

ADVERTISING FEATURE



Join the team at Airbus Helicopters Canada for a rewarding career.



Mohawk staff enjoying a get together at the Fennell campus.



Myles Anderson (front) and Kyle Parris (back) working in a pulpit at the No. 6 Galvanizing Line at ArcelorMittal Dofasco.



Hamilton-Niagara's Top Employers

VIEW ONLINE AT
thespec.com

HAMILTON-NIAGARA'S
TOP EMPLOYERS 2022



CELEBRATING THE BEST PLACES TO WORK

Now entering its 15th 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.

This year's competition saw the largest number of

employers to date take part in the selection process, which starts each spring. Mediacorp editors began by examining the recruitment histories of nearly 100,000 employers that it tracks for its popular job-search engine, Eluta.ca. From this pool, Mediacorp invited 10,000 employers to submit detailed applications, including a comprehensive review of their operations and HR practices that compares them to

others in their industry and region. Employers interested in next year's competition may also request an application online.

Details on the selection criteria and information for employers on applying is available on the competition homepage: <https://www.canadastop100.com/hamilton/>.

AREA WINNERS INCLUDE:

Airbus Helicopters Canada Limited
213 full-time employees
airbushelicopters.ca

Airbus Helicopters Canada Limited is a helicopter assembly, design and repair company.

- Airbus Helicopters Canada Limited encourages employees to continue learning throughout their careers with tuition subsidies for courses at outside institutions, as well as through a variety of in-house training initiatives -- the company also reaches out to the next generation with paid internships, apprenticeships and formal mentoring
- Airbus Helicopters Canada Limited lets everyone share in the fruits of their labour through profit-sharing and a share purchase plan, available to all employees
- Airbus Helicopters Canada Limited helps employees plan for life after work with retirement planning assistance as well as contributions to a defined-contribution pension plan -- and employees nearing retirement may be able to take advantage of phased-in retirement work options

ArcelorMittal Dofasco G.P.
4729 full-time employees
dofasco.arcelormittal.com

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

- Over the past year, ArcelorMittal Dofasco's longstanding Employee Donations Fund contributed nearly \$300,000 to 17 local organizations, with grants supporting a range of initiatives including those specifically for children and seniors, health and social services, and emergency food programs
- ArcelorMittal Dofasco encourages everyday recognition through an online platform called Thanks A Ton, awarding recipients points that can be redeemed for merchandise, gift cards, and even donations to charities

- ArcelorMittal Dofasco supports long-term personal and professional development through generous tuition subsidies for courses both related and unrelated to an employees' current position (to a \$24,000 lifetime maximum), and offers academic scholarships for children of employees who wish to pursue post-secondary education (up to \$2,500 per child)

Bethesda Community Services
257 full-time employees
www.bethesdaservices.com

Founded in 1937, Bethesda Community Services provides services and supports to children, youth and adults with special needs.

- Bethesda supports employees who want to start a family with maternity and parental leave top-up for new and adoptive parents (to 75 per cent of salary for up to 15 weeks) -- and offers the option to extend their paid leave to an unpaid leave of absence
- Through Bethesda's unique recognition program, the organization offers redeemable points to recognize employees for going above and beyond their daily work requirements, assisting in recruiting efforts, and participating in community or charitable events

Brock University
1624 full-time employees
www.brocku.ca

Brock University is a post-secondary educational institution with approximately 18,700 undergraduate and graduate students and 580 faculty members.

- Brock University maintains a workplace wellness framework and organized a number of initiatives to help employees prioritize their health over the past year, including mental health training, remote office ergonomics, and a monthly wellness calendar
- Varying by employee group, Brock University helps all employees save for the future with contributions to a defined-benefit pension plan -- additionally, faculty can take advantage of phased-in work options when nearing retirement

- Brock University encourages employees to continue their education in-house with tuition fees waived for the university's undergraduate and graduate courses -- employees also receive subsidies for professional accreditation and can take advantage of in-house career planning assistance

Durward Jones Barkwell & Company LLP
140 full-time employees
www.djb.com

Founded in 1940, Durward Jones Barkwell & Company LLP is a chartered accounting firm that provides assurance, taxation, and information technology services.

- Durward Jones Barkwell & Company LLP helps employees maintain a healthy work-life balance through a variety of flexible work options and encourages employees to put their health first with unlimited paid sick days
- Durward Jones Barkwell & Company LLP helps employees starting a family with generous maternity and parental leave top-up programs, open to new moms, dads and adoptive parents, to 75 per cent of salary for 17 weeks
- Durward Jones Barkwell & Company LLP encourages employees to recruit their friends through a generous new employee referral program, from \$500 to \$3,000, depending on the position

City of Hamilton
5684 full-time employees
www.hamilton.ca

The City of Hamilton provides municipal government services to local businesses and a population of over 579,000 residents.

- City of Hamilton maintains a comprehensive workplace mental health and well-being strategy and offers coverage of up to \$1,000 per year for mental health practitioners
- Varying by employee group, the City of Hamilton supports its new moms

with maternity leave top-up (to 75 per cent of salary for up to 30 weeks) and recently implemented parental top-up for new fathers (to 75 per cent of salary for up to 15 weeks)

- City of Hamilton offers rewarding employment opportunities for young people through summer jobs and co-op work terms, and also encourages ongoing employee development with in-house training and subsidies for tuition and professional accreditation

Hamilton Health Sciences

7472 full-time employees

www.hamiltonhealthsciences.ca

Hamilton Health Sciences is a provider of acute and specialized health care services.

