



**SASKATCHEWAN'S
TOP EMPLOYERS**

SASKATCHEWAN'S

Top Employers

2014



**LEADER-POST
The StarPhoenix**

A joint venture with Mediacorp Canada Inc.



Scan here to
view current job
opportunities



saskatoon.ca



Together We Can Build An Even Better Saskatoon!

The City of Saskatoon is recruiting innovative leaders from around the globe to build the best managed 21st century city in Canada.

We use leading best practices to recruit top employees by providing:

- Long-term careers with desirable benefits and compensation, work-life balance, and employee recognition
- A corporate culture of continuous improvement that celebrates innovation, creativity and forward thinking
- Opportunities for ongoing skills training and professional development
- An inclusive workplace that embraces diverse backgrounds
- A workplace where safety is top priority

Build your Career...
Shape our City!



We're Hiring!

New career postings every Wednesday

Business • Engineering • Recreation & Sports • IT • Law • Skilled Trades • Horticulture
Communications & Marketing • Customer Service • Zoology & Social Sciences

Worker exodus highlights hiring challenges

The turnover is underway — the baby-boomer generation is giving way to successors in the workplace.

Hiring trends across Canada show employers looking to recruit skilled professionals and tradespeople to replace growing numbers of retiring boomers. But those same employers are also hedging their bets by developing phased-retirement programs in an effort to retain older, experienced workers as long as they can, says Richard Yerema, managing editor of Canada's Top 100 Employers and sister competitions in most provinces (operated by Mediacorp Canada Inc.)

"On the point of the boomers' exodus ... employers have been planning for this for well over a decade," Yerema says.

"It's upon us now and there is definitely an ongoing challenge to recruit skilled workers in a range of professions.

"For younger Canadians preparing to enter the workforce, identifying where the skilled shortages are now and where they will be in the future should very much be incorporated into their thinking when considering what they'll do for a living," he says.

Employers who make the Top 100 have to be competitive across all areas of compensation and benefits, Yerema says, and they must show the kind of corporate growth and stability that enables upward mobility for workers while offering career stability.

"From the softer benefits (corporate culture) to health and family-friendly benefits, to training and development, to personal and vacation time, to financial and pension planning — the best employers try to address all aspects of an employee's experience," he says.

New grads look most closely at pay, professional development and work-life



To make the grade as one of Canada's Top 100 Employers, companies must offer attractive compensation and benefits, plus other popular perks.

balance, while experienced hires tend to examine pension plans, family-friendly benefits and long-term security.

"A rewarding career at an employer that provides the kind of benefits that help you perform and grow in your job and enjoy the kind of security that helps you plan and support your life outside of work is a tough combination to beat when it comes to attracting and retaining qualified personnel."

Yerema says it's no surprise that Alberta and Saskatchewan are looking for engineers, geo-scientists and service skills for the energy sector, that Saskatchewan's potash industry needs technical and business skills, or that Newfoundland and Labrador needs a full array of oil and gas trades and professions.

Experienced project development people are particularly in demand as the energy industry builds new oilsands projects and plans for liquefied natural gas (LNG) developments on the West Coast.

But that's not all — in Montreal, they're looking for high-tech skills, and Ontario is rebuilding automotive and high-tech numbers.

Western Canada continues to lead the nation, where the growth of companies is concerned, Yerema says, adding that the rest of the country, including Atlantic Canada, has painted a remarkably stable picture over several years.

"There's opportunity in every region of the country and I think that has to be very encouraging for job-seekers across Canada," he says.

Saskatchewan's Top Employers

ACCESS COMMUNICATIONS
CO-OPERATIVE LIMITED

ALLIANCE ENERGY LIMITED

CAMECO CORPORATION

CFACTOR WORKS INC.

CO-OPERATORS LIFE INSURANCE
COMPANY

GROUP MEDICAL SERVICES

INFORMATION SERVICES CORPORATION

ISM CANADA

K+S POTASH CANADA GP

MOSAIC COMPANY, THE

POTASH CORPORATION OF
SASKATCHEWAN INC.

PRAIRIE NORTH REGIONAL HEALTH
AUTHORITY

RANCH EHRLO SOCIETY

SASKATCHEWAN GOVERNMENT
INSURANCE

SASKATCHEWAN PUBLIC SERVICE

SASKATCHEWAN WORKERS'
COMPENSATION BOARD

SASKATOON HEALTH REGION

SASKATOON POLICE SERVICE

SASKATOON, CITY OF

SASKPOWER


SASKTEL

SOLVERA SOLUTIONS

UNIVERSITY OF REGINA

UNIVERSITY OF SASKATCHEWAN

WEST WIND AVIATION LIMITED
PARTNERSHIP

SASKATCHEWAN'S		TOP EMPLOYERS 2014			
Employer	Industry	Interest Points	City	FT Employees in Canada	
Access Communications Co-operative Limited	Cable and other Program Distribution	Offers a range of financial rewards including signing and year-end bonuses for some employees and referral bonuses for employees who help recruit friends, to \$1,000 for successful hires; helps employee prepare for future retirement with a defined contribution pension plan and retirement planning assistance; new employees start at three weeks of paid vacation allowance, moving to a maximum of six weeks for long-serving employees, and receive additional personal paid days off, which can be scheduled throughout the