



The City of Hamilton's vision is to be the best place to raise a child and age successfully. Pictured is a swimming instructor teaching a young student at the Bernie Morelli Recreation Centre.



FirstOntario's Blue Wave employee volunteer group in action.



Jennifer Roloson is a clinical leader at Hamilton Health Sciences' McMaster Children's Hospital.



## Hamilton-Niagara's Top Employers

VIEW ONLINE AT  
**thespec.com**

HAMILTON-NIAGARA'S  
TOP EMPLOYERS 2023

# CELEBRATING THE BEST PLACES TO WORK

Now entering its 16th 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

224 full-time employees  
[airbushelicopters.ca](http://airbushelicopters.ca)

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

- Airbus Helicopters Canada Limited offers supportive workplace policies to help employees prioritize their health and wellness - programs include a monthly wellness newsletter, coverage for mental health practitioners, and paid personal days that can be taken as needed (up to five days per year)
- 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, year-end bonuses, and a share purchase plan, available to all employees

### Algoma Central Corporation

1318 full-time employees  
[www.algonet.com](http://www.algonet.com)

*Algoma Central Corporation is a provider of*

*domestic shipping, ocean shipping and ship repair services.*

- Algoma Central Corporation provides a range of financial incentives including a share purchase plan, available to all employees, signing bonuses for some, and referral bonuses for employees who recruit candidates from their personal networks (up to \$15,000)
- Algoma Central Corporation invests in ongoing professional development with subsidies for tuition and professional accreditation and financial bonuses for some course completion (ranging from \$5,000 to \$18,000)
- Algoma Central Corporation incorporates employee feedback when determining charitable initiatives to support and encourages employees to get involved with three paid days off per year to volunteer

### ArcelorMittal Dofasco G.P.

4765 full-time employees  
[dofasco.arcelormittal.com](http://dofasco.arcelormittal.com)

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

- ArcelorMittal Dofasco supports its new mothers with maternity leave top-up payments (to 100 per cent of salary for 8 weeks) and supports new parents to be with generous fertility support subsidies, to \$15,000
- ArcelorMittal Dofasco helps employees plan for life after work through retirement planning assistance services and contributions to a defined contribution pension plan
- 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

272 full-time employees

[www.bethesdaservices.com](http://www.bethesdaservices.com)

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

- 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
- 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
- Bethesda helps employees save in big and small ways, offering a defined benefit pension plan to help shore up savings for retirement as well as discounts on home and auto insurance

### Brock University

1690 full-time employees  
[www.brocku.ca](http://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 offers flexible work arrangements as well as a dynamic environment for employees who are working on campus - while onsite, employees can take advantage of a variety of amenities including child care, diverse food options, and an extensive fitness facility with a cycling studio, Olympic size pool, indoor track, and high-performance sports centre

- Brock University employs a dedicated health and wellness team responsible for organizing initiatives related to its workplace wellness framework - recent programming includes lunchtime wellness workshops (topics include ergonomics, nutrition, resilience and beginner yoga), physical activity challenges, and awareness campaigns during mental health week

- Varying by employee group, Brock University helps all employees save for the future with contributions to a hybrid pension plan - additionally, faculty can take advantage of phased-in work options when nearing retirement

## **Catholic Children's Aid Society of Hamilton / CCAS** 147 full-time employees hccas.ca

*Founded in 1953, the CCAS is a non-profit Catholic provider of child and youth protection, adoption, and foster home services.*

- Catholic Children's Aid Society of Hamilton recently launched a wellness committee to help prioritize the health and wellness of its workforce and conducts regular surveys to take stock of employee well-being

- The organization also encourages employees to take time to rest and recharge with generous starting vacation of four weeks and up to six paid personal days off each year

- Catholic Children's Aid Society of Hamilton offers long term peace of mind with contributions to a defined benefit pension plan and the option to gradually reduce hours as employees near retirement (phased-in work options)

## **City of Hamilton** 5997 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 offers rewarding employment opportunities for young people through summer jobs and co-op work terms, and supports employees who want to take the next step in their careers with leadership development programs and career growth and development embedded as a formal part of each individual's performance process

- City of Hamilton supports positive mental health through a dedicated advisory committee and workplace mental health and well-being strategy, training for people leaders, awareness and anti-stigma campaigns, and coverage for mental health practitioners as part of its benefits plan (up to \$1,000 per year)

- 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)

## **Durward Jones Barkwell & Company LLP** 123 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 manages a peer-to-peer recognition program, awarding \$100 gift cards to nominees on a monthly basis who demonstrate the firm's core values -- additionally, the firm launched a new award category called "Made My Day!" to enable staff to recognize



*Bliss Kalimeris, Registered Nurse with our Complete Breast Care Program, enjoys a crisp lakeside walk with her pup before her shift at Joseph Brant Hospital in Burlington. It's one of the many the benefits of working close to home, in an inspiring location and welcoming community.*



## HAMILTON-NIAGARA'S TOP EMPLOYERS 2023

someone who makes a point to brighten up their day

- Durward Jones Barkwell & Company LLP offered a one-time salary increase in response to concerns about inflation and to acknowledge the hard work of employees over the course of the past two years
- Durward Jones Barkwell & Company LLP supports employees who want to start a family with maternity and parental leave top-up programs, open to new mothers, fathers and adoptive parents (to 75 per cent of salary for 17 weeks)

### **FirstOntario Credit Union Ltd.** **5684 full-time employees** **www.firstontario.com**

*FirstOntario Credit Union Ltd. is a financial cooperative with over 80,000 members.*

