make it

Less than 1 per cent of companies have achieved what ArcelorMittal Dofasco has – more than 100 years in business. The company's achievements are the result of its ongoing ability to stay ahead of the curve, react swiftly and persevere through periods of immense change to emerge stronger.

ArcelorMittal Dofasco is part of the world's largest steel and mining company. ArcelorMittal, which is present in more than 60 countries, has an industrial footprint in more than 20 countries and more than 220,000 employees. ArcelorMittal Dofasco, located in Hamilton, ON, is long known for its credo that "Our product is steel. Our Strength is people." The company

consistently points to its people being its strength and competitive advantage.

More than 5,400 employees make more than 100 grades of steel here in Hamilton which is used in the automotive, distribution, construction and

manufacturing, tubular and consumer and industrial packaging sectors. Ingenuity and creativity have been the driving force of Dofasco for more than 100 years. They have pushed its team to design and develop steels Greater Hamilton's Iargest private sector employer

More than **5,400** employees



Last summer, a team of 32 employees participated in the McMaster Children's Hospital's Miracle Plane Pull at the John C. Munro airport in June. The team managed to pull into fourth place for the best pull of the event and raised \$1,700 for the hospital. ArcelorMittal Dofasco is active in the community with approximately \$2 million invested in the community each year through its Employee Donations Fund and Corporate Community Investment Fund.

that are transforming the design, performance and

"We're more than a steel company as we're not only making steel stronger, lighter and more sustainable, we're transforming tomorrow."

– Sean Donnelly, President and CEO

sustainability of autos as well as those that are creating stronger, safer and more sustainable buildings, innovative new packaging and advanced energy sector technology. Each ArcelorMittal Dofasco steel coil is designed and manufactured to the exacting standards of the

company's customers for its intended end use, with tolerances of millimeters.

challenges head on," says president and CEO Sean Donnelly. "We recognize that our strength is people. We stop, challenge and choose. We play to win. We are continuously looking for ways to improve and innovate and while we celebrate the past, our sights are firmly set on transforming tomorrow through our products, our people and our commitment to community.

"Ours is the kind of company that is constantly changing and evolving to continue to be successful decade after decade...to keep our position in the top 1 per cent of companies around the globe – to be world class."

"Strong companies like ours work together to meet wearetransformingtomorrow.ca and apply today.

## The world is what you make it

Take part in transforming tomorrow with ArcelorMittal Dofasco. Apply today.

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### JOSEPH BRANT HOSPITAL Health and wellbeing top priority for employees

Tow do you improve on an already picturesque **I** work environment? Expand its view.

Joseph Brant Hospital already had going for it the panoramic views of Burlington's pretty lakefront at Spencer Smith Park and the nearby beach paths and trails, as well as its quaint downtown shops just a fiveminute walk away.

And being accessible via public transit, the QEW and Highway 403 are an added bonus that have made the acute care hospital a top employer in Hamilton-Niagara

this year, according to the editors of Canada's Top 100 Employers publication.

Now, a nearly \$475 million expansion is improving on Jo Brant's scenic environs, with 800,000 square feet added to the 55-year-old hospital. When Phase 2 of the redevelopment is complete in

late 2017, the new seven-storey patient tower will include a new emergency department, an additional 172 acute care inpatient beds and nine new operating rooms to better serve the growing community's health care needs. The cancer clinic, neonatal and intensive care

867 full-time employees

\$475 million hospital expansion

programs and initiatives we offer support

these, and help in the realization of a work-

life balance. It also fosters a culture of

engagement through frontline participation

in process improvement."

- Kim Foster, Human Resources Business Partner



It's a truly exciting time at JBH, as we near the half-way point of the redevelopment and expansion project. Our staff, and our community have endured great change - with the knowledge that when complete, the hospital will provide the people of the Burlington, and area, greater access to health care services for years to come. For this, we thank them.

units will also be expanded. "We work with staff to identify priorities. The

And inside the work environment is equally amenable to staff with traditional and open concept workstations throughout.