- Hamilton Health Sciences offers long-term peace of mind with retirement planning assistance and a defined-benefit pension plan, and provides a number of helpful financial perks along the way, including discounted home and auto insurance, low-interest home loans, and discounted auto lease rates

- Hamilton Health Sciences encourages peer recognition through the Special Thanks and Recognition (STAR) program and manages dedicated awards programs for nurses with a variety of categories including the Innovation and Quality Award, the Patient Experience Award, and the Nightingale Award, for individuals who consistently demonstrate values in their nursing practice

- Hamilton Health Sciences is committed to improving equity, diversity and inclusion at the organization and offers courses on creating positive space for the two-spirit and LGBTQIA+ community, cross-cultural communication, how to be an ally, and intersectional anti-racism and anti-oppression -- additionally, the organization maintains a president's equity, diversity and inclusion task force, which is responsible for developing a strategy and action plan

Hamilton Oshawa Port Authority

55 full-time employees

www.hopaports.ca

The Hamilton-Oshawa Port Authority controls the ports in Hamilton and Oshawa in Ontario..

- Hamilton Oshawa Port Authority encourages employees to prepare for the future with retirement planning assistance and contributions to a defined-contribution pension plan -- additionally, the organization offers phased-in work options to enable retiring employees to gradually reduce their hours

- Hamilton Oshawa Port Authority provides maternity leave top-up to new mothers (to 90 per cent of salary for up to 17 weeks) and recently expanded its policy to include parental top-up for fathers and adoptive parents

InvestorCOM Inc.

70 full-time employees

investorcom.com

InvestorCOM Inc. is a provider of regulatory compliance software and communications services to banks, asset managers, insurance companies and investment dealers.

- InvestorCOM's senior leadership hosted bi-weekly town halls at the outset of the pandemic and offered regular tips and tricks to help employees prioritize their health and wellness -- additionally, the company's Special Place to Work Committee hosted Water Cooler Convoos to encourage employees to keep connected while working apart

- InvestorCOM offers inclusive family-friendly benefits with maternity and parental leave top-up for new and adoptive parents, to 70 per cent of salary for 17 weeks

- InvestorCOM encourages a sense of community through an employee incentive program that rewards employees for recognition, participation in fun work events and charitable donations with points that can be redeemed for prizes that include a day off, clothing or gift certificate

Joseph Brant Hospital

1012 full-time employees

www.josephbranthospital.ca

Joseph Brant Hospital is an acute care hospital that provides integrated healthcare services to Burlington and surrounding areas.

- Joseph Brant Hospital recently launched a dedicated well-being committee comprised of employees and physicians from across the hospital and is planning to offer complimentary drop-in sessions for debriefing and decompressing with a mental health professional -- additionally, the organization offers mental health coverage as part of its benefits plan

- Joseph Brant Hospital supports its new moms, dads and adoptive parents with maternity and parental leave top-up payments -- to 84 per cent of salary for up to 27 weeks for new moms, and up to 12 weeks for dads and adoptive parents, with top-up duration varying by employee group

- Along with retirement planning assistance services, Joseph Brant Hospital helps employees save for the future through a defined benefit pension plan -- and offers phased-in work options for employees when they near retirement

McMaster University

6193 full-time employees

www.mcmaster.ca

Founded in 1887, McMaster University is a post-secondary institute that serves over 31,000 students.

- McMaster University's time off policies include three weeks of starting vacation for most employees (moving to four weeks after only four years on the job), 10 paid sick days to encourage employees to put their health first, and up to five paid personal days that can be scheduled as needed

- McMaster University maintains a dedicated health workplace committee responsible for organizing workplace wellness initiatives and offers generous coverage for mental health services through its benefits plan (up to \$3,000 annually)

- McMaster University takes a thoughtful approach when helping employees manage unexpected challenges, offering compassionate leave top-up for those called upon to care for a loved one (to 100 per cent of salary for up to eight weeks)

Mohawk College

1016 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.

- Mohawk College facilitates transparent and ongoing communication with employees through annual town halls and the Ask the President feature on the college's intranet -- new employees are also invited to a virtual breakfast with the President

- Mohawk College runs an onsite Health Centre for students, employees and the community, staffed by a multi-disciplinary team of practitioners offering medical, therapeutic, dental and wellness services (the centre moved to virtual consultations during the pandemic) - additionally, the college offers wellness workshops throughout the year on topics such as mental health first aid, stress management and achieving work-life balance

- Mohawk College provides generous maternity and parental leave top-up payments to its new moms (to 93 per cent of salary for 52 weeks), as well as top-up for new dads and adoptive parents (to 93 per cent of salary ranging from 35 to 37 weeks, depending on employee group)

National Tire Distributors, Inc.

626 full-time employees

www.ntdcanada.com

Established in 1978, National Tire Distributors, Inc. is a provider of tire distribution services across Canada.

- National Tire Distributors supports a variety of local and national charitable organizations each year and encourages employees to get involved with a paid day off to volunteer

- National Tire Distributors offers a number of financial incentives, including signing bonuses for some, year-end bonuses for all, and referral bonuses of up to \$1,000 -- additionally, employees can take advantage of discounted pricing on the company's tires and wheels

- National Tire Distributors supports parents-to-be with subsidies for IVF if needed (to a lifetime maximum of \$15,000) and maternity and parental leave top-up (to 60 per cent of salary for up to 12 weeks) -- additionally, the organization offers subsidies to assist with the costs of adoption (to \$2,000 per child)

HAMILTON-NIAGARA'S TOP EMPLOYERS 2022

Niagara Health

2961 full-time employees

www.niagarahealth.on.ca

Niagara Health is a provider of acute health care services to the residents of the Regional Municipality of Niagara.