- FirstOntario Credit Union operates an employee volunteer committee called Blue Wave, which focuses its charitable efforts on student nutrition and food support, affordable housing and homeless awareness, and financial literacy -- the organization does not cap paid time off to volunteer and matches

employee generosity, \$1,000 for every 288 hours volunteered

- FirstOntario Credit Union encourages employees to prioritize their wellness through dedicated well-being assessments (participating employees are rewarded with a personal spending account to be used towards a wellness activity), the introduction of the LifeWorks platform (confidential support services), and separate coverage for mental health practitioners (to \$1,500 per year)
- FirstOntario Credit Union helps employees save in big and small ways, offering a defined contribution pension plan to help shore up savings for retirement as well as discounts on home loans and home and auto insurance

### **Halton Region Conservation Authority** **136 full-time employees** **www.conservationhalton.ca**

*Halton Region Conservation Authority protects and manages water and other natural resources of the Halton region.*

- Halton Region Conservation Authority generously

offers a full year of maternity and parental leave top-up for new parents (to 75 per cent of salary) and provides an additional family-friendly perk of free access to all Conservation Halton parks as well as discounts on the organization's public programs, goods and services (camps for children, events, food purchases, facility rentals, and snowshoe and ski rentals)

- Halton Region Conservation Authority encourages lifelong learning with subsidies for professional accreditation and job-related courses, and hosts "Community of Learning" talks quarterly to foster engagement, learning, and connecting across all departments

### **Hamilton Health Sciences** **7743 full-time employees** **www.hamiltonhealthsciences.ca**

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

- Hamilton Health Sciences created the Shine wellness program to support employee well-being - through the program, employees can take advantage of free massage clinics, onsite wellness centres and walking tracks, and free onsite fitness classes
- 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, and low-interest home loans
- 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 Oshawa Port Authority** **56 full-time employees** **www.hopaports.ca**

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

- Hamilton Oshawa Port Authority supports a



*The South Niagara Project Team, including clinical staff and physicians, are working together to provide input for Niagara Health's new South Niagara Site. CONTRIBUTED*

number of local charitable initiatives each year with a focus on youth and education, marine advocacy, and infrastructure - the organization offers two paid days to volunteer and matches employee generosity with donations of up to \$400 per employee per year

- Hamilton Oshawa Port Authority provides maternity and parental leave top-up for new mothers, fathers, and adoptive parents (to 90 per cent of salary for up to 17 weeks) and offers coverage for fertility drugs if needed (to a lifetime max of \$10,000)

### **InvestorCOM Inc.** **72 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 offers a paid day off to volunteer in the community and takes employee feedback into consideration when determining charitable initiatives to support -- the company also matches employee donations to a maximum of \$200 per employee per year

- In the past year, InvestorCOM rolled out a wellness and lifestyle spending account (\$300 per year) to enable employees to cover the costs of related expenses, and maintains a wellness committee responsible for regular wellness programming, such as participation in Bell Let's Talk Day

- InvestorCOM lets everyone share in the company's success with profit-sharing and encourages employees to prepare for the longer term with retirement planning assistance and matching RSP contributions

### **Joseph Brant Hospital** **1017 full-time employees** **www.josephbranthospital.ca**

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

- 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



#WeAreStJoes, Compassionate Care in the #HeartofHamOnt — [www.joinstjoes.ca](http://www.joinstjoes.ca) CONTRIBUTED

varying by employee group

- Along with retirement planning assistance, 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

### **L3WESCAM HARRIS Inc.** **1346 full-time employees** **www.l3harris.com**

*L3HARRIS is a leading manufacturer of stabilized camera and microwave transmission systems that produce stable images from moving platforms.*

- L3HARRIS, WESCAM Inc. encourages employees to take care of their physical and mental health with paid sick days (up to seven days annually) and coverage for mental health practitioners as part of its benefits plan (to \$1,000 per year)

- L3HARRIS, WESCAM Inc. offers training and development opportunities for individuals at various stages of their career, from co-op placements and paid internships for recent grads to mentoring and

leadership development programs for experienced employees

- L3HARRIS, WESCAM Inc. supports employees who want to start a family with maternity and parental leave top-up and offers flexible work options when they are ready to return (including the option to gradually increase hours to phase-in their return to work)

### **McMaster University** **6516 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 healthy

## HAMILTON-NIAGARA'S TOP EMPLOYERS 2023

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 90 per cent of salary for up to eight weeks)

### **Mohawk College** 1050 full-time employees [www.mohawkcollege.ca](http://www.mohawkcollege.ca)

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

- 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 for 37 weeks)
- Mohawk College helps employees plan ahead with retirement planning services and contributions to a defined benefit pension plan
- Mohawk College runs an onsite health centre for students, employees and the community, staffed by a multidisciplinary 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

### **National Tire Distributors, Inc.** 571 full-time employees [www.ntdcanada.com](http://www.ntdcanada.com)

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

- National Tire Distributors encourages lifelong learning with generous tuition subsidies for courses taken externally (covers courses both related and indirectly related to an employees' current role) and maintains an internal learning management system with over 100 courses, allowing employees to learn at their own speed and track professional

development goals

- When working onsite at National Tire Distributors' head office, employees can take advantage of number of perks and amenities including discounts at local restaurants, an employee lounge with fireplace and games, and free access to an onsite fitness facility
- 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

### **Niagara College Canada** 784 full-time employees [www.niagaracollege.ca](http://www.niagaracollege.ca)

*Niagara College Canada is a provider of applied post-secondary education and training.*

- Niagara College provides exceptional maternity and parental leave top-up for new mothers, to 93 per cent of salary for a full year, and offers parental top-up for fathers and adoptive parents (to 93 per cent of salary for up to 36 weeks) - employees also have the option to phase-in their return to work
- Niagara College encourages employees to prepare for the longer term with retirement planning assistance and offers generous contributions to a defined benefit pension plan - additionally, the college maintains a dedicated retirees' association to foster connection and community amongst past employees
- Niagara College has a longstanding history of celebrating employee success through the President's Awards of Excellence, which recognize individuals in various categories including excellence in work, exemplifying the organization's values and culture, and commitment to the Niagara College community