As part of a wide-ranging wellness effort, the hospital also boasts a full-service cafeteria with healthy menu

options and complimentary massage therapy, yoga, Zumba and meditation available on site. Staff also receive comprehensive medical and dental benefits.

And every year an annual wellness fair is also organized for staff, physicians and volunteers.

"We work with staff to identify priorities," said Kim Foster, the hospital's Human Resources Business Partner. "The programs and initiatives we offer support these, and help in the realization of a work-life balance. It also fosters a culture of engagement through frontline participation in process improvement."

New moms and dads, including adoptive parents, also get top-up payments when they take their maternity and parental leaves.

And on the other end of the work spectrum, employees who are near retirement can get help planning for the future with their defined benefit pension plan by taking advantage of a phased-in retirement work option.

This is a workplace that truly cares about the health and wellbeing of its patients and those who work within it.

> **OSEPH BRANT** HOSPITA

## Our People, Our Strength, Our Compassion.



You Tube

in

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www.josephbranthospital.ca/careers





Giving





### HAMILTON NIAGARA HALDIMAND BRANT **COMMUNITY CARE ACCESS CENTRE** Outstanding care every person, every day

The Hamilton Niagara Haldimand Brant Community Care Access Centre (HNHB CCAC) has been named one of Hamilton-Niagara's Top Employers for the second year in a row.

The organization serves a population of more than 1.4 million people and last year provided access to home and community care and support for nearly 84,000 patients.

Some 1,000 skilled health professionals and staff are focused on providing safe, high-quality, patient-centered care and committed to making a positive difference in the lives of patients and caregivers.

"Our talented employees are dedicated to putting patients and families first and creating exceptional patient experience," said HNHB CCAC CEO Melody Miles. "We have the best and brightest people who invest their expertise in working with our health system partners to ensure safe, patient-centred care in our community."

Miles said HNHB CCAC's patients and caregivers provide the most valuable insights, input and feedback that assist the organization in making continuous improvements.

"Ultimately, collaboration with our patients, caregivers and partners allows us to realize our vision: outstanding care every person, every day," said Miles.

While the organization delivers care and support to a growing number of seniors, CCAC assists people of all ages and works within the entire health system including

1 in 17 people receive home and community care across HNHB

More than 26% of HNHB CCAC patients are between ages 20 and 64



HNHB CCAC connects people with the care and support they need at home and in the community. Some 1,000 dedicated employees are focused on patient-centred care and guided by the organization's commitment to deliver safe, high quality care each and every day.

hospitals, schools, retirement homes, long-term care homes, palliative care and with family physicians.

HNHB CCAC also provides patients with convenient access to nursing care centres for various treatments allowing patients the flexibility to schedule visits around their daily activities.

Some of the organization's most notable achievements during the past year include being awarded Accreditation with Exemplary Standing by Accreditation Canada, ranked as a Top 15 Hamilton-Niagara Employer and honouring 173 unpaid caregivers through the Heroes in the Home caregiver recognition program.

HNHB CCAC is funded by the Ministry of Health and Long-Term Care through the Hamilton Niagara Haldimand Brant Local Health Integration Network. It has made a number of key investments to attract the best employees including a progressive work environment, competitive compensation and benefits package, new employee orientation and preceptorship program, total wellbeing committees promoting healthy life-work balance and opportunities for career growth.

## Putting our patients and families first in everything we do.



Every day, employees of the Hamilton Niagara Haldimand Brant Community Care Access Centre (HNHB CCAC) are motivated to make home and community care work better for our patients and their families.

Thanks to our highly skilled team, HNHB CCAC is designated by RNAO as a Best Practice Spotlight Organization and has achieved the gold standard in home and community care delivery, Accredited with Exemplary Standing by Accreditation Canada. We're proud to be among the Top Employers in Hamilton-Niagara again for 2017.