- Niagara Health maintains a culture of recognition through a variety of initiatives, including Just Because Cards, an on-the-spot awards program (for patients and their families to recognize employees who helped create a positive patient experience), and annual Awards of Excellence (peer-nominated awards based on the organization's core values)
- As part of Niagara Health's commitment to employee health, safety and wellness, its "Be Well" program offers wellness support, tactics and education -- as a result, the organization offers massage chairs on quiet floors at each of its five sites, a dedicated wellness nurse who provides support and counselling on issues including mental health, mindfulness and life coaching, and opportunities for staff to hear from local specialists on a variety of health-related topics
- Niagara Health helps employees plan securely for the future with contributions to a defined benefit pension plan, assistance with retirement planning and phased-in work options when they near retirement

Stackpole International

2217 full-time employees

www.stackpole.com

Stackpole International is a manufacturer of engine, transmission pumps and powder metal components to the global automotive marketplace.

- Stackpole International invests in the development of current and future generations, providing tuition subsidies for employees interested in job-related courses and academic scholarships for children of employees (up to \$5,000 per year per child)
- Along with helping employees save for retirement, Stackpole International offers a range of financial incentives including profit-sharing for some, signing bonuses for some, and referral bonuses of up to \$1,000

St. Joseph's Healthcare Hamilton

3040 full-time employees

www.stjoes.ca

St. Joseph's Healthcare Hamilton is a multi-site teaching hospital and academic health science centre with more than 4,900 full- and part-time employees.

- St. Joseph's Healthcare Hamilton offers a number of initiatives to help employees make healthier choices, including health assessments by an in-house wellness team, monthly highlights of employee wellness success stories (such as quitting smoking and maintaining mindfulness), and special programming and seminars on a variety of topics including

financial health, gardening, healthy eating and mental health

- St. Joseph's Healthcare Hamilton organized a variety of virtual events over the past year to help foster positive engagement and social connection, including a virtual ugly Christmas sweater party, a virtual Christmas tree lighting ceremony, and a TikTok for Team Spirit challenge
- St. Joseph's Healthcare Hamilton encourages employee development through in-house training and tuition subsidies for courses related to an employees' position (to \$1,000 annually) -- the organization also invests in future generations by offering summer opportunities, co-op placements and internships to students completing high school and post-secondary studies, particularly in nursing

Stryker Canada ULC

664 full-time employees

www.stryker.com

Stryker Canada ULC is responsible for the sales, marketing, and distribution of Stryker's medical technologies, including reconstructive, medical and surgical, and neurotechnology and spine products, to leading healthcare institutions in all provinces.

- Stryker Canada provides generous maternity and parental leave top-up payments to new parents, including adoptive parents (to 100 per cent of salary for 26 weeks) and and supports employee health and wellness with a comprehensive benefit package, including fertility drugs.
- Stryker has programs and initiatives are targeted to ensure impact in these three areas of diversity, equity and inclusion (DE&I). Strengthen the diversity of our workforce. Advance a culture of inclusion engagement and belonging. Maximize the power of inclusion to drive innovation and growth. Employee resource groups (ERGs), play an active role in advancing Stryker's commitments to DE&I.
- Stryker Canada quickly moved as many employees to work-from-home arrangements as possible, ensuring they were able to take anything from the office home with them that would improve their virtual work experience, from office chairs to computer monitors -- and has developed a dedicated "Homeward Bound" framework to ensure employees can safely return to onsite working arrangements

Tim Horton Children's Foundation, Inc.

144 full-time employees

timscamps.com

The Tim Horton Children's Foundation serves youth from low-income families in Canada and the United States, and operates seven camp locations.

- Tim Horton Children's Foundation undertook several initiatives related to equity, diversity and inclusion over the past year, including providing unconscious bias training to salaried staff, creating an internal EDI steering committee comprised of BIPOC and LGBTQ+ staff, and launching an employee-led working group focused on incorporating Truth and Reconciliation principles at Tims Camps

- Tim Horton Children's Foundation's longstanding sick day policy provides employees peace of mind in keeping healthy, offering six paid sick days annually that can be carried into the next year and supplement short-term disability payments, if needed
- Tim Horton Children's Foundation supports employees who want to start a family with maternity and parental leave top-up payments, to 70 per cent of salary for six weeks for new mothers and fathers as well as adoptive parents -- and new parents can also take advantage of a phased-in return to work

TransUnion of Canada, Inc.

357 full-time employees

www.transunion.ca

Formed in 1989, TransUnion Canada is a provider of consumer credit reporting services.

- TransUnion of Canada maintains a charitable focus on initiatives that improve the lives of children and encourages employee involvement with a paid day off to volunteer -- impressively, the organization donated approximately 2,250 volunteer hours over the past year
- TransUnion of Canada invests in ongoing employee development with tuition subsidies for job-related courses (up to \$7,500 annually) and provides financial bonuses for some course completion (to \$4,500)
- TransUnion of Canada offers a number of financial incentives including a share purchase plan for all, profit-sharing for some, signing bonuses for some employees, and generous referral bonuses ranging between \$1,000 and \$5,000

WS Audiology Canada Inc.

116 full-time employees

www.wsa.com

WS Audiology Canada Inc. is a leading manufacturer of hearing aids, manufacturing one out of every four hearing aids used worldwide including hearing aids sold under the Siemens, Signia, Audio Service, Rexton and A&M brands.

- As part of WS Audiology Canada's health benefits plan, the company offers a wellness spending account of \$400, which can be used to offset the cost of related expenses, and a separate allotment for mental health services (up to \$800 annually)
- WS Audiology Canada invests in ongoing employee development with tuition subsidies for courses taken at external institutions, as well as subsidies for professional accreditation
- WS Audiology Canada offers referral bonuses as an incentive for employees to recruit candidates from their personal networks, up to \$2,000 per successful hire

**HAMILTON AREA'S
TOP EMPLOYERS 2022**
AIRBUS HELICOPTERS CANADA LIMITED

Empowering Employees Core to Airbus Helicopters Canada's Success

For Airbus Helicopters Canada, core values are more than words. Commitment to teamwork, reliability, customer focus, respect, creativity, and integrity is key to not only what they do, but how they attract and engage their employees. That's part of why they have been recognized as a Top Employer.