### **Niagara Health** 3129 full-time employees [www.niagarahealth.on.ca](http://www.niagarahealth.on.ca)

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

- 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 for the future with contributions to a defined benefit pension plan, assistance with retirement planning and phased-in work options when they near retirement

### **St. Joseph's Healthcare Hamilton** 3136 full-time employees [www.stjoes.ca](http://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 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
- St. Joseph's Healthcare Hamilton supports its new moms and dads, including adoptive parents, with maternity and parental leave top-up payments (varying by employee group), and offers the option to extend their leave into an unpaid leave of absence

### **Stryker Canada ULC** 666 full-time employees [www.stryker.com](http://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 health-care 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 supports employee health and wellness with a comprehensive benefit package, including fertility drugs.
- Stryker has programs and initiatives that 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.

109 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 hosts monthly virtual campfires to share strategic updates, inspiring stories, and enable employees to have Q&A - employees may also be randomly selected for a coffee chat with the President to share feedback on what's working well and where the organization can improve

- 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 supplementing 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 - and new parents can also take advantage of a phased-in return to work

### Wolseley Canada Inc.

2871 full-time employees  
www.wolseleyinc.ca

*Wolseley Canada Inc. is a distributor of plumbing and heating products, building materials, lumber products, and industrial pipes, valves and fittings.*

- Wolseley Canada Inc. offers a number of financial incentives for employees including year-end bonuses for all, referral bonuses of up to \$1,500, signing bonuses for some, and profit-sharing for some

- Wolseley Canada Inc. provides emergency support grants for employees in need through a recently created Family Fund, with grants ranging from \$2,500 to \$5,000

- Wolseley Canada Inc. maintains a bravo! recognition platform to recognize employees who exemplify the company's values of safety, integrity, people, service, results, and innovation

### WS Audiology Canada Inc.

120 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.*

- WS Audiology Canada offers learning and development opportunities for individuals at all stages of their career, from onboarding to in-house and online training options, to leadership development programs for experienced employees

- As part of WS Audiology Canada's health benefits plan, the company offers a health spending account of \$750 per year which can be used to top up existing coverage, and a separate maximum for mental health services (up to \$800 annually)

- WS Audiology Canada encourages employees to save for the future with matching RSP contributions and offers referral bonuses as an incentive for employees to recruit candidates from their personal networks, up to \$2,000 per successful hire



*Training Captain Dale Bruce and Captain Wallace James transit the Welland Canal.*

**HAMILTON AREA'S  
TOP EMPLOYERS 2023**
**AIRBUS HELICOPTERS CANADA LIMITED**

# Quality helicopters are built on a foundation of employee education and safety

**P**roudly Canadian, Airbus Helicopters delivers customized aircraft to customers across the country and is the centre of excellence for engineering and composite manufacturing in North America. Its commitment to quality, built upon a foundation of education and safety, has led to Airbus receiving a Top Employers designation again this year.

As the world's No. 1 helicopter manufacturer, Airbus employs over 4,000 people in Canada across its subsidiaries, with approximately 250 highly skilled team members based at its Fort Erie, Ont., headquarters.

Airbus supports employees who wish to continue learning throughout their careers with tuition subsidies, as well as through a variety of in-house training initiatives. The company

offers online training through COAST via the Ontario Aerospace Council, and actively fosters the development of the next generation of skilled workers with paid internships, apprenticeships and formal mentoring.

"Airbus believes in allowing our employees to build their career to their skill set," says Dwayne Charette, President, Airbus Helicopters Canada. "We also strongly believe in promoting aerospace careers to youth, and we continue to partner with local post-secondary institutions to provide learning opportunities for students, many of whom are hired on at the end of their co-op.

We encourage cross-functional training to ensure an employee is always able to work on something, regardless of project cycles."

**250**  
highly skilled  
employees

**760+ aircraft  
operated by  
220+ operators  
in Canada**



The Airbus Helicopters Canada team community clean up at the Millennium Trail in Niagara Falls.

"Safety is at the core of everything we do, with our product and our people. Safety is everyone's responsibility."

— Dwayne Charette, President, Airbus Helicopters Canada

All employees are able to share in the fruits of their labour through profit-sharing and a share purchase plan, which creates a culture of ownership and co-operation. Employees also receive assistance with retirement planning as well as

contributions to a pension plan. "We also offer a great benefits package, employee bonuses throughout the year, and a hybrid working policy," Charette says.

Airbus prides itself on implementing employee work recognition programs and

establishing environmental initiatives that ensure its goals of corporate citizenship are achieved.

The focus on employee recognition, education and safety aligns to the company's core values of teamwork, reliability, customer focus, respect, creativity and integrity.

To start your career at Airbus, visit [airbushelicopters.ca/airbus-company/careers/how-to-apply](http://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](http://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 2023**
**ALGOMA CENTRAL CORPORATION**

# Find your marine career of choice at Algoma Central Corporation

Algoma Central Corporation bills itself as “Your marine carrier of choice.” That sentiment extends to those looking for employment, with rewarding opportunities and a comprehensive support system — just part of the reason Algoma has received a Hamilton-Niagara Top Employers 2023 award.

“The Algoma family goes beyond its employees and extends to their families by providing them with health and wellness support,” explains Cathy Smith, Vice-President, Human Resources. “We want them to have a long, successful career with us.”

To care for its employees and their families, Algoma offers a variety of benefits, including health, dental and life plans as well as an Employee and Family Assistance Program and covers 100 per cent of those premiums.

And it has introduced enhanced leave systems and flexible work arrangements to further support employee’s well-being, both ship and shore.

Algoma offers various compensation, reimbursement and sponsorship programs for employees who wish to continue their education/training, and an annual scholarship program for dependants of full-time employees.

