

ADVERTISING FEATURE • NOVEMBER 2017



Hamilton-Niagara's
Top Employers

HAMILTON/ NIAGARA'S TOP EMPLOYERS



Boehringer Ingelheim (Canada) employees at the company's Value Through Innovation Day.



On the way to surgery at St. Joseph's Healthcare Hamilton.



Employees at Niagara Casinos participate in a Habitat for Humanity women's build.

VIEW ONLINE AT thespec.com/top-employers

THE
HAMILTON SPECTATOR


**HAMILTON-NIAGARA'S
TOP EMPLOYERS 2018**

CELEBRATING THE BEST PLACES TO WORK

Now entering its 11th year, Hamilton-Niagara's Top Employers is an annual competition organized by the editors of Canada's Top 100 Employers. This special designation recognizes the employers in the Hamilton-Niagara area that lead their industries in offering exceptional places to work.

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

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

AREA WINNERS INCLUDE:

Adlib Software

104 full-time employees

www.adlibsoftware.com

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

- An evolutionary perk that offers a "no-limit" paid vacation policy that lets employees work in the amount of vacation needed during the year

ArcelorMittal Dofasco G.P. 6

11,312 full-time employees

www.dofasco.arcelormittal.com

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

- Offers generous tuition subsidies of up to \$24,000 each year for courses both related and unrelated to an employees' current position

Boehringer Ingelheim (Canada) Ltd..... 7

593 full-time employees

www.boehringer-ingelheim.ca

Boehringer Ingelheim (Canada) Ltd. is a pharmaceutical company that offers development and manufacturing services.

- offers its new moms leave top-up payments to 100% of salary for the first 6 weeks, supplemented by a 90% top-up for the remaining 11 weeks of their maternity leaves

Brock University

1,552 full-time employees

www.brocku.ca

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

- Employees can utilize the fully equipped campus fitness facility that features an olympic-sized swimming pool, an elevated indoor running track, a rowing tank, as well as instructor-led classes and personal trainer services

Hamilton, City of..... 9

5,476 full-time employees

www.hamilton.ca

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

- Retirement planning assistance and a defined benefit pension plan -- employees can also ease their way into retirement with phased-in work options

InvestorCOM Inc.

89 full-time employees

www.investorcom.com

InvestorCOM Inc. provides a complete suite of software products for clients in the financial services industry, addressing document composition, delivery, compliance, marketing, reporting and analytics.

- Encourages employees to keep their skills up-to-date through in-house training and full tuition subsidies for courses that are related to their current position

Joseph Brant Hospital..... 8

904 full-time employees

www.josephbranthospital.ca

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

- Recognizes its employees through the staff recognition awards ceremony and staff appreciation breakfasts and summer barbecue as well as a wellness fair along with monthly on-site massage therapy sessions, and regular yoga and meditation classes

McMaster University 10

More than 7,500 full-time employees

www.mcmaster.ca

Founded in 1887, McMaster is ranked third in Canada and 66th in the world, and serves more than 27,000 full-time undergraduate and graduate students.

- World-class fitness facilities that include indoor and outdoor tracks, squash courts, a climbing wall, a swimming pool, a mindfulness studio, and many instructor-led fitness classes

Mohawk College

999 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.

- Offers a fully-equipped fitness centre that features a variety of instructor-led classes and an outdoor beach volleyball court

Niagara Casinos..... 3

2,590 full-time employees

www.fallsviewcasinoresort.com

Niagara Casinos is a gaming and entertainment facility.

- Recently increased its maternity and parental leave top-up payments for new moms and dads (to 80% of salary for up to 17 weeks) and supports parents with older children through an annual academic scholarship program (to \$2,000)

ROXUL Inc..... 4

626 full-time employees

www.roxul.com

Roxul Inc., a part of Rockwool International, manufactures and markets insulation products in North America.

- Provides maternity leave top-up payments for its new moms (to 100% of salary for 6 to 8 weeks) as well as a generous subsidy for in vitro fertilization (IVF) if needed (to \$10,000)

Sodexo Canada Ltd.

6,067 full-time employees

www.sodexo.ca

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

- Employees at head office are encouraged to keep fit at a shared-use fitness facility as well as receiving a fitness subsidy as part of their health benefits plan

St. Joseph's Healthcare Hamilton..... 5

3,046 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 4,500 full- and part-time employees.

