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NOW IN ITS THIRD YEAR, the Atlantic Canada's Top Employers competition is organized by the editors of Canada's Top 100 Employers. This special designation recognizes the employers in Canada's four Atlantic provinces that lead their industries in offering exceptional places to work. It's a unique project for the Top 100 editors because this competition extends across four provinces (the only one of its kind in Canada) since many employers in Atlantic Canada have operations across the region.

Employers are evaluated by the editors of Canada's Top 100 Employers using the same eight criteria as our national competition: (1) Physical Workplace; (2) Work Atmosphere & Social; (3) Health, Financial & Family Benefits; (4) Vacation & Time Off; (5) Employee Communications; (6) Performance Management; (7) Training & Skills Development; and (8) Community Involvement. Employers are compared to other organizations in their field to determine which offers the most progressive and forward-thinking programs.

Employers apply for the Atlantic Canada's Top Employers competition through the Canada's Top 100 Employers application process. For this year's national competition, MediCorp editors examined the recruitment histories of over 75,000 employers across Canada that it tracks for its popular job search site, Eluta.ca. From this initial group, MediCorp invited 10,000 of the fastest-growing employers to apply, plus another 2,500 companies and organizations in industries its editors wanted to examine more closely. Employers completed an extensive application process that included a detailed review of their operations and HR practices. Over 2,750 employers started this year's application process.

TONY MEEHAN

Publisher, Canada's Top 100 Employers, MediCorp Canada Inc.



ADMIRAL INSURANCE SERVICES INC., Halifax.

Provides automobile insurance products and services; 205 employees. **What makes them great:** variety of financial benefits (including profit-sharing, performance bonuses and pension plan); new employees get three weeks annual leave (rises to four after five years); in-house and online training as well as tuition subsidies; referral bonuses when employees successfully recommend a new candidate to the company.

ALCOOL NB LIQUOR / ANBL,

Fredericton. Provincial Crown corporation responsible for the purchase, importation, distribution and retail activity of beverage alcohol in New Brunswick; 445 employees.

What makes them great: defined benefit and contribution pension plan; matching RSP contributions; maternity leave top-ups and flex working arrangements for new mothers; salary deferral/extended time off program; tuition reimbursement for employees attending outside institutions.



BLUEWAVE ENERGY LIMITED PARTNERSHIP,

Dartmouth. A petroleum distribution company with 60 branch locations across Canada; 463 employees.

What makes them great: profit-sharing for all employees; tuition subsidies for courses at outside institutions and in-house/online training programs; free memberships to onsite fitness facility, complete with treadmills, yoga classes and shower facilities for bicycle commuters; maternity leave top-ups for new mothers and health benefits during their leave.



ANNAPOLIS VALLEY DISTRICT

HEALTH AUTHORITY, Kentville. Provides health and wellness services through five hospital and health centre sites; 973 employees. **What makes them great:**

defined benefit pension plan, retirement planning assistance, and phased-in work options; maternity top-ups for new mothers, parental leave top-ups for new fathers/adoptive parents; flexible work arrangements; earned days off program; tuition subsidies, in-house and online training, in-house apprenticeships and trades internships, mentoring program, and career planning services.



there are great opportunities waiting

... just down the road from the beach

Pictou County
health
Authority

www.pcha.nshealth.ca

We want our employees to continue to grow, develop professionally, and remain challenged in their positions. Offering tuition subsidies and subsidies for professional accreditations are just a couple of ways that we demonstrate to our employees that they do not just have a job with I.M.P., they have a career.

Julie Rehemtulla
Senior Vice President
Corporate Services
I.M.P. Group International Inc.

CAPE BRETON DISTRICT HEALTH AUTHORITY, Sydney.

Provides community health services to 130,000 residents of Cape Breton, Northern and Central Inverness County and Victoria County; 2,228 employees. *What makes them great:* defined benefit pension plan, retirement planning assistance, phased-in work options, and health coverage that extends to retirees; maternity top-up payments for new mothers and parental leave top-up for new fathers and adoptive parents; alternative work arrangements including flexible work hours, 35-hour work week (with full pay), shortened work week (fewer hours with less pay), compressed work week, and an earned days off program; new hires receive three weeks vacation allowance in addition to five personal paid days off.