Fulfilling career opportunities exist, both shoreside and seafaring.

“Although most of our operations positions require marine experience, many others, including those in finance, human resources, information systems and purchasing and logistics, welcome applicants from a variety of backgrounds and experience,” Smith says.

“For our shipboard operations,

**Employ  
approximately  
1,600 people  
globally**

**Moved over 22  
million metric  
tonnes of cargo  
throughout the  
Great Lakes -  
St. Lawrence  
Seaway in 2021**



*Training Captain Dale Bruce and Captain Wallace James transit the Welland Canal.*

“We are the marine carrier of choice for, and also because of, our employees. They are the inspiration and driving force behind our sustainable progress at Algoma.”

– Gregg Ruhl, President & CEO

the level of experience and education required varies. For entry-level roles, marine experience is not always necessary. For example, the well-paid position of cook is one that would provide a great opportunity for a culinary

graduate/professional to be able to run their own kitchen.” This is just one of the many gratifying career opportunities with a leader in Canada’s marine industry.

“You will become part of a supply chain that moves

essential cargo, like grain for making bread and road salt that keeps icy roads safe in the winter, in the most sustainable and environmentally friendly way. With this comes opportunities for travel and extended periods of time at home,” says Smith. “Seafaring is a highly rewarding career with room for growth, opportunity and competitive compensation packages.”

For more details, please visit [algonet.com/careers](http://algonet.com/careers).



**YOUR MARINE CARRIER OF CHOICE.™**

**“A rewarding career in the  
marine industry is out there.  
The only thing missing is *you*”.**

**Get Started with Algoma**  
Please visit [algonet.com/careers](http://algonet.com/careers)



**HAMILTON AREA'S  
TOP EMPLOYERS 2023**

ARCELORMITTAL DOFASCO

## ArcelorMittal Dofasco invests in its people as well as the planet

When people think of the material of steel, flexible and adaptable aren't exactly the first adjectives to come to mind. But to ArcelorMittal Dofasco, that willingness to think differently — and invest in change — is setting up the company for future growth and success. And, as a result, tremendous opportunities for sustainable employment exist there.

"Our future is bright — and green!" explains Nesha Gibson, VP People and Culture with ArcelorMittal Dofasco. "ArcelorMittal is leading the steel industry globally to contribute to the fight against climate change. Here in Hamilton, we are investing nearly \$2 billion Canadian to completely change the way we make steel, which will remove approximately three million tonnes of greenhouse gas emissions. That's the equivalent

of 725,000 internal combustion engine cars coming off the road."

Founded in 1912, ArcelorMittal Dofasco has deep roots in Hamilton — in many ways, helping it earn and exemplify its Steel City nickname.

Openings exist for a variety of roles. Not only are there opportunities for growth, but there are also clearly defined pathways to success.

"We are looking for licensed journeypersons in various trades, including Millwrights, Steamfitters, Instrumentation, Electricians, Truck and Coach Mechanics, Switchgear Technicians and Welders," Gibson says.

Tradespeople either work in shops or are asset-dedicated. Journeypersons rotate across the plant. There is a clear path to progress from apprentice to trade specialization and on to

**110**  
years in  
business

**Investing  
nearly \$2B  
in more  
sustainable  
steelmaking**



Left: Alen Mrkonjic, a General Maintenance Repair Shop millwright, is torquing the final bolts on a 1CPCM scrap chopper. Right: Khushmeet Aulakh, a General Maintenance Repair Shop millwright, is using a micrometer to measure the bearing seat on a deflector roll. CONTRIBUTED

"We are almost a city within a city, which means we have many opportunities for tradespeople to grow their skill set and work on different equipment and in different areas. No day is the same at ArcelorMittal Dofasco!"

— Nesha Gibson, VP People and Culture

leadership. The company also has a comprehensive training and development program, with more than 1,000 courses offered annually to employees at its regional ArcelorMittal University campus, including apprenticeship/skilled trades

programs, mentoring, in-house training, online training, leadership training, paid internships, subsidies for professional accreditation, and tuition assistance for courses both related and unrelated to an employee's current position.

"Our apprentice-level tradespeople have broad exposure and growth opportunities they may not have elsewhere," says Gibson.

If you are interested in seeing what roles and opportunities are available, visit the Dofasco Career Site at [najobs.arcelormittal.com](https://najobs.arcelormittal.com).

"We are looking for health-and-safety-minded candidates who are collaborative and keen to learn!"

## Advance your career in advanced manufacturing.

Explore opportunities.  
[dofascocareer.ca](https://dofascocareer.ca)

**ArcelorMittal Dofasco**



  
**ArcelorMittal**

HAMILTON AREA'S  
TOP EMPLOYERS 2023

THE CITY OF HAMILTON

If you love living in  
Hamilton, you'll love  
working here too

Hamilton is not just a great place to live — it's also a great place to work, particularly with the City of Hamilton, which offers a multitude of opportunities for people at every stage of their career.

"We are such a multidisciplinary organization. We hire everything from public health nurses, firefighters and planners, to epidemiologists, administrative staff and lifeguards," says Nenzi Cocca, Director of HR Systems & Operations, Human Resources for the City of Hamilton.

"There is such a diversity of job opportunities that we can attract a wide variety of people at all different stages of their careers, from students to retirees."

A recent employee engagement survey found that City of

Hamilton employees are extremely proud to work in the city they call home. More important, they feel well taken care of.

"One of the things that we heard, specifically with respect to our front-line supervisors and managers, is that employees feel like their immediate supervisor makes their health, safety and wellness a top priority," Cocca explains.

The City of Hamilton's vision is to be the best place to raise a child and age successfully, and certainly with the number of job and career opportunities available, it's easy to understand why so many believe in that same vision.