- helps employees plan for life after work with retirement planning assistance services as well as contributions to a defined benefit pension plan -- and offers phased-in working option for some employees nearing retirement

Stryker Canada Inc., Hamilton

304 full-time employees

www.stryker.com

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

- Encourages employees to become owners through a share purchase plan, available to all, and helps employees save for the future with contributions to a matching RSP plan

Tim Horton's Children's Foundation

175 full-time employees

www.thcf.ca

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

- Ensures its employees save for the long term with contributions to a defined contribution pension plan and supports permanent employees with maternity and parental leave top-up payments (to 70% for 6 weeks), including new moms and dads.

HAMILTON-NIAGARA'S
TOP EMPLOYERS 2018

NIAGARA CASINOS
Great People Work Here!

As Hamilton-Niagara's Top Employer for eight years running, we are the region's largest employer, working as one team to provide remarkable service. We are committed to creating a workplace where employees are excited to learn, grow and make a difference.

With continued empowerment and motivation we strive to celebrate our differences and achievements. We embrace inclusivity and deliver unique programs for cohesion, growth and development. We are proud of our diversity and inclusion program (ncdiversity). Our diversity committee is comprised of over 40 employees who work to support multi-cultural events, promote awareness and advocacy for LGBTQ groups and strengthen partnerships with organizations such as Ready Willing & Able in order to promote inclusive recruiting and training practices. Our women's initiative, ncwomen, supports women at all levels in the organization by building awareness, skills and networking opportunities. Through this program we provide resiliency training, mental health sessions, networking opportunities and collaborative outings to community events such as our Habitat for Humanity women builds.

As a community leader, Niagara Casinos has developed a workplace environment rooted in the inspiration of employee passion to continue to pay it forward, get

4,200
employees

7,158
job applications
last year



One of numerous groups of ncwomen who have participated in Habitat for Humanity women's builds to help build homes for families in need in Niagara.

People need to know that what they do matters and every person in our company has an important role in our business's success.

– Maria Graham, Vice President Human Resources

parties and various pop-up events.

Every two years we conduct an Employee Engagement survey to evaluate overall job satisfaction. Our most recent survey had favourable responses in all 10

involved and make a difference in the Niagara region. We encourage personal and professional growth from financial education and subsidies for course tuition to benefit packages, competitive wages, paid time off and more!

We also celebrate hard work and support a culture of appreciation by recognizing all employees throughout the year with commemorative meals, award galas, holiday

categories, and our overall score was 89% which ranked higher than the Canadian national norm. Our retention rate is one of the highest in the region with over 1,000 employees who have been with our company since opening in 1996 and subsequently awarded for their two decades of service.

Working at Niagara Casinos is more than just a job; it's a workplace that fosters career development and provides a foundation for YOU to make a difference.

Check out our team at niagaracasinosjobs.com and follow us on:

 Instagram @Niagara_Casinos

 Twitter @Niagara_Casinos

 Facebook @NiagaraCasinosJobs



**HAMILTON-NIAGARA'S
TOP EMPLOYERS 2018**

ROXUL INC.
**Committed to employee
advancement and
long-term security**

ROXUL Inc. is honoured to be recognized as one of Hamilton-Niagara's Top Employers for 2018. With a long-standing history as a best-in-class employer, the company has previously earned awards for Top Employer for Young People (2014) and Hamilton-Niagara Top Employer (2014, 2012 and 2011).

ROXUL Inc. offers exceptional employee support and professional development, as demonstrated through a range of in-house and online training programs, including apprenticeship opportunities and generous tuition subsidies (to \$10,000) for job-related courses. The company's outstanding benefits package highlights a commitment to family and their futures. ROXUL Inc. generously offers 100 per cent of salary for six to eight weeks of maternity leave, as well as a subsidy for in vitro fertilization (IVF), if needed (to \$10,000). Additional forward-thinking initiatives include employee retirement planning assistance services as well as contributions to a defined contribution pension plan. Such programs underscore ROXUL's commitment to employee advancement and long-term security.

"As a global company with strong community values, we

**Employs
1000
people across
North America**

**Offers tuition
subsidies up to
\$10,000
for job-related
courses**



Employees at ROCKWOOL celebrate the company's 80th Anniversary in 2017.