CAPITAL DISTRICT HEALTH AUTHORITY, Halifax. Provides health services to residents in the Halifax Regional Municipality and western Hants County; 6,516 employees. *What makes them great:* defined benefit pension plan; flexible work options (position depending), including variable scheduling, telecommuting and the option to move to part-time work prior to retirement; healthy cafeteria options, religious observance room, and a nap room for physicians/residents; maternity leave top-up payments for new mothers and parental leave top-up benefits to new fathers and adoptive parents.



CBCL LIMITED

Consulting Engineers

CBCL LIMITED, Halifax. An employee-owned consulting

engineering firm that operates in Atlantic Canada; 250 employees. *What makes them great:* tuition subsidies for work-related courses, subsidies for professional accreditations, in-house training, mentoring programs and career planning services; compassionate top-up payments for employees who are caring for a family member; profit-sharing plan and year-end bonuses; phased-in retirement work options and a defined benefit pension plan.

ANNAPOLIS VALLEY HEALTH

Come and grow with us!

Great community living, excellent benefits, work life balance and a keen focus on employee development are factors that make us a top employer in Atlantic Canada!

Join our team of dynamic health care professionals who promote and support health in our community of more than 80,000.

Annapolis Valley Health is situated in the scenic Annapolis Valley of Nova Scotia – land of orchards, vineyards and the Bay of Fundy, home of the ‘World’s Highest Tides.’

Visit our website to discover opportunities to grow your career with us.

www.avdha.nshealth.ca



CLEARWATER SEAFOODS LIMITED PARTNERSHIP, Bedford.

Delivers premium seafood, including scallops, lobster, Arctic surf clams, cold water shrimp, Argentine scallops, and crab; 213 employees. **What makes them great:** signing bonuses for some employees and year-end bonuses for all employees; tuition subsidies for courses at outside institutions, in-house training and career planning services; phased-in retirement work options, retirement planning assistance and matching RSP contributions; position-dependent alternative work options, including flexible hours, telecommuting and shortened work weeks.

**COGSDALE CORPORATION**,

Charlottetown. Develops business management software, primarily for local government organizations as well as private and publicly-owned utilities; 105 employees. **What makes them great:** matching RSP contributions; maternity leave top-up payments for new parents; full tuition subsidies for job-related courses at an outside institution (no annual maximum); Friday socials, encouraging employees to finish-up early on the last Friday every month (more frequently in the summer) and enjoy company-provided refreshments and treats.

COLCHESTER EAST HANTS HEALTH AUTHORITY, Truro.

Provides a wide range of inpatient, outpatient and satellite services to 73,000 residents of Colchester County and the Municipality of East Hants; 551 employees. **What makes them great:** maternity leave top-up payments for new mothers; extended parental leave top-up benefits to new fathers or adoptive parents; onsite daycare facility; new employees get three weeks paid vacation, moving to four weeks after five years on the job.



Colchester East Hants
HEALTH AUTHORITY

Thanks to social networking, your organization's reputation as a great or lousy employer is already out in the market place. Job seekers know about you; your employees know about you. You had better know about you. Organizations that don't pay close attention to their employment brand do so at their own peril.

Mark Surette
President
Knightsbridge
Robertson Surette



**you did
your thing**



RAMADA
ST. JOHN'S

**we took care
of the rest**

Thanks to all of our customers who helped make Ramada® St. John's "Best of 2010."



A RAMADA WORLDWIDE AWARD

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We know a healthy, happy and supported workforce is key to our success. People are drawn here for the lifestyle and other benefits our communities have to offer their families. Providing (maternity and parental leave) top-ups for our team members is one way that we are living our values.

Peter MacKinnon
CEO
Colchester East Hants Health Authority



DELTAWARE SYSTEMS INC.,
Charlottetown. Provides information technology consulting and software

development services, specializing in e-health and e-business applications; 108 employees. **What makes them great:** location makes for excellent quality of life; in-house and online courses and tuition subsidies for courses at outside institutions; three weeks paid vacation for new employees; employees get paid time off to volunteer with charitable initiatives; academic scholarships for local students; defined benefit pension plan.



FARMERS COOPERATIVE DAIRY LTD., Halifax.

Produces, distributes and markets dairy and related products across Atlantic Canada; 407 employees.