There is also a competitive benefits package, a defined pension plan, vacation

More than  
8,000  
employees

Provide 70+  
city services daily  
to Hamilton  
residents -  
including parks,  
recreation,  
transit,  
emergency  
services and  
waste programs



The City of Hamilton's vision is to be the best place to raise a child and age successfully. Pictured is a swimming instructor teaching a young student at the Bernie Morelli Recreation Centre.

"As our community grapples with the continued impact of the pandemic, as well as rising inflation and affordability issues, we are proud to be leaders in employee experience."

— Janette Smith, City Manager, City of Hamilton

entitlements, career development opportunities, a tuition reimbursement program and more.

"It's an honour to be recognized as a Top Employer in the Hamilton-Niagara Region for

the eighth year running. We strive to create a supportive, respectful and healthy workplace," says Janette Smith, City Manager, City of Hamilton.

The City of Hamilton is

currently recruiting for a number of positions, including in the City's two long-term care homes, seasonal positions, in the information and technology division, and planning and economic development. Student summer recruitment also opens in late November.

Job opportunities at the City of Hamilton can be viewed at [www.hamilton.ca/careers](http://www.hamilton.ca/careers).



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

2023  
Hamilton-Niagara's  
Top Employers

be  
THE REASON.



## HAMILTON AREA'S TOP EMPLOYERS 2023

### CONSERVATION HALTON

# Passion and innovation is in their nature at Conservation Halton

There's no question that the work Conservation Halton performs is of the utmost importance. Its responsibility is to prepare for the impacts of climate change, support its partners in creating more sustainable communities, manage our natural areas and resources within the watershed, and create opportunities to connect with nature through recreation and education.

It's that enormous sense of duty that has created a workforce of people who love what they do.

"The first thing people notice when they start working at Conservation Halton is how truly passionate everyone is about their jobs," explains Plezzie Ramirez, Human Resources Director for Conservation Halton.

"All employees are very committed to their roles and how they serve the organization's ultimate goal — preserving and protecting the environment. We like to say that we're an environmental organization that has a startup mentality, meaning we are constantly challenging the status quo and striving to do better."

Ramirez says, as an organization, Conservation Halton provides all of its employees forums to present their ideas or suggestions for improvement, which cultivates a sense of ownership, pride and caring in the workplace.

Right now, Conservation Halton has a number of jobs available, from environmental specialists to visitor services staff and program leaders. Its

**Welcomed  
1.1 million  
park visitors  
in 2021**

**Over 750  
full-time,  
long-term  
contract, and  
seasonal staff  
employed in  
2022**



*The Conservation Halton Landowner Outreach and Restoration Team using recycled Christmas trees to restore and protect shorelines at Grindstone Creek in Hamilton, Ont.*

"Our employees are passionate about providing environmental education and recreation for our community. We invest in our employees, whether they're with us for a season or their whole career." – Hassaan Basit, President & CEO

seasonal winter operation at Glen Eden, a small ski hill in Milton, Ont. (one of the largest youth employers in the area), is also hiring.

The list of benefits that come with the job are pretty cool too.

All Conservation Halton employees get free Parks Memberships to access its eight parks, Glen Eden Season Passes, professional development opportunities, flexible work hours, a Youth

Development Program and competitive salary/wages (starting at \$17/per hour and up).

Full-time employees also receive a great benefits package, maternity-leave top-up, access to a wellness program, a flexible work environment (including remote and hybrid) and a generous vacation allowance.

Career opportunities with Conservation Halton can be found at [conservationhalton.ca](http://conservationhalton.ca).



STARTING AT \$17/HOUR AND UP

APPLY TODAY AT [GLENEDEN.ON.CA](http://GLENEDEN.ON.CA)

## HAMILTON AREA'S TOP EMPLOYERS 2023

FIRSTONTARIO CREDIT UNION LTD.

# A rewarding work experience being part of an exceptional team

FirstOntario Credit Union is a full-service co-operative financial institution that has been serving the Golden Horseshoe, the Niagara Region, and southwestern regions for over 80 years.

But the Credit Union prides itself on being so much more than just a financial institution.

“We believe there is power in connection,” says Jennifer Finlay, FirstOntario’s President and Chief Administrative Officer. “At FirstOntario, everyone’s voice matters — our members, stakeholders, community partners and employees. We want to see our members thrive and our employees’ experience to be rewarding, fostering pride and satisfaction in being part of an exceptional team.”

FirstOntario embraces volunteerism as key to strengthening communities. Their team of ‘Blue Wave’ employees give their time and talents with the common goal of making a difference. Ms. Finlay adds, “We believe by being hands-on contributors, everyone benefits.”

The Credit Union supports key community causes. FirstOntario has contributed more than \$2 million to student nutrition programs since 2014. It also partners with Bethlehem Housing and other groups to support affordable housing.

FirstOntario’s annual ‘1Awards’ competition has been supporting local businesses for a decade. With the commitment of community partners, the program has

Uniting  
communities  
today for a  
stronger  
tomorrow.

FirstOntario  
Credit Union  
has been  
serving our  
communities  
for over  
80 years.



FirstOntario's Blue Wave employee volunteer group in action. CONTRIBUTED

“Blue Wave is our employee volunteer program at FirstOntario. The program was established in 2010. Like a wave, Blue Wave creates an energy and impacts everything it touches.”

invested \$1.8 million to help local businesses grow and succeed.

FirstOntario is also a partner of ‘Each One, Teach One,’ which provides free financial literacy workshops delivered by trained

employees. They also work with Brock University to deliver the ‘Goodman Lemonade’ program for Grade 4 students and the ‘FinTip\$’ digital financial advice series for post-secondary students.

Last but not least, the Credit Union is also a proud community partner of the Hamilton Tiger-Cats, Forge FC and the Hamilton Bulldogs.

There is a wide range of career opportunities at FirstOntario. “We are always looking for forward thinkers with fresh ideas, who believe in putting people first.”