"This is part of our culture and what differentiates us," explained president Dwayne Charette. "We look for people to be part of the solution. We want people to take an active part in shaping our business.

"We find bringing people together and giving the opportunity to exchange — good or bad — is a key element that's in our culture/DNA. We're trying to break

down silos and make sure the company is a dynamic working machine."

Airbus Helicopters is the world's No. 1 helicopter manufacturer, employing nearly 4,000 people in Canada across its subsidiaries. Airbus Helicopters Canada, headquarters in Fort Erie, employs a team of approximately 250 highly skilled employees.

The company encourages career-long learning with tuition subsidies and in-house training initiatives. It fosters a "speak up" culture, supporting its leading role in safety and innovation. It also supports employee involvement in community events.

Airbus prioritizes reaching out to the next generation through paid internships,

Reaches out to
the next
generation with
paid internships,
apprenticeships
and formal
mentoring

213 full time
employees



Join the team at Airbus Helicopters Canada for a rewarding career

"We find bringing people together and giving the opportunity to exchange — good or bad — is a key element that's in our culture/DNA" - explained president Dwayne Charette

apprenticeships, and formal mentoring to foster a strong and diverse workforce for continued growth and success.

"The needs of current and potential employees are changing," Charette explained. "We too are

changing and adapting to the market and what people are expecting from an industry leading employer. "

Having engaged, motivated, and satisfied employees allows Airbus to deliver the service customers expect.

"We are honoured to once again receive this award recognizing Airbus as a great place to work in Niagara," Charette added. "Our strength is our skilled and talented employees. Without them, we wouldn't be able to support our customers in their critical missions."

If you're interested in joining the team, please visit www.airbushelicopters.ca/airbus-company/careers/how-to-apply/.

Proudly Canadian Since 1984

We are proud to work with a team of outstanding individuals around the country, supporting each other and our customers.

Ready to join our team? Visit airbushelicopters.ca to learn about exciting job opportunities in the aerospace industry.

Learn how Airbus Helicopters Canada is making it fly from Fort Erie, Ontario!



**HAMILTON AREA'S
TOP EMPLOYERS 2022**
ARCELORMITTAL DOFASCO G.P.

Going the extra mile to support young professionals is one way that ArcelorMittal Dofasco sets itself apart

ArcelorMittal Dofasco is Canada's largest steel producer and one of North America's leaders in advanced manufacturing. With nearly 5,000 employees in the Hamilton area, it's also the city's leading private sector employer and an award winner in the Best Employers for Young People category.

According to ArcelorMittal Dofasco VP People and Culture, Monique Bianucci, there's a particularly big push to encourage women to join this previously male-dominated organization. "We have a number of programs and partnerships aimed at girls and women to foster interest in careers in STEM, skilled trades and advanced manufacturing."

Internships give ArcelorMittal Dofasco and students a chance to explore career opportunities together, says Bianucci.

"Our students have meaningful and challenging work that contributes to their education and helps to inform decisions about their career."

The organization also fosters informal mentorships through leadership, peer collaboration, cross-functional teams, communities of learners and more. Kristin Bennett is an asset engineering co-ordinator who did an internship in 2019 and later came on board as an employee in the Hot Mill, where steel slabs are rolled into a coil with exacting thickness depending on the

Offers academic scholarships for children of employees who wish to pursue post-secondary education (up to \$2,500 per child)

Employee Donations Fund contributed nearly \$300,000 to 17 local organizations



Myles Anderson (front) and Kyle Parris (back) working in a pulpit at the No. 6 Galvanizing Line at ArcelorMittal Dofasco.

"Our students have meaningful and challenging work that contributes to their education and helps to inform decisions about their career," says ArcelorMittal Dofasco VP People and Culture, Monique Bianucci

end use of the steel. "Everyone has been very welcoming and I've always been encouraged to bring my ideas to the table. I've been encouraged to take the initiative to direct my own learning, but I still find that many people are volunteering

to assist, which is really nice. It's a place where I feel challenged and feel like there's opportunity to grow." "We strive for a people-first, high-performance culture. To achieve that, we take an active role in helping

employees reach their potential," says Bianucci. That includes on-the-job training, on and off-site seminars and classes, self-directed learning, tuition reimbursement and training through ArcelorMittal Dofasco University Campus. "There are so many diverse opportunities and global assignments, it's really up to the individual as to what they aspire to do and where they'd like their career to take them."



Our product is steel. Our strength is



ArcelorMittal Dofasco is the Hamilton-Niagara region's largest private sector employer and a Hamilton-Niagara Top 100 Employer for eight years straight.

Learn more at dofasco.arcelormittal.com

Twitter: @ArcelorMittal_D

Instagram: @arcelormittal_dofasco

Facebook: facebook.com/arcelormittaldofasco

LinkedIn: linkedin.com/company/arcelormittal-dofasco/

HAMILTON AREA'S TOP EMPLOYERS 2022

BETHESDA COMMUNITY SERVICES

Those who devote their lives to working with those with special needs are truly exceptional, and working for an organization that supports their efforts is paramount.

Caring for the well-being of staff makes Bethesda popular among its staff — and a winner of Hamilton/Niagara Region's top 100 employers.

Since 1937, Bethesda has provided supports and services to individuals with special needs in Niagara, Hamilton, Brant, Haldimand and Norfolk, and the First Nations communities of Six Nations of the Grand River and Mississaugas of the New Credit First Nation.

"We employ approximately 500 staff, consisting primarily of developmental support workers in our residential program, and specialized clinical staff in our adult and children's programs, including speech pathologists,

occupational and behaviour therapists, registered nurses and interventionists who implement clinical programs," explains Paul McGowan, Bethesda's associate chief executive officer. "At Bethesda, people are our business and we take that beyond the people we support. It's also the staff we employ, so treating them well and with respect is key in everything we do."