What makes them great: tuition subsidies; retirement planning assistance services and a defined benefit pension plan; maternity and parental leave top-up payments for new mothers, fathers, and adoptive parents; alternative work options including flexible scheduling, reduced summer hours, telecommuting, compressed and shortened work week options.



DOCTORS NOVA SCOTIA, Dartmouth. The professional association representing all physicians in Nova Scotia; 26

employees. **What makes them great:** alternative work arrangements including flexible work hours, telecommuting, 35-hour work week (with full pay), shortened work week (fewer hours with less pay), and a compressed work week; compassionate top-up payments while caring for a family member; new employees get three weeks vacation in addition to six personal paid days off; defined benefit pension plan; maternity leave top-up payments to new mothers, fathers and adoptive parents.

EXIT REALTY CORP INTERNATIONAL BROKER OF THE YEAR FOR CANADA



Anne Squires
Franchisee, Exit Realty on the Rock

THE LOCAL MARKET in general has seen some significant changes in 3 years. For a 24 month span, the term “sellers market” was quite prevalent. The summer of 2009 was one of the first times in MLS history for Newfoundland that our home prices came on par with Atlantic Canada.

Year over year price increases have been quite dramatic, in some markets on the Avalon Peninsula between 2007 – 2010. Specific areas have seen increases as high as 27%, with a continuance of yet another 12% last year.

All market analysis for 2011 portrays the Avalon Peninsula market in a very positive light, with a very favorable forecast. Key projects related to the oil industry will fuel the availability of some high end rentals

that now is creating a slight volume of inventory.

So you take a market that has blossomed and a new company “Exit Realty on the Rock” just 5 years ago, combine them with an office full of well trained, dedicated staff and you probably create a basis for some national and international awards. Squires was overwhelmed when awarded Broker of the Year for Canada from Exit Realty Corp International 2010, followed by an award for Top Growth and Development for North America. These awards were given in Dallas, Texas at the Exit Realty Corp International’s Convention. Awards such as these are earned through a lot of hard work and dedication while spending time surrounding yourself with a well oiled team of professionals.



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Bay Roberts, NL A0A 1G0
Phone: (709) 786-6687

11E Blackmore Ave
Clarenville, NL A5A 1B8
Phone: (709) 466-6622

www.exitrealtynl.com

**GUYSBOROUGH
ANTIGONISH STRAIT
HEALTH AUTHORITY,**

Antigonish. Provides healthcare services to residents in Antigonish, Guysborough, the Strait area, Richmond and southern Inverness County; 1,401 employees. **What makes them great:** maternity leave top-ups for new mothers and health benefits that extend through their leave; option to extend maternity leave into an unpaid leave of absence; parental leave top-ups for new fathers and adoptive parents; designated meditation room for employees who need quiet time or religious observances; succession and retirement planning assistance; a defined benefit pension plan.



THE HALIFAX HERALD LIMITED, Halifax. Publisher of The Chronicle Herald (weekdays) and The Sunday Herald; 275 employees. **What makes them great:** employees get a paid day off on their birthday; tuition subsidies; flexible health benefits plan that includes coverage after retirement; new employees three weeks of paid vacation; onsite daycare centre.

The ChronicleHerald

HIGH LINER FOODS INC., Lunenburg. Processes and markets ready-to-eat seafood and frozen pasta products under the High Liner, Fisher Boy, Gina Italian Village and Floresta brands; 601 employees. **What makes them great:** alternative work arrangements including flexible work hours, telecommuting, and reduced summer hours; tuition subsidies, subsidies for professional accreditation, and in-house and online training programs; parental leave top-ups for new mothers, fathers and adoptive parents; retirement planning assistance and phased-in work options when nearing retirement; defined contribution pension plan.



We provide our staff with generous vacation time because it is the right thing to do. Healthcare is a challenging environment to work in. (Staff) need their vacation time to reenergize and come back prepared to do their job well. They also have days available to use, if needed, for their personal health.

Pat Lee
Chief Executive Officer
Pictou County Health Authority



Some people believe there's a reason for everything.

At the core of Nova Scotia, we know that sometimes there are many.

Certainly that's the case when it comes to explaining why we've been voted one of Nova Scotia's Top Employers four years in a row.