For more information, visit [firstontario.com/about-us/careers](https://firstontario.com/about-us/careers).



*We believe there is power in connection.*

By supporting our employees, members and our communities, FirstOntario Credit Union connects with people and causes in a way that maximizes our collective impact to make a meaningful difference.

**Proud to be recognized as a top employer in Hamilton-Niagara!**

**FirstOntario**  
CREDIT UNION

**HAMILTON AREA'S  
TOP EMPLOYERS 2023**
**HAMILTON HEALTH SCIENCES CORP.**

# Hamilton Health Sciences offers significant career development and mobility

With an organizational vision of “best care for all,” Hamilton Health Sciences (HHS) also applies that focus to its own employees, supporting them throughout their careers, which has led it to receive a Top Employers recognition.

“As an employee at HHS, you are a part of a team,” says Jennifer Roloson, clinical leader for pediatric inpatient medicine and complex care. “From the clerk who takes your personal information to the porter who takes you to your appointment, to the health professionals who provide your care, everyone makes a difference.”

Hamilton Health Sciences offers a variety of programs to support employees in their growth and development,

including in-house training courses. Currently, HHS is hiring across the hospital, recruiting physicians, nurses and allied health professionals. Great opportunities also exist in IT, research, finance, administration and more.

“HHS is a community of 15,000 staff, physicians and volunteers who make us the largest employer in Hamilton. Being recognized as a Top Employer is important because our business is all about the people who work for us, and the people they care for,” says HHS President and CEO Rob MacIsaac. “We are privileged to have a huge team of compassionate people who care deeply about our patients.”

Staff at HHS can take advantage of significant

**Team of 15,000  
physicians,  
residents, staff  
and volunteers**

**Serving a  
community of  
2.3 million  
people in the  
Greater  
Hamilton  
region**



Jennifer Roloson is a clinical leader at Hamilton Health Sciences' McMaster Children's Hospital.  
CONTRIBUTED

“Working in health care is both demanding and rewarding. We continue to see outsized challenges during the pandemic, and our team continues to persevere. I'm grateful to everyone in our organization for their dedication during these challenging times.” – HHS President and CEO Rob MacIsaac

career mobility. As a regional centre for pediatrics, cancer care, trauma, cardiac, stroke and more, there are ample opportunities to work on what's most important to you. Staff can start their career

working at one site, and easily apply to roles in other programs or sites without leaving the organization.

Pediatric Clinical Manager Jennifer Watson works closely with Roloson. As a leader, she

believes staff satisfaction and engagement are critical for success.

“As a former front-line nurse, I understand the importance of listening,” she says. “We support our staff and work hard to ensure our staff are heard. Our team knows that we have an open-door policy.”

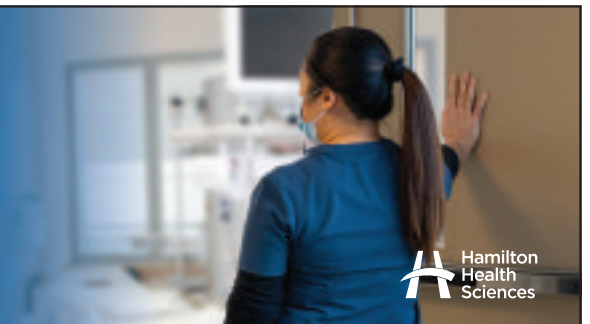
For more information about available careers, please visit [hamiltonhealthsciences.ca/careers](https://hamiltonhealthsciences.ca/careers).

**WE'RE HIRING**

# STEP INTO A JOB

**THAT OPENS COUNTLESS DOORS**

Nursing career fair on now. Join us online.  
**[HamiltonHealthSciences.ca/careers](https://HamiltonHealthSciences.ca/careers)**



**Hamilton  
Health  
Sciences**



HAMILTON AREA'S  
TOP EMPLOYERS 2023

JOSEPH BRANT HOSPITAL

## Find a life-changing career at Joseph Brant Hospital

People looking for a rewarding, fulfilling job that has a positive impact on other's lives are likely to find a home at Joseph Brant Hospital. With a current recruitment strategy that centres around a "career that changes lives," the hospital is committed to making a difference not only with its patients but also with its employees.

"We are looking to have long and fulfilling professional relationships with our employees. In fact, many people start and grow their career here. Many of our monthly vacancies are filled by internal transfers," explains Leah Martuscelli, Chief Human Resources Officer at Joseph Brant Hospital. "I think Joseph Brant Hospital is a really special place. There is a

feeling of community and connectedness internally. People genuinely get to know each other, and the spirit of team is just part of who we are.

"There are various ways that employees are supported, whether it be formal education, leader rounding, orientation and onboarding, and team events. Our people tell us that they come and they stay because of the culture of teamwork, professionalism and respect."

For example, to support career growth the hospital offers a learning assistance program that is intended to assist eligible employees in their professional development with financial assistance to offset the cost of tuition or course registration fees.

61  
years in  
businessProviding  
integrated  
health-care  
services to  
Burlington and  
surrounding  
areas

Bliss Kalimeris, Registered Nurse with our Complete Breast Care Program, enjoys a crisp lakeside walk with her pup before her shift at Joseph Brant Hospital in Burlington. It's one of the many the benefits of working close to home, in an inspiring location and welcoming community.

At Joseph Brant Hospital, you'll enjoy the benefits of being close to home, in an inspiring location and welcoming community. Whether a new grad or seasoned worker, we have opportunities with the power to change lives.

"We have intentionally focused on our culture and elements that make Joseph Brant Hospital special," Martuscelli explains. "Our strategies focus on growing those attributes that fuel our

culture: values, well-being and diversity."

Part of the hospital's appeal to prospective employees comes from its geographic location.