Hamilton-Niagara's

**Top Employers** 

Centre d'accès Community

aux soins communautaires

We welcome your expertise in health care and your commitment to making a positive difference in the lives of our patients and families. To learn more about becoming a member of the HNHB CCAC team, visit healthcareathome.ca/hnhb or call HNHB CCAC toll free: 1-800-810-0000

### **BURLINGTON HYDRO** Investing in people

The 90 people currently employed fulltime at Burlington Hydro Inc., are among an enviable group working at one of Hamilton-Niagara's top employers, according to the editors of Canada's Top 100 Employers publication.

This is the second year in a row that the electricity distributor has earned a spot in the annual competition.

This is in part due to several initiatives that foster a rewarding work environment from professional development to staff wellness and effective communication.

Among the highlights cited by the judges are the company's alternative working options, which include compressed work schedules.

There's also a defined benefit pension plan, as well as retirement planning assistance and phased-in work options

for employees approaching retirement.

Burlington Hydro also offers full tuition subsidies for work-related courses taken at a college or university, as well as in-house and apprenticeship training programs and professional accreditation subsidies.

It's all part of the company's focus on "providing a safe and respectful workplace where employees are highly valued, treated fairly, and challenged with meaningful

\$30,600 raised for **United Way in** 2015

Shine Inside program recognizes employees' contributions



Burlington Hydro training programs focus on maintaining a highly skilled workforce that supports a proactive and preventative safety culture.

work," says Burlington Hydro Inc. President and CEO Also, an employee recognition program honours staff for Gerry Smallegange.

"At Burlington Hydro we understand that at the core of

a talented and inspired company "Attracting, developing and retaining is a highly trained workforce that goes the extra mile and talent is an investment in our future always takes pride in serving our and it's instrumental in creating a customers and the community," adds Smallegange. sustainable and stable company."

> Some of the notable standouts in the company's employeefocused culture are a computer

purchase loan program that offers interest-free loans to a maximum of \$3,000, through payroll deductions up to 36 months.

every five years of service at the company's annual Quarter Century Luncheon.

Proving that nurturing the mind is as important as nourishing the body at Burlington Hydro there's an employee wellness program that offers coaching, group workshops and recipes to improve nutrition. Even inhouse yoga classes have been made available to help employees ease stress and improve their fitness

"Attracting, developing and retaining talent is an investment in our future and it's instrumental in creating a sustainable and stable company," says Jennifer Smith, Vice President, Corporate Relations, Burlington Hydro Inc. "It's part and parcel of a work environment where employees are encouraged and motivated to excel."

## Proud. Experienced. Committed. Acknowledged.



For the 2nd year running Burlington Hydro is proud to be acknowledged as a leading employer. We credit our employees' unwavering commitment to operating an electricity distribution system recognized among the best in the Province for its innovation, reliability, and safety record.



Jennifer Smith, Vice President, Corporate Relations

Burlington hydro energizing *our* community™





### **MOHAWK COLLEGE** Learning for life

For four years running, Mohawk College has earned a place on the list of Niegers U. place on the list of Niagara-Hamilton's Top Employers.

The college, a recognized leader in health, technology and skilled trades training, serves more than 30,000 full and part-time students annually at its three Hamilton campuses.

Mohawk's success begins with exceptional employees who share their knowledge, experience and enthusiasm every day and take pride in their dedication to students and quality education.

Mohawk sees great value in providing professional development opportunities for its employees and believes by investing in employees it will help the college provide the best education and services to its students.

The approach appears to be working, as for six years in a row Mohawk has been ranked number one in student satisfaction among Greater Toronto and Hamilton area

colleges. Also, employee engagement surveys conducted every two years show that four out of five employees would recommend Mohawk as a place to work.

"Mohawk invests in the growth and development of our employees because we recognize that the

success of our college and our students is directly linked to the success of our people," said Mohawk College President Ron McKerlie.

Score = 4 out of 5 staff would recommend Mohawk as a place to work

Employee engagement surveys are held every 2 years



Employees from Mohawk's International Education Department welcome more than 2,000 international students each year.

Mohawk has a learning for life strategy that encourages employees to grow both professionally and personally through online and in-class learning, conferences,

mentoring and leadership programs.

It offers employees generous tuition subsidies, and the opportunity to take continuing education courses at the college for only \$20 per course.