- Competitive benefits & pay scales
- New regional health centre opening soon!
- Beautiful, friendly & safe neighbourhoods
- Active organizational health committee
- Rewarding opportunities
- Family & community-centered
- On-site daycare
- Free parking and more!

Find out more.

We think you'll agree, the reasons to choose us are clear!

www.cehha.nshealth.ca/careers

humanresources-cehha@cehha.nshealth.ca



We are proud to say that we have an excellent benefit package... we support our employees to develop leadership skills and contribute their best in their everyday roles. (Our) goal is to have the best workplace culture where people can grow and develop. Being a workplace of choice enhances recruitment and retention of our employees, physicians and volunteers.

Janet Knox
President and CEO
Annapolis Valley Health



IMP GROUP LIMITED, Halifax. Privately owned group of companies operating in aerospace, aviation, airline, healthcare, industrial marine, information technology, hospitality and property development; 3,465 employees. *What makes them great:* academic scholarships for children of employees; prolific job creator; defined contribution pension plan, with matching employer contributions; tuition subsidies and subsidies for professional accreditations.

THE JOHNSON CORPORATION, St. John's. A national insurance and benefits provider, serving over 900,000 members from over 65 branches; 1,109 employees. *What makes them great:* health benefits include an employee assistance plan, alternative coverages, massage therapy and fertility drug treatments; parental leave top-up payments for new mothers and fathers, including adoptive parents; health benefit coverage during maternity and parental leave; scholarship program for children of employees; flexible work options including a 35-hour work week (with full pay), telecommuting, shortened work weeks, and variable scheduling; in-house training, tuition subsidies, and financial bonuses for professional designations; year-end bonuses; matching RSP contributions, defined contribution pension plan and phased-in retirement work options.



Keane

KEANE CANADA, INC., Halifax. U.S.-based IT firm offering application, infrastructure and business process outsourcing services; 485 employees. *What makes them great:* retirement planning assistance and phased-in retirement work options; matching RSP contributions; bonuses when referrals lead to new hires; adoption assistance benefit; academic scholarship program for children of employees; location makes for exceptional quality of life.

WORKING TOGETHER FOR A HEALTHY COMMUNITY

The Guysborough Antigonish Strait Health Authority serves a population of over 44,000 residents of Antigonish, Guysborough, Inverness and Richmond counties in picturesque Nova Scotia.

Our District includes five healthcare facilities in Antigonish, Canso, Guysborough, Evanston and Sherbrooke. We also have services relating to Primary Health Care, Continuing Care, Addiction Services, Mental Health and Public Health. GASHA is home to St. Francis Xavier University, a campus of the Nova Scotia Community College and has the first accredited District Trauma Centre in Nova Scotia.

Living and working in rural Nova Scotia comes with many benefits. Smaller communities mean closer relationships with physicians, staff and local residents while still maintaining close proximity to the major centres within the Province.

WE INVITE YOU TO COME AND CHECK OUT OUR LIFESTYLE; YOU WILL NOT BE DISAPPOINTED.

www.gasha.nshealth.ca



Guysborough Antigonish Strait Health Authority

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NB POWER HOLDING CORPORATION,

Fredericton. Provincial Crown corporation and public utility that provides electricity to more than 370,000 residents in the province of New Brunswick, Atlantic Canada and along the eastern seaboard; 2,546 employees. **What makes them great:** fertility drug treatments included in health plan; maternity leave top-up payments for new mothers; onsite daycare facility; in-house training and tuition subsidies; flexible health benefits; employee lounge with music, television and a Wii system; defined benefit pension plan and matching RSP contributions.



Énergie NB Power

NEWFOUNDLAND AND LABRADOR CREDIT UNION,

St. John's.

One of Atlantic Canada's largest credit unions with over 20,000 customers, \$370-million in assets, and 12 locations province-wide; 111 employees. **What makes them great:** matching RSP contributions; extended health benefits for retirees, with no age limit and shared premiums; academic scholarship program for children of employees; tuition subsidies; new hires get three weeks paid vacation, it increases to four weeks after their third year; paid time off for volunteer work; manages its own charitable foundation.