"We're proud to foster a positive environment and empower a workforce that delivers solutions that aim to enhance modern living for people and the planet."

– Trent Ogilvie, President, ROXUL Inc.

recognize that true corporate leadership demands a sincere commitment towards the growth and wellbeing of our employees," says Trent Ogilvie, president of ROXUL Inc. "We're a company that is dedicated to sustainability, and the foundation of sustainable communities is its people. We're proud to foster a positive environment and empower a workforce that delivers solutions that aim to enhance modern living for people and the planet."

ROXUL is part of the ROCKWOOL Group, and as of January 1, 2018, will be known as ROCKWOOL. With five factories and plants and 1,000 employees, we are North America's largest stone wool producer, offering advanced building

insulation, industrial and technical solutions.

At the ROCKWOOL Group, we are committed to enriching the lives of everyone who experiences our solutions. Our expertise is perfectly suited to tackling many of today's biggest sustainability and development challenges, from energy consumption and noise pollution to fire resilience, water scarcity and flooding.

Stone wool is a versatile material and forms the basis for all of our businesses. With approximately, 10,600 passionate colleagues in more than 35 countries, we are the world leader in stone wool solutions, from building insulation to acoustic ceilings, external cladding systems to horticultural solutions, engineered fibres for industrial use to insulation for the process industry, marine and offshore. To learn more, visit: www.roxul.com or www.rockwoolgroup.com.

Connect with ROXUL on LinkedIn: roxul.com/linkedin.



Make A Difference To The World Around You

A great company requires heart and dedication

Concern for People, Planet and Prosperity go hand-in-hand at the ROCKWOOL Group. Would you also be proud to work for a company that is making a positive impact on global challenges like climate change and energy efficiency?

Join us and help improve modern living conditions for millions of people worldwide.
roxul.com/careers



HAMILTON-NIAGARA'S
TOP EMPLOYERS 2018

ST. JOSEPH'S HEALTHCARE
HAMILTON

Compassion meets technology in the heart of Hamilton

As an organization committed to making a positive difference in people's lives – patients and our staff – it's validating to once again be named one of the Hamilton-Niagara Top Employers.

Over the last 127 years, St. Joseph's Healthcare Hamilton has evolved into a premier academic and research healthcare organization, deeply invested in the local community. Employees are driven by innovation and the shared values of the Sisters of St. Joseph, who founded the hospital in 1890 to care for immigrants, orphans, the poor and the homeless. Today, St. Joe's is a state-of-the-art, multi-site institute. A leader in respiratory care, kidney and urinary care, mental health and addictions, eye care, surgical services, cancer surgery and women's and infants' care, St. Joe's is also recognized as a leading academic and research centre. Its new, digital health information system – Dovetale (EPIC) – will place St. Joe's on par with top organizations on the continent, like John Hopkins Medicine and the Mayo Clinic. Dovetale joins compassion with technology to keep patients safe through improved communication while allowing

"We are proud of our talented, knowledgeable and dedicated employees, volunteers, learners and physicians who have helped build our tradition of excellence in care, research and teaching in healthcare in Hamilton."

– Dr. Judy Hunter, VP People and Organizational Effectiveness

One of
first
to provide
robotic lung
cancer surgery
in Canada

One of 13
hospitals in
Canada to have
Baby Friendly
designation



Jeff Hemrica, operating room attendant, left, and Dr. Katherine Parlee, anaesthetist, with Nagamani Turaga before surgery to donate her kidney to husband, Bhargav Turaga. His surgery was broadcast live on Facebook to an audience of more than 350,000 people to highlight the importance of living organ donation.