"In addition to being part of a welcoming community,

location is also really important — our modern facility, proximity to the water and lakeside trails, downtown core, and highway access contribute to a quality of life that's second to none."

The hospital is currently hiring over a variety of areas, with nursing and other clinical professionals being the top priorities. For more information, please visit [Josephbranthospital.ca/careers](http://Josephbranthospital.ca/careers).



## Joseph Brant Hospital is Proud to be a Top Employer

Enjoy the benefits of being close to home, in an inspiring location and welcoming community.



[JOSEPHBRANTHOSPITAL.CA/CAREERS](http://JOSEPHBRANTHOSPITAL.CA/CAREERS)



**HAMILTON AREA'S  
TOP EMPLOYERS 2023**

NIAGARA COLLEGE CANADA

# Niagara College: A premier post-secondary institution for students — and employees

Located in the heart of the world-famous Niagara region, Niagara College offers more than 130 innovative programs at specialized campuses in Welland and Niagara-on-the-Lake. As a premier post-secondary institution, Niagara College boasts an enrolment of more than 9,000 full-time students.

Niagara College is also proud to be one of the region's largest employers.

"With more than 1,600 full- and part-time employees, we're at a pivotal moment for growth as we emerge from the pandemic and look ahead to the important role we play in the economic recovery of our region," says Pam Skinner, Senior Vice-President, College Operations.

"Niagara College is embedded in the region and committed to the communities we serve. Our work

is strengthened through local and global partnerships across all areas of the college, experiential learning that serves our community, and research that drives innovation and supports business and industry."

Niagara College is hiring in all employee groups, including faculty, staff, administrators, and counsellors and student support staff. Positions range from entry-level to senior management in areas including all academic schools, research, technology, HR and more.

The college offers an outstanding, welcoming and student-focused workplace culture, flexible work environments and opportunities to innovate, says Skinner.

"Our employees contribute to a highly engaged workplace where they are inspired to do their best work and have a strong sense of personal accomplishment." In a

More than 1,600 full- and part-time employees at campuses in Welland and Niagara-on-the-Lake.

In the top 10th percentile of organizations in employee engagement in a recent survey



*Niagara College offers a welcoming and student-focused workplace culture, flexible work environments and opportunities to innovate.*

"Niagara College's recognition as a top employer is a testament to the excellence of faculty, staff and administrators who put students first in all that they do. Our employees are highly engaged, drive our outstanding, welcoming, and student-focused workplace culture, and enjoy a flexible, inclusive work environment and opportunities to innovate. As we continue hiring to support our growth, we look forward to welcoming a record number of new talent to help us make a difference in the lives of students."

— Pam Skinner, Senior Vice-President, College Operations

recent survey, Niagara College's Employee Engagement Score ranked in the top tenth percentile of all organizations.

Niagara College is strongly

committed to diversity, equity and inclusion, and offers an inclusive work environment, welcoming applications from all qualified individuals who feel they can

further enhance campus diversity and equity efforts.

The college offers competitive salaries and benefits and a defined benefit pension plan, ongoing leadership and professional development programs, tuition assistance, and opportunities for recognition and advancement.

"We look forward to welcoming a record number of new talent to help us make a difference in the lives of students."

For more information, visit [niagaracollege.ca/careers](http://niagaracollege.ca/careers).




**At Niagara College,**  
we make dreams  
come true.

Proud to be one of  
Hamilton-Niagara's  
Top Employers!

**JOIN OUR TEAM**  
[niagaracollege.ca/careers](http://niagaracollege.ca/careers)



**Niagara  
College  
Canada**

HAMILTON AREA'S  
TOP EMPLOYERS 2023

## NIAGARA HEALTH

## Top employer Niagara Health shaping a brighter, healthier future

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

Over the past year, staff and physicians at Niagara Health have continued to focus on what is most important — providing high-quality, safe care to patients and their families, as well as caring for each other.

Looking to the future of health care, the expertise and diversity of Niagara Health staff and physicians will accelerate the adoption of technologies and new ways of working together that will positively impact delivery of care, communication and working with patients and partners.

"Our teams are collaborating more than ever to find new solutions to support access to care in the community and at

the hospital," says Lynn Guerriero, Niagara Health President and CEO. "Making significant progress on the development of the South Niagara Site and the introduction of new virtual services would not have been possible without our teams' unwavering commitment to making the health-care system in the region stronger."

As one of Ontario's largest hospital organizations, more than 7,300 staff, physicians and volunteers at Niagara Health support extraordinary care. Providing a full-range of acute care hospital services to 450,000 residents, Niagara Health operates regional centres of excellence for mental health and addictions, cancer, cardiac, kidney, children's health, and women's and babies' care.

"Our people are at the heart of

More than  
7,300 staff,  
physicians and  
volunteers

Providing a  
full-range of  
acute care  
hospital services  
to 450,000  
residents



The South Niagara Project Team, including clinical staff and physicians, are working together to provide input for Niagara Health's new South Niagara Site. CONTRIBUTED

"Our teams are collaborating more than ever to find new solutions to support access to care in the community and at the hospital."

— Lynn Guerriero, Niagara Health President and CEO

everything we do. Niagara Health is committed to making the hospital a respectful and welcoming space for everyone who walks through our doors," says Fiona Peacefull, Interim Vice President, Human Resources. "We are listening and learning from one another

to build an inclusive workplace."

Working at Niagara Health, staff and physicians have access to a robust employee assistance program that provides programming and resources to support collective and individual wellness.

Niagara Health also highlights the achievements of its staff through various peer-driven recognition initiatives. In October 2022, Niagara Health proudly recognized more than 1,000 staff, physicians and retirees through its Loyalty Recognition and Retirement Program.

Visit [niagarahealth.on.ca/site/careers](https://niagarahealth.on.ca/site/careers) if you are interested in growing your career at Niagara Health.