NEWFOUNDLAND AND LABRADOR
Getting You There™



North Atlantic
HOME HEAT FROM HOME

NORTH ATLANTIC REFINING LTD., Come By Chance. Produces refined petroleum

products for customers in Canada and over 30 countries; 488 employees. **What makes them great:** defined benefit pension plan and matching RSP plan; paid health coverage for retirees; new employees get three weeks paid vacation; career planning services as well as in-house training initiatives and tuition subsidies.

For every great leader, there is an even greater team. I'm a firm believer that there is strength in numbers and many hands make for light work. A great leader should have the ability to fill any role in the corporation at any time. Bringing your business from an 'I' to a 'We' is the test of time.

Anne Squires
Broker
EXIT Realty on the Rock

FYI

Marie Mullally named President & CEO, Credit Union Atlantic



Kevin Stoddart, Vice President, Knightsbridge Robertson Surette, is pleased to have assisted Credit Union Atlantic with the appointment of gaming industry veteran Marie Mullally as President and CEO for the largest credit union in Nova Scotia.

Marie is a confident and seasoned leader who has had tremendous success in senior executive roles within the public sector over the last 15 years. While with the Nova Scotia Gaming Corporation, Marie led the first ever national and provincial government Gaming Strategy, and has received accolades for world renowned responsible gambling programming. Marie serves on a number of private, not-for-profit and public sector boards. Marie is a chartered accountant and Dalhousie graduate; her integrity, passion, vision and humility are all trademarks of her leadership style.

"We are thrilled to welcome Marie to our team. She is uniquely qualified to drive future growth for Credit Union Atlantic in a sound and sustainable manner while enhancing owner value and corporate performance." said David Ness, Board Chair, Credit Union Atlantic.

Please join us in congratulating Marie and welcoming her to Credit Union Atlantic



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Toronto ♦ Montreal ♦ Calgary ♦ Halifax ♦ Moncton ♦ St. John's

GASHA offers succession planning assistance to help our employees develop skills required for leadership positions – and we're happy to say that many of our staff have progressed to supervisory, management or informal leadership roles. We also offer retirement planning assistance. Retirement is a time of transition, and we want to support our people as they move through that process.

Carrie Maclsaac
Director of Human Resources
Guysborough Antigonish Strait
Health Authority

PICTOU COUNTY HEALTH AUTHORITY, New Glasgow.

Provides medical and rehabilitation services to over 48,000 residents of Pictou County, as well as regional programs to the larger population of northeastern Nova Scotia.; 654 employees. **What makes them great:** retirement planning assistance; defined benefit pension plan; maternity top-ups for new mothers and parental leave top-up for new fathers and adoptive parents; tuition subsidies; subsidies for professional accreditation, financial bonuses for course completions, and in-house and online training programs; new employees get three weeks vacation, increasing to four after five years on the job, plus five personal paid days off each year.



TRIHEDRAL ENGINEERING LIMITED, Bedford.



Develops proprietary monitoring and control software applications used in a variety of industrial applications, including water and wastewater treatment, oil and gas, manufacturing, power generation, broadcasting, food and beverage, marine, flood control, and airport baggage handling applications; 38 employees. **What makes them great:** new employees get three weeks paid vacation, increasing to four after three years; business casual dress code; pet-friendly work environment; tuition subsidies, in-house training and subsidies for professional accreditations; health plan provides full coverage to employees' family members; year-end performance bonuses; share purchase plan.

WORKERS' COMPENSATION BOARD OF NOVA SCOTIA, Halifax.

Promotes safe work practices and the provision of fair benefits to workers; 410 employees. **What makes them great:** parental leave top-up payments for new mothers, fathers and adoptive parents; option to extend parental leave into an unpaid leave of absence; alternative work options, including flexible hours, telecommuting and earned days-off; retirement planning assistance and defined benefit pension plan; health plan extends to retirees; tuition subsidies, in-house and online training.

WORK SAFE. FOR LIFE.
WORKERS' COMPENSATION BOARD OF NOVA SCOTIA



Our People Drive Our Success!

Thank you to the over 3,500 employees across the entire IMP network who have made IMP Group the dynamic company that it is today.

Learn more about IMP Group and our current career opportunities at:

www.impgroup.com



IMP Group Limited is focused on global, sustainable growth, with over 3,500 experienced people delivering service, quality and value to customers across diverse sectors, such as aerospace, aviation, airline, healthcare, industrial marine, information technology, hospitality and property development.