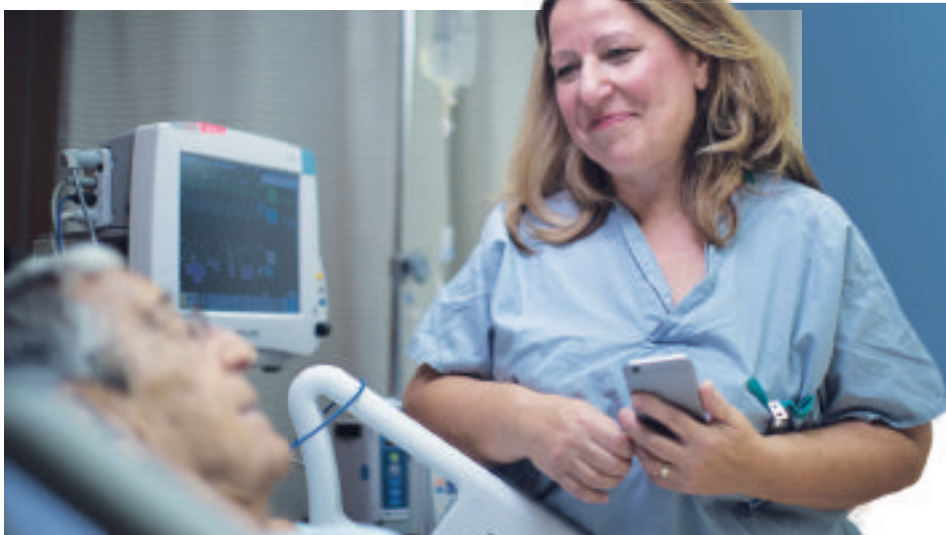
patients to tell their story only once.

It's this continued commitment to innovation and the encouragement of personal growth that helps St. Joe's attract and retain talented staff. St. Joe's Employee Wellness Program, which won a Benefits Canada Workplace Benefits Award, is built on the principle that, "we best care for patients when we best care for ourselves." It provides staff with access to onsite certified massage practitioners, spiritual care and the Employee Wellness Centre, which is equipped with

stationary bikes, change room and space for class activities.

More than 5,400 staff, physicians, learners and volunteers at St. Joe's three campuses and community programs provide services to the people in our region. Together, their efforts have resulted in St. Joe's achieving Exemplary Standing from Accreditation Canada – the highest rating for a Canadian hospital and Gold-level standing for the Ontario Hospital Association (OHA) Quality Healthcare Workplace Award.

The organization's relationship with the workforce starts early. The hospital connects new nurses with a mentor or preceptor on their unit and staff continue to receive support as they grow and develop. If you'd like to learn more about how you can make a difference by working at St. Joe's, please visit joinstjoes.ca.



Thank you.
St. Joe's staff, you are
the heart of Hamilton.

www.joinstjoes.ca

St. Joseph's
Healthcare  Hamilton

**HAMILTON-NIAGARA'S
TOP EMPLOYERS 2018**
ARCELORMITTAL DOFASCO
**The world is what you
make it**

Less than one per cent of companies have achieved what ArcelorMittal Dofasco has – more than 100 years in business. The company's achievements are the result of its ongoing ability to stay ahead of the curve, react swiftly and persevere through periods of immense change to emerge stronger. This proactivity translates into job security and stability for ArcelorMittal Dofasco's more than 5,400 employees. These employees represent a diverse set of skills and disciplines from operations to professional, technical, skilled trades, service based and everything in between. ArcelorMittal Dofasco is part of the world's largest steel and mining company. ArcelorMittal, which is present in more than 60 countries, has an industrial footprint in more than 20 countries and more than 220,000 employees.

ArcelorMittal Dofasco, located in Hamilton, ON, is long known for its credo that "Our product is steel. Our strength is people." The company consistently points to its people being its strength and competitive advantage. Employees at the iconic manufacturer make more than 100 grades of steel here in Hamilton which is used in the automotive, distribution, construction and manufacturing, tubular

Greater
Hamilton's
largest
private sector
employer

**Strong emphasis
on health,
learning, family
& community**



Eighteen apprentices graduated from ArcelorMittal Dofasco's Apprenticeship program at last year's annual Apprenticeship Graduation Dinner. The graduation recognizes their Certificate of Apprenticeship (C of A) achievement, which marks the completion of formal training. With required on-the-job hours completed, graduates have demonstrated proof of the necessary competencies identified for their trade. The last step in their training is completion of the Certificate of Qualification exam. Here Mitchell Trebilcock (left) and Brandon Taylor (right) celebrate earning their Certificates of Apprenticeship.

and consumer and industrial packaging sectors.