At the start of the pandemic and throughout, Bethesda made the decision to continue to pay their staff under any circumstances. They also added group benefits at a time when many organizations were making cuts. By taking initiatives to support the individuals we support with

**Founded
in 1937**

**Provides
services and
supports to
children, youth
and adults with
special needs**



Leading through tough times.

"At Bethesda, people are our business and we take that beyond the people we support. It's also the staff we employ, so treating them well and with respect is key in everything we do."

explains Paul McGowan, Bethesda's associate chief executive officer.

things like providing tablets to families with no virtual access, Bethesda has worked hard to make the jobs of staff easier and more successful during these challenging times.

"One of the main things we hear back from staff is that they feel honoured to work for a company that cares about them and their families," says McGowan. "Since the pandemic began,

we have gone that extra mile to ensure that we consider how staff are personally managing everything that's happening, and not just how their jobs are affected."

As one of the adult residential staff members says, "Bethesda has been amazing this past year — 100 per cent supportive."

Contact Bethesda about employment opportunities at bethesdaservices.com.



A community of support that inspires, encourages and empowers children, youth, and adults with special needs to live fulfilled lives.

**We're proud to be a winner of Hamilton/
Niagara Region's top 100 employers!**



bethesdaservices.com



HAMILTON AREA'S TOP EMPLOYERS 2022

THE CITY OF HAMILTON

Supporting a community by investing in employees

The City of Hamilton's vision is "To be the best place to raise a child and age successfully." To do this effectively and support a city with more than half a million residents, you need a staff that is engaged, enthusiastic and healthy. The commitment to employee wellness and engagement has led to the City once again being recognized as a Top Employer.

"This year, more than ever, the City is proud to acknowledge and recognize our dedicated, committed employees who have gone above and beyond to continue providing public service, while undertaking a sustained emergency and public health response, and supporting our most vulnerable residents during the COVID-19 pandemic," says Janette Smith, City Manager, City of

Hamilton.

City of Hamilton employees enjoy a competitive benefits package which includes: medical, dental, vision and life insurance benefits; sick benefits; a pension plan; vacation entitlements; and discounted bus passes.

The City employs approximately 8,000 people who are committed to its mission of providing high-quality, cost-conscious public services that contribute to a healthy, safe and prosperous community in a sustainable manner. Its strategic plan priorities include: community engagement and participation; economic prosperity and growth; healthy and safe communities; clean and green; built environment and infrastructure; culture and diversity; and a strong focus on its people and

Provides municipal government services to local businesses and a population of over 579,000 residents

The City provides a variety of benefits that encourages career growth, and supports employee health and wellness



City workers in various departments have a role in the pandemic response and recovery.

"Its strategic plan priorities include: community engagement and participation; economic prosperity and growth; healthy and safe communities; clean and green; built environment and infrastructure; culture and diversity; and a strong focus on its people and performance."

performance. All City services align with and support these priorities.

Prioritizing the mental and physical health of staff is paramount. To support this commitment, the City encourages employees to

participate in various organized wellness activities and workshops, as well as outdoor fitness programs offered by local partner providers.

The City supports continuous improvement efforts and

professional development. In-house training initiatives are available for staff interested in updating their skills to remain at the forefront of public service delivery. Tuition subsidies for courses at partner institutions are also available to assist employees in enhancing their skillset.

If you are interested in joining the team at the City of Hamilton, please visit hamilton.ca/jobs.



Proud to be a Top Employer in Hamilton-Niagara!

Our vision:

To be the best place to raise a child and age successfully.

HAMILTON.CA   @CITYOFHAMILTON


Hamilton-Niagara's
Top Employers


be
THE REASON

HAMILTON AREA'S
TOP EMPLOYERS 2022

DURWARD JONES

Charting a path to
employee satisfaction
and success

Helping employees understand where they are and where they could be within the organization has charted a path to employee satisfaction for the chartered professional accounting firm Durward Jones Barkwell and Company LLP, leading to DJB being recognized as a top employer for the second year.

“Our participation in this process keeps us focusing on building the right policies and keeping the right focus on employee engagement,” managing partner Mark Brohman said. “It’s validation we’re on the right path.”

Some programs supporting employee development include a formal coaching program and a career pathing process.

“Every employee has a coach. They all have to be trained for

the role and annual retraining is required,” Brohman explained. “With our career pathing process, we have a formal path for our assurance and tax staff that covers you from when you start to senior management.”

These programs align to the organization’s core values, which were also developed with employee input. “We all agreed to our core values as a firm, collectively — they’re not a top-down exercise from our executive committee as an edict,” he said.

DJB solicits employee feedback during coaching, bi-annual anonymous surveys, and regular pulse surveys. The organization is finalizing a flexible work program that supports employee needs whilst maintaining elite client

Founded
in 1940Provides
assurance,
taxation, and
information
technology
services

Durward Jones staff eager to lend a hand to both employees and employers

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service — all developed with employee input.

DJB’s commitment to employees is strengthened through its participation in the RSM Canada Alliance, an organization that allows

companies to maintain independence, whilst benefiting from the strength of a global organization.

“This lets us react quicker to the marketplace. It’s a great relationship that has been

positive for our employee initiatives,” he said. “We’re trying to build a more collaborative workplace, be more flexible, and be more clear in our communications and help people understand their path through our firm.

“I think we’ve done a good job at that and will continue to work on it until we get it right!”

For more information, or to apply, please visit djb.com.

OUR PEOPLE are what makes DJB a great place to work. Thank you for your outstanding commitment to the Firm and to each other.