## Niagara Health is committed to the future of healthcare

by building a diverse workforce to deliver transformative patient-centred care to the communities we serve.

**niagarahealth**  
Extraordinary Caring. Every Person. Every Time.





**HAMILTON AREA'S  
TOP EMPLOYERS 2023**
**ST. JOSEPH'S HEALTHCARE**

# St. Joseph's Healthcare: committed to caring for patients and staff

Caring is at the root of everything that St. Joseph's Healthcare Hamilton does, which is a large part of why it's received a Top Employers recognition for the 10th time.

"For over 43 years, I have heard, felt, seen and experienced St. Joe's values of dignity, respect, service, justice, responsibility, inquiry, translated to action in order to improve patient and family care," explains Hélène Hamilton, a patient and family advisor at St. Joe's. "These values are not merely postings on the wall. They are also guide posts for all to see, reminding employees, volunteers and visitors alike of the high

standards that St. Joe's strives to achieve."

St. Joseph's Healthcare Hamilton was established in 1890 to meet the challenges of the changing environment for the delivery of health and social services, and takes pride in a commitment to caring for the whole person: body, mind and spirit.

The one characteristic its people share is a deep belief in the values of its founders: that it is an honour to serve — and in particular, to ensure that those most vulnerable and marginalized have access to compassionate, high-quality care.

St. Joe's has committed to focusing on three corporate

Over  
5,000  
employees

3 main  
campuses  
and several  
community  
sites



#WeAreStJoes, Compassionate Care in the #HeartofHamOnt — [www.joinstjoes.ca](http://www.joinstjoes.ca) CONTRIBUTED

"We are known for genuine, compassionate care and innovation."

priorities — all focused around employee wellness and culture — to ensure it can continue to provide compassionate care, even during challenging times. These priorities are staffing and recruitment; managing capacity to support high-quality care; and culture,

safety, retention and healthcare worker wellness.

"I know that my own career development has been supported and bolstered by St. Joe's through encouragement to participate in the Emerging Leaders Program — which I

completed in Spring 2022 — and, most recently, being given the opportunity to learn and become a Crisis Prevention Institute certified trainer for St. Joe's," says Rafal Tomczuk, RN, an emergency department liaison nurse.

For more information about St. Joseph's Healthcare Hamilton, or to explore available job opportunities, please visit [stjoes.ca](http://stjoes.ca).



## #WeAreStJoes

**St. Joseph's**  
Healthcare  **Hamilton**

**2023**  
Hamilton-Niagara  
Top Employers

A top employer with hundreds  
of great career opportunities.

**HAMILTON AREA'S  
TOP EMPLOYERS 2023**
**WOLSELEY CANADA INC.**

## Grow your career at Wolseley

A commitment to investing in its employees — from role-specific onboarding and training to professional development opportunities — and empowering them to excel has led Wolseley Canada to be recognized as one of the Top Employers for 2023.

“Wolseley is really a place where you can build your career. Whether you are an industry expert, a recent graduate in a specialized field, or a seasoned professional in a corporate function, there are roles and opportunities in so many areas of the business — and countless investments in training and development to help you learn and grow within Wolseley,” explains Kim Forgues, vice-president, Human Resources. “We are proud of this recognition and confident it will help us continue to attract top talent

from the Hamilton-Niagara area.”

Wolseley Canada is a leading distributor of plumbing, HVAC/R, waterworks and industrial products. Its head office is in Burlington, Ont., and the company currently employs approximately 2,500 people in more than 220 locations coast to coast.

Branch and field input is highly valued — with annual engagement surveys and quarterly ‘Connector’ meetings that provide a safe space for associates to share candid feedback. “Many positive changes made throughout the organization come from associate ideas and input,” says Forgues. “All projects and workload align with the company strategy, which is always focused on making our customers, our

Leading  
distributor of  
plumbing,  
HVAC/R,  
waterworks  
& industrial  
products

Employs  
approximately  
2,500 people in  
more than 220  
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to coast.



“Wolseley is really a place where you can build your career. Whether you are an industry expert, a recent graduate in a specialized field, or a seasoned professional in a corporate function, there are roles and opportunities in so many areas of the business — and countless investments in training and development to help you learn and grow within Wolseley.”

- Kim Forgues, vice-president, Human Resources

associates and our vendor partners ‘Better With Wolseley.’”

From their very first day of work, new hires have access to Wolseley’s benefits, RSP matching program and

pension plan. Many roles also include a performance bonus as part of the total compensation offering.

Giving back is engrained in the culture. Wolseley is a gold sponsor of Special Olympics

Canada, and supports the United Way each year with an associate giving campaign where the company matches all employee donations. In 2021, Wolseley raised over \$90,000 for the United Way.

Wolseley has career opportunities in areas such as branch operations, sales, warehouse, supply chain, finance, HR, IT and marketing. Apply directly online at [Wolseleyinc.ca/careers](http://Wolseleyinc.ca/careers).

# Join the Pros.

Wolseley is the leading wholesale distributor to plumbing, HVAC/R, waterworks and industrial markets in the country. If you want to learn, grow, and be recognized for your skills by a forward-thinking North American company, you can lean on Wolseley.





## Mohawk College is a Top Employer for the 10<sup>th</sup> straight year.

We are honoured to be recognized and thank our employees for all they do to support our students and community.

Mohawk College has been training people for exciting careers in a multitude of disciplines since 1966.



Learn more about a career at Mohawk College at [mohawkcollege.ca/career](https://mohawkcollege.ca/career)

*"Regardless of position or role with the organization, faculty and staff contribute to our students' success. You know you are making a difference here, and it leaves you with a sense of accomplishment that is often missing at other workplaces."*

**Megan Mascarin,**  
Chief Human Resources Officer



Human Resources

**MOHAWK**  
COLLEGE