Ingenuity and creativity have been the driving force of Dofasco for more than 100 years. They have pushed its team to design and develop steels that are transforming the design, performance and sustainability of autos. Steels that are creating stronger, safer and more sustainable buildings, innovative new packaging as well as supporting emerging technologies in the tubular energy market.

Each ArcelorMittal Dofasco steel coil is designed and manufactured to the exacting standards of the company's customers for its intended end use, with tolerances of millimeters.

"We recognize that our strength is people and we see a healthy and engaged workforce as our competitive advantage."

– Sean Donnelly, President and CEO

"Strong companies like ours work together to meet challenges head on," says president and CEO Sean Donnelly. "We recognize that our strength is people and we see a healthy and engaged workforce as our competitive advantage. We are continuously looking for ways to improve and innovate and while we celebrate the past, our sights are firmly set on transforming tomorrow through our products, our people and our commitment to community. Ours is the kind of company that is constantly changing and evolving to continue to be successful decade after decade...to keep our position in the top one per cent of companies around the globe – to be world class."

To join ArcelorMittal Dofasco, visit dofasco.arcelormittal.com/people-and-careers and apply today.

The world is what you make it

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

dofasco.arcelormittal.com/people-and-careers

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🌐 arcelormittal-dofasco



Steel-intensive home by BONE Structure™

ArcelorMittal
DOFASCO | HAMILTON

**HAMILTON-NIAGARA'S
TOP EMPLOYERS 2018**
BOEHRINGER INGELHEIM CANADA
**Passion for improving the
health of patients**

Boehringer Ingelheim Canada is one of the world's leading pharmaceutical companies. Founded more than 130 years ago by Albert Boehringer, the family-owned company is driven to find new and better ways of improving the health of humans and animals.

With approximately 600 employees across Canada, Boehringer Ingelheim nurtures a diverse, collaborative and open environment that attracts people of exceptional character and ability.

"We are extremely proud of this award," said Ruta Stauskas, vice president of human resources. "It reflects the value we place on our employees and what they bring every day to improving the health of patients in Canada."

Employees enjoy a highly competitive compensation package along with flexible benefits and a defined contribution pension plan. This provides a solid foundation for a number of programs that, together, create a rewarding workplace environment.

Thanks to a flexible workplace policy, employees are encouraged to manage their workdays themselves to balance their life responsibilities such as family obligations or health issues.

"We are committed to being a top employer and developing the talents and abilities of our people. Their strength is essential to bringing innovative approaches and solutions to patients, health care professionals and all of our stakeholders."

— Richard Mole, President & CEO, Boehringer Ingelheim Canada

Employs approx.
600
people across
Canada

Invested in
58
causes in 2016



Boehringer Ingelheim (Canada) employees Caroline Sevigny and Anh Tran share a moment at the company's Value Through Innovation Day. Each year, all Boehringer Ingelheim employees around the world celebrate Value Through Innovation Day to reflect on the company's history and values and to discuss innovative ways of doing business.

Career development is strongly encouraged at Boehringer Ingelheim. Every employee has an annual development plan to promote a constant learning approach.

"We support our employees throughout their careers, whether it's moving up, expanding a current role or moving cross-functionally," explains Stauskas. Employees who begin a career in the human side of the business can look for opportunities to move to the

animal side, or vice versa.

With so much emphasis on the value of employees, it's no surprise that recognition is an important part of the workplace culture. Its program, Winning Spirit, promotes

recognition for achievements, not only from management, but peer to peer. It's all part of the collaborative culture of Boehringer Ingelheim that encourages a team-based approach to finding innovative solutions. Tying this together is a trait shared by all employees – a passion for improving the health of human and animal patients.

The Canadian headquarters of Boehringer Ingelheim is located in Burlington, Ontario. The company is a strong supporter of community and charitable organizations across Canada and is proud of the support it provides to the local community.

Boehringer Ingelheim's animal division prides itself on creating the future of animal well-being through preventive care – whether by preventing disease or by preventing pain. Boehringer Ingelheim believes that when animals are healthy, humans are healthier too.