CHARTERED
PROFESSIONAL
ACCOUNTANTS

Big enough to know. SMALL ENOUGH TO CARE.

djb.com

**HAMILTON AREA'S
TOP EMPLOYERS 2022**
HAMILTON HEALTH SCIENCES

Hamilton's largest hospital system receives Top Employer award

Hamilton Health Sciences (HHS) has been named a Top Employer for 2022, cementing its position as one of the best places to work in the region. The multi-site academic teaching hospital has 15,000 staff, physicians, researchers and volunteers, and is one of Ontario's most comprehensive healthcare organizations. HHS uniquely provides a full breadth of health services, from pre birth to end of life, and is home to world-renowned researchers.

Michele Leroux, Vice-President, Human Resources for HHS, attributes the award to several areas of accomplishment. "As the

largest employer in Hamilton, HHS plays a vital role in training the next generation of health professionals and administrators. HHS provides a variety of ongoing learning and professional development opportunities throughout the organization." She emphasizes that HHS prioritizes advancement from within, encouraging frontline staff to explore leadership opportunities as they develop in their careers.

Nick Millar, a Clinical Manager at HHS' Juravinski Hospital agrees. "I chose HHS early in my career due to the diversity of opportunities and variety of areas of care." He is an internationally

Provides a number of financial perks, including discounted home and auto insurance, low-interest home loans, and discounted auto lease rates

Encourages peer recognition through the Special Thanks and Recognition (STAR) program



Nick Millar trained internationally before beginning his career with HHS. He began as a Registered Practical Nurse and has worked his way up to a management role.

"As the largest employer in Hamilton, HHS plays a vital role in training the next generation of health professionals and administrators says Michele Leroux, Vice-President, Human Resources for HHS

educated nurse (IEN) who started his career in Canada as a Registered Practical Nurse in HHS' medicine unit in 2009. Since then he has worked in cardiac surgery as a Registered Nurse, and

been promoted to Charge Nurse, and eventually Clinical Leader and Manager.

Leroux emphasizes that dedicated staff like Millar, and so many like him are the heartbeat of the hospi-

tal. "We are privileged to have incredibly hardworking, compassionate employees," she says. "They have persevered through a very difficult period because they care deeply about their patients and their community. This award may be given to HHS as an employer, but it truly reflects the thousands of employees who give their time and talent every day."

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HAMILTON AREA'S
TOP EMPLOYERS 2022

JOSEPH BRANT HOSPITAL

Share in a spirit of camaraderie and pride at Joseph Brant Hospital

Leah Martuscelli, Chief Human Resources Officer at Joseph Brant Hospital, can vividly recall the day she joined the organization.

"I noticed immediately a spirit of teamwork and camaraderie in the halls," says Martuscelli. "I think because of the size of the organization – we're just under 2,000 people – you can build really rich personal and professional relationships."

The mid-sized community-based teaching hospital, located on the picturesque banks of Lake Ontario, is deeply valued by the surrounding community – a sentiment Martuscelli says has become resoundingly clear in the midst of the pandemic.

"In the last year, I've seen how our teams have stepped up to support one another and the surrounding community without hesitation," she says. "I can't tell you how many times I'm out in Burlington and I'll have left my badge on and people approach me and say something nice about the hospital and those who work there. There's a real sense of pride."

Operating in conjunction with McMaster, JBH is designated as an Academic Community Teaching Hospital. It offers an array of inpatient and outpatient health-care services – giving nurses the opportunity to explore new areas of care and expand clinical competencies.

Recently launched a dedicated well-being committee comprised of employees and physicians

Supports its new moms, dads and adoptive parents with maternity and parental leave top-up payments



Joseph Brant Hospital staff proud to be top-employer and invite you to experience why it's better by the lake

"In the last year, I've seen how our teams have stepped up to support one another and the surrounding community without hesitation," says Leah Martuscelli, Chief Human Resources Officer

Its collaborative model, in which all members of the health-care team are valued contributors to a patient's care and experience, means staff at JBH are valued as far more than just a number.

"You are a visible and valued member of our health-care

team," says Martuscelli, pointing to a recent initiative in which one employee and one physician are being recognized for 50 years of service. "We have people who have built their entire careers here – which really speaks for itself.

"The moment you begin your career at Joseph Brant Hospital, you really do have instant friends and a sense of belonging," she says. "The spirit of this organization is that people enjoy their time together and enjoy going to work – it really is something special."

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JOSEPH BRANT
HOSPITAL



HAMILTON AREA'S TOP EMPLOYERS 2022

McMASTER UNIVERSITY

Leading university noted for employee connection and community engagement

For the seventh year in a row, McMaster University has secured a position on Hamilton-Niagara's Top Employers list.

"There are so many reasons to be proud to work at McMaster," said Melanie Garaffa, Associate Director, Talent, Equity and Development, Human Resources Services. "With our diverse strengths, unique talents and world-leading expertise, we continue to be an important part of the Hamilton and Niagara communities."

McMaster is one of the largest employers in the Hamilton area and created more than 14,000 jobs as a result of McMaster's annual operating expenditures in the economy. With a strong commitment to employment equity, the university is focused on creating an inclusive work environment that values the strengths, perspectives and contributions of each individual.

The university's 16,000 faculty and staff members, including 6,200 full-time employees, bring a versatile combination of skills, knowledge and expertise. "The people truly are the heart of McMaster and why we are such a great place to work. With award-winning, world-class professors, researchers and subject-matter experts from more than 54 countries around the globe, our people make this university an amazing place," said Garaffa.

As McMaster responded to the impact of the COVID-19 pandemic, the university engaged in virtual teaching, learning and research environments. Employee volunteers worked with the institution to move a variety of university celebrations and social events to the digital sphere as we remained committed to providing opportunities for employees and their families to come together, have fun and learn from each

Offers generous coverage for mental health services through its benefits plan (up to \$3,000 annually)

Founded in 1887



ARCHIVED PHOTO In this focus group photo from early March 2020, Dr. Khaled Hassanein, researcher and now dean of the DeGroote School of Business, sits at table with students inside the Digital Transformation Research Centre at the Ron Joyce Centre. From left to right: Mahdi Mirhoseini, Khaled Hassanein, Vahid Assadi and Zeynep Ozmen Tokcan

"With our diverse strengths, unique talents and world-leading expertise, we continue to be an important part of the Hamilton and Niagara communities," said Melanie Garaffa, Associate Director, Talent, Equity and Development, Human Resources Services

other.