It provides many in-house training programs including sessions focusing on teaching

and learning innovations such as "Inspiring Minds, Great Ideas for Teaching" and the "Speaker Series in Innovative

Ideas."

The College Educator Development Program (CEDP) is provided to all newly hired full-time faculty to help them develop their teaching practice and Teaching for Success is available to all part-time faculty.

The college also offers mentoring programs providing all employees with the chance to learn through formal interaction with a peer mentor.

The Future Ready Leadership Program is a seven-day training program held over seven months to develop and help shape emerging leaders.

Employees can also attend retirement planning sessions to help them plan for the future and are eligible for both paid and unpaid professional development leaves.

## Congratulations

to all our employees for making Mohawk College a great place to work and learn.

"Mohawk invests in the growth and

development of our employees because

we recognize that the success of our

college and our students is directly linked

to the success of our people."

- Ron McKerlie, President



Human Resources

Inspire. Grow. Learn.

Понашк

**FUTURE READY** 



### BROCK UNIVERSITY A preferred place to work and study

Scenic location, great benefits and opportunities for advancement at Brock University

Southern Ontario is about to find out what nearly 6,000 fulland part-time employees already know: Brock University is a great place to work.

The University has made the 2017 list of Hamilton-Niagara's Top Employers, an annual competition organized by the editors of Canada's Top 100 Employers.

Brian Hutchings, Brock's Vice-President, Administration, said the designation recognizes the attributes that help the University be a supportive asset and partner to the Niagara community.

"The number one priority in our strategic plan is to make Brock a preferred place to work and study, so I think this recognition demonstrates that," Hutchings said. "Brock is a great place to work and most people in the Niagara region know that."

Dr. Grant Armstrong, Associate Vice-President, Human Resources, said Brock's employee experience can be summarized in five points:

Impact: The University's impact on the community, both locally and internationally, through events, fundraisers and research, allows students, staff and faculty to be part of something bigger.

Opportunity and career development: Personal and professional growth happens every day at Brock. Employees explore unique positions and opportunities for career



Brock University students listen to senior lab demonstrator Dr. Mark Lukewich during a session in the Cairns Family Health and Bioscience Complex. Brock was recently listed as having a top two national ranking in its category when it comes to the number and growth of research publications over the past 15 years. The University employs nearly 6,000 full and part-time faculty and staff.

advancement and the furthering of their own education.

Collegiality and collaboration: Working together and collaborating on projects are important characteristics that are part of the University's culture and DNA.

Community involvement: Sustained involvement with various community organizations and initiatives is an important part of the Brock experience for staff, students and faculty.

Unique location: Brock is located in the unique Niagara region. The picturesque campus sits on the Niagara Escarpment within a UNESCO Biosphere Reserve.

Armstrong said he hopes the Top Employers designation reinforces Brock's reputation as a preferred place to work and furthers the University's ability to attract high-calibre recruits.

"The University needs a calibre of skilled and dedicated staff

who help Brock support not just our students, but our surrounding Niagara community," he said. "One way to attract and retain talented employees is to make the University a very supportive and gratifying place to work."

Many employees are drawn to Brock because of the generous salaries and benefits.

"Although Brock is growing, you will still feel a sense of community and family within your department. The benefits are very comprehensive and generous. This gives me peace of mind when planning for my family," says employee Tammy Whitaker-Campbell.

The Top Employer award was announced shortly after the University launched a new Brock University careers website. It includes the latest career opportunities, testimonials from current employees and other information on the benefits of working at Brock.



## EXPERIENCE. CAREERS. COME TO BROCK.

Rewarding faculty, research and administrative career opportunities, all in the heart of the Niagara region. Learn more at BrockU.ca/Careers





Providing quality public services that contribute to a healthy, safe, and prosperous community, in a sustainable manner.





## **CONGRATS!**

For six consecutive years, Canada's Top 100 Employers has recognized Horizon Utilities as one of the best places to work in the Hamilton-Niagara area. **A huge thank you** to our employees for making this such a great place to work.

### **CONNECT WITH US**



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