**WE'RE A DIFFERENT KIND OF COMPANY.
AND OUR NAME IS KEY TO WHAT MAKES US DIFFERENT.**

We are powered by our people and our success lies with them.

www.boehringer-ingelheim.ca | [@BoehringerCA](https://twitter.com/BoehringerCA) | [@BoehringerCA](https://facebook.com/BoehringerCA)



HAMILTON-NIAGARA'S
TOP EMPLOYERS 2017

JOSEPH BRANT HOSPITAL Healthy work environment

At Joseph Brant Hospital (JBH), we strive to create an environment that encourages wellness, for both our patients and staff. Our new state-of-the-art tower features natural light and ample space with newly designed physical and process efficiencies that support a healthy and safe work environment. Patients, staff and visitors can also enjoy its outdoor healing garden, dining terrace, green rooftops and labyrinth.

The hospital provides a range of primary and secondary services through the compassionate and dedicated care of more than 1,500 staff members, 600 volunteers, 150 physicians and almost 300 trained students. The new tower (which officially opened in August 2017) along with investments in leading technology are an integral part of the hospital's commitment to provide professional, mental and emotional support to our valued staff.

Located in Burlington, staff and patients can enjoy the many facets of a city that is ranked one of the best in Ontario. JBH offers a picturesque view of the lake from 75% of patients' rooms, is walking distance to the trendy downtown area and is situated near all major

Sustainable
lakefront
facility

Best
mid-sized city
5
years in a row



At the centre of our new facility, is a contemporary and spacious cafeteria – equipped with comfortable loungers, serene fireplace, functioning terrace and access to our healing garden. Evidence shows that space, natural light, and homelike features are shown to promote wellbeing and create healing environments.

highways for easy access from all directions.

“We recognize that healthcare is tremendously rewarding work but it is also physically, mentally and emotionally challenging. We want to make sure that our staff, physicians and volunteers feel cared for and valued so that they flourish doing the work that they are so passionate about.”

– Nancy Casselman, VP Human Resources

Centre; and, family-friendly private breast feeding rooms. With cutting edge infection prevention and control elements, the building has 600 new hand washing stations,

touch-free sinks and personal protective equipment within reach.

JBH understands that working in healthcare is both rewarding and challenging. That's why the hospital continuously acknowledges the amazing contributions of its staff through various events and programs. Some examples of this commitment are: the annual recognition awards, appreciation breakfasts, annual appreciation bbq, senior leadership walkabouts, holiday tea, onsite complimentary massage therapy, annual wellness fair and a hospital-wide Kudos program.

This is a workplace that truly values its staff and is committed to helping each and every one of them flourish professionally, physically, mentally and emotionally.

Visit www.josephbranthospital.ca for more information.

JOSEPH BRANT HOSPITAL

Join us.
We're Hiring.

[f](https://www.facebook.com/jbh) [i](https://www.instagram.com/jbh) [in](https://www.linkedin.com/company/jbh) [yt](https://www.youtube.com/channel/UC...)

josephbranthospital.ca/careers

Find your
bearings
here.

2018
Hamilton-Niagara
Top Employers

Exceptional
Community
to Live &
Work

Find your
wellbeing
here.

2018
Hamilton-Niagara
Top Employers

Healthy
Work
Environment

Find your
purpose
here.

2018
Hamilton-Niagara
Top Employers

Celebrating
Great
People

HAMILTON-NIAGARA'S
TOP EMPLOYERS 2018

CITY OF HAMILTON
Proud to be a top employer

Our team of dedicated professionals are among the best in the province at providing high quality public services. With approximately 8,000 employees, we truly value the commitment and passion our staff bring to their jobs every day serving the residents of Hamilton.

We are honoured to be recognized as a Top 100 Employer in the Hamilton-Niagara Region. It is the hard work and dedication of our employees that enables us to provide quality public services that contribute to a healthy, safe and prosperous community. Empowering our employees to excel in their roles is central to achieving the city's vision to be the best place in Canada to raise a child and age successfully.

Our mission is to provide high quality, cost conscious public services that contribute to a healthy, safe and prosperous community, in a sustainable manner. Our strategic plan priorities include; community engagement & participation, economic prosperity & growth, healthy & safe communities, clean & green, built environment & infrastructure, culture & diversity and a strong focus on our people & performance. It is through the hard work of our employees and Council, community partners and residents that we will achieve our vision and advance the priorities of our strategic plan.

Approximately
8,000
employees

Provide public
services to
approximately
537,000
residents



Dedicated staff from the Public Works Horticultural division work hard to brighten up our spaces.