McMaster has a strong reputation for community engagement. The Network for Community-Campus Partnerships, supported by McMaster's Office of Community Engagement, provides a shared

framework for employees to volunteer with community-based partners and perform research, teaching and service with these partners for the public good.

Ranked among the top 75 universities in the world,

McMaster's purpose is to advance human and societal health and well-being. Home to more than 70 research institutes, it's recognized as Canada's most research-intensive university. It also lays claim to a museum of modern art, a planetarium and a nuclear reactor.

For more information on McMaster University, visit <https://hr.mcmaster.ca/careers/work-at-mcmaster/> or check the university's Facebook page.

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HAMILTON AREA'S
TOP EMPLOYERS 2022

MOHAWK COLLEGE

A community-focused approach to making a difference

Mohawk College is committed to making a difference – for its students and its community, and for the future of work and learning. Engaging employees in those endeavours and supporting them internally has led to the college being recognized as a Top Employer.

“Every day, I see examples of the commitment Mohawk employees have for students and colleagues,” explains Ron. J. McKerlie, Mohawk College president and CEO.

Mohawk empowers its employees to make a difference, and that has fostered strong community bonds.

“Mohawk has deep connections in the Hamilton community, and employees across the college have opportunities to contribute in meaningful ways,”

McKerlie adds. “The college supports community employment services, programs for newcomers to Canada, and local fundraising through United Way and Mohawk College Foundation, and our City School program makes accessing a post-secondary education available right in Hamilton neighbourhoods.”

The college supports its staff through comprehensive benefits and wellness initiatives with expanded mental health support, promoting professional development, and implementing diversity, equity and inclusion programs.

“We take a human-centric approach to designing the work environment of the future,” Megan Mascarin, chief human resources officer, explains. “Through our Future of Work

Founded in
1947

Strives to show
its employees
they are
appreciated
through peer
recognition



Mohawk staff enjoying a get together at the Fennell campus

“Every day, I see examples of the commitment Mohawk employees have for students and colleagues,” explains Ron. J. McKerlie, Mohawk College president and CEO.

committee, we are exploring flexible work options supporting continued productivity and innovation, and maintaining a culture where employees are engaged and have a strong sense of belonging.”

Mohawk strives to show its

employees they are appreciated through peer recognition, awards of excellence, and using internal and external publications and social media to highlight the work staff is doing for students and community. The college is continuing its work on inclusivity.

“One of the aspirations in our new Strategic Plan is to be a place that honours, values and celebrates the whole of every person,” Mascarin says, adding they have partnered with Pride at Work Canada. “Employees across the college have an opportunity to contribute to fostering an inclusive environment.”

To learn more about Mohawk College’s initiatives, please visit mohawknewsdesk.ca.



We are honoured

We are honoured to be recognized as a Top Employer for the ninth straight year and we thank our employees for all they do to support our students and community.



Human Resources

MOHAWK
COLLEGE

**HAMILTON AREA'S
TOP EMPLOYERS 2022**
NIAGARA HEALTH

Extraordinary Caring at the forefront of top employer recognition for Niagara Health

Throughout the pandemic, our staff and physicians have shown great strength and perseverance in providing our patients and families with safe, compassionate, quality healthcare. This is why Niagara Health's greatest asset is its people, and its greatest reward is the community's health and well-being.

For the fourth straight year, Niagara Health has been named a Hamilton-Niagara region Top Employer by the editors of Canada's Top 100 Employers.

"The Niagara Health team delivers extraordinary caring to our community every day," says Lynn Guerriero, Niagara Health President and CEO. "I couldn't be prouder of the Niagara Health team's unwavering commitment and professionalism while caring for our patients, their families

and each other."

Niagara Health is one of Ontario's largest hospital organizations with five sites and a growing network of community-based and virtual services. More than 7,300 staff, physicians and volunteers provide a full range of acute care services to the 450,000 residents across Niagara.

The hospital's commitment to teaching and learning, and its leadership in community hospital research and innovation provide unique career opportunities for staff and physicians to shape the future of healthcare and patient care.

Niagara Health is experiencing a transformation unlike any seen before, and includes building a state-of-the-art hospital featuring centres of excellence in stroke, complex

Providing a full range of acute care services to the 450,000 residents across Niagara

More than 7300 staff, physicians and volunteers



Niagara Health staff and physicians work as one team to provide high quality, safe care to our patients and their families. Pictured here are members of our Intensive Care Unit team during the third-wave of the COVID-19 pandemic, when staff and physicians came together to respond to significant healthcare system pressures.

The Niagara Health team delivers extraordinary caring to our community every day," says Lynn Guerriero, Niagara Health President and CEO

care, geriatrics and geriatric psychiatry, and wellness in aging. As the first WELL-certified hospital in Canada, the South Niagara Site will incorporate design elements that promote health and wellbeing for everyone who uses it.

Staff and physicians have access to an employee assistance program that includes wellness and resilience resources –

promoting a healthy work-life balance. Niagara Health also celebrates the Extraordinary Caring of its teams through recognition initiatives, like Awards of Excellence, Interprofessional Awards and Nursing Awards. In 2021, as part of a loyalty recognition program, Niagara Health recognized three staff members who celebrated 50 years of continuous service.

"Niagara Health is a place

where everyone is welcome, heard, and valued for being themselves," says Flo Paladino, Executive Vice President, People and Organizational Development. "Our work in diversity, equity and inclusion recognizes that our staff, physicians, volunteers, patient partners, and learners come from a variety of backgrounds, cultures and beliefs. Their experiences and expertise are integral to our ability to provide high-quality, safe care to our community."

Watch [NiagaraHealth.on.ca](https://www.NiagaraHealth.on.ca) for information on its Feb. 24 virtual job fair.

**Our greatest asset is our people,
and our greatest reward is our
community's health and well-being.**

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HAMILTON AREA'S
TOP EMPLOYERS 2022

STRYKER

Putting people first makes
Stryker a Top Employer

At Stryker, focusing on its people means ensuring that employees are healthy, engaged and motivated. That commitment to its staff's overall well-being has resulted in Stryker being named a Top Employer for Hamilton-Niagara.

The medical technology company provides a distinct employee experience supporting engagement and well-being. Stryker's charitable giving events; best-in-class parental leave; women in leadership mentoring programs; and Canadian and global conferences on diversity, equity and inclusion (DE&I) are some examples of how the company actions its values.

Employee resource groups (ERGs), like Stryker's African Ancestry Network (SAAN),

are initiatives to ensure diverse voices are heard.

"My involvement in SAAN has meant a lot to me over the past two years. It has made me more engaged, and I feel like my voice is heard," explains Clay Colquhoun, a Loaner Co-ordinator and member of SAAN. "I truly believe that the work myself and the members of SAAN are doing is making a difference here at Stryker, and in our community."

Engagement through education and awareness is one component; recognition plays a key role too. The company's annual appreciation week features a series of themed activities. This year, the "Around the World in Five Days" appreciation event included a murder mystery, catered meals, a scavenger hunt and other in-person and

Provides generous maternity and parental leave top-up payments to new mothers and fathers

Medical equipment and supplies wholesalers



In Stryker's Waterdown distribution centre with the ProCuity LEX bed, (left to right) Sybil Payne, Elaine Grace, Ryan Tomblin, Heather Arbuckle, Matt Gerhard, Harrsan Parameswaran. PHOTO CREDIT: LAURA TAKAHASHI

"I truly believe that the work myself and the other members are doing in SAAN is making a difference here at Stryker, and in our community," explains Clay Colquhoun, a Loaner Co-ordinator and member of SAAN

virtual themed activities.

And Stryker continues to innovate to respond to accommodate workplace flexibility.

"The COVID-19 pandemic has had a large effect on our work environment," says Rebecca

Todd, HR Co-ordinator, adding that the company has launched an employee-led committee called Homeward Bound to transition the Waterdown office. "Stryker has embraced work-from-home, which will continue as

Stryker transitions to a hybrid workforce."

"Top Employer recognition demonstrates that we are a leader in providing a culture that values our people first," explains Lindsay Williams, Stryker's Vice-President, Managing Director, Canada. "We are proud to have been selected for this list 14 years in a row."

To learn more about Stryker, visit stryker.com/ca/en.

stryker



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**HAMILTON AREA'S
TOP EMPLOYERS 2022**
ST. JOSEPH'S HEALTHCARE

Here's why St. Joseph's Healthcare Hamilton (SJHH) is the employer of choice for so many area health-care workers

Founded in 1890 by the Sisters of St. Joseph of Hamilton, SJHH's mission was to deliver care and serve the needs of the most vulnerable.

"Today, what sets St. Joseph's Healthcare Hamilton apart is that same mission of caring; looking after the whole person — mind, body and spirit," explains Cheryl Watterson, Senior Organizational Development Consultant with SJHH. That legacy of caring, to serve and support those in need and the commitment to that mission is one of the cornerstones of SJHH, and one of the key reasons it attracts so many great employees, says Watterson.

Another appealing benefit of

working for SJHH is its size and what this offers employees. SJHH is part of St. Joseph's Health System, spanning the Golden Horseshoe, which includes everything from hospital and home care, palliative and long-term care, and beyond.

"SJHH is an academic health science centre, one of Canada's top 40 research hospitals, with the province's second largest mental health and addiction programs, Ontario's largest renal program and a leader in robotics surgery," says Watterson.

"We also have an international outreach program, training health-care workers, providing equipment and setting up

Offers in-house training and tuition subsidies for courses related to an employees' position

Highly respected multi-site teaching hospital



SJHH staff recognized for incorporating wellness to department routine. One of many reasons why we were awarded Canada's Most Admired Corporate Culture Award 2022 by Waterstone Human Capital.

"Today, what sets St. Joseph's Healthcare Hamilton apart is that same mission of caring; looking after the whole person — mind, body and spirit," explains Cheryl Watterson, Senior Organizational Development Consultant with SJHH

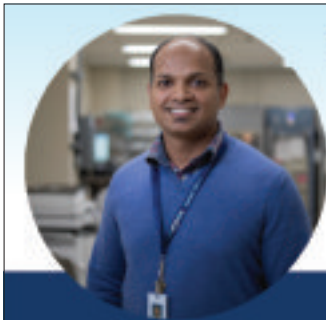
hospitals in developing areas around the world," adds Lesah Wood, Manager, Leadership and Organizational Development for SJHH.

This culture of legacy and leadership opens up worlds of

opportunity for the employees of SJHH, says Wood. "Working with the best of the best means there's lots of opportunity to learn and grow professionally, even beyond the walls of this hospital. We're training internal nurses to work in

specialty departments to further their education on the job, for example."

These are just a few of the reasons why St. Joseph's Healthcare Hamilton was awarded Canada's Most Admired Corporate Culture Award 2022 by Waterstone Human Capital. Visit <https://www.joinstjoes.ca/> to find out more about joining the amazing SJHH health-care team.



“My work enables me to provide compassionate care, and to be a positive influence in patient care and recovery. It's indeed an honour to be part of the multi-disciplinary team in ICU supporting patients through their critical care journey.”

Aji John

Registered Social Worker

**St. Joseph's
Healthcare Hamilton**

Learn here. Grow here. Care here.