The City offers a competitive compensation package which includes a health benefits plan and assistance in retirement planning through a defined benefit pension plan. Understanding the importance of mental and physical health, employees are encouraged to prioritize health and wellness through a variety of organized wellness activities such as workshops, outdoor fitness in partnership with local providers and other wellness activities.

Employees at the City of Hamilton are also supported in

their work and professional development and are encouraged to pursue in-house training initiatives to keep their skills up-to-date. We also offer some tuition subsidies for courses at outside institutions to assist employees in

augmenting their skills.

There are so many things to explore in our breathable, walkable city that features the stunning Niagara Escarpment and Canada's largest botanical gardens. That, combined with a burgeoning food scene, a vibrant downtown surrounded by safe, affordable neighbourhoods and the fact that Hamilton is the second best place in Canada to land a job (according to BMO's latest regional labour market report) has helped our city earn its reputation for being an extraordinary place in which to live, work and play.

Our work culture, combined with our commitment to building a vibrant, prosperous city, make the City of Hamilton a great place to grow one's career. New opportunities are posted every Thursday on www.hamilton.ca/jobs.

Follow us on Twitter @cityofhamilton

The City of Hamilton is overseen by Mayor Fred Eisenberger and fifteen Councillors, elected by the city's residents for four year terms.

Proud TO BE A TOP EMPLOYER
IN HAMILTON-NIAGARA!

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



Hamilton

HAMILTON.CA

@CITYOFHAMILTON



8704-001

**HAMILTON-NIAGARA'S
TOP EMPLOYERS 2018**

McMASTER UNIVERSITY
Creating a brighter world

McMaster University's commitment to world-ranked scholarship has made a positive difference in the world. Ranked 66th in the world and third in Canada, our innovative, interdisciplinary approach to collaboration results in smarter insights, groundbreaking ideas and greater optimism. In short, it's helping us create a Brighter World.

For three consecutive years, McMaster has been named a Hamilton-Niagara Top Employer.

We are a community of students, faculty and staff who work together to encourage health, well-being, and lifelong learning.

McMaster's main campus is a 30-acre pedestrian core within 300 acres of scenic property, next to Cootes Paradise, the Royal Botanical Gardens and the Niagara Escarpment. McMaster also has a thriving presence across four regional campuses: downtown Hamilton, Burlington, Waterloo and Niagara.

Our main campus offers all the amenities of a small village – from a dentist's office to a pharmacy to great places to eat – along with all the intellectual, social and cultural advantages of a world-class university.

"I'm sincerely grateful to all our employees for your invaluable contributions. You help make McMaster a wonderful place in which to learn, discover and thrive."
– Patrick Deane, president & vice-chancellor, McMaster University



**a smoke-free campus
as of January 2018**

One of the world's top 100 universities

The main campus is also home to the McMaster Museum of Art, the W.J. McCallion Planetarium, the Ron Joyce Stadium, the David Braley Athletic Centre and the McMaster Physical Activity Centre of Excellence.

On January 1, 2018, McMaster

will become Ontario's first 100 per cent tobacco and smoke-free campus, and in March 2017, McMaster was the first university in Ontario to sign the Okanagan Charter, a clarion call for higher education to promote the well-being of people, places and the planet.

We believe that bringing together the best and brightest minds is the spark that makes a Brighter World possible.

Join us and help to create a Brighter World. Find out more at <http://www.workingatmcmaster.ca>.

**Working together to
create a Brighter World.**

Join the diverse, dedicated and innovative community at one of the world's top 100 universities.



BRIGHTER WORLD | mcmaster.ca





**WE ARE PROUD TO BE ONE OF
THIS YEAR'S **TOP EMPLOYERS**
FOR THE 5TH YEAR IN A ROW.**

mohawkcollege.ca/careers



Human Resources

Inspire. Grow. Learn.

 **MOHAWK**
FUTURE READY



Tell us your story

If you are an exceptional employer with progressive human resources programs and initiatives, consider applying for next year's edition of *Hamilton-Niagara's Top Employers*. Now entering its 19th year, our national project is Canada's longest-running and best-known editorial competition for employers.

For information on next year's application process, visit:

CanadasTop100.com/2019

Applications for our 2019 competition will be released in February and must be submitted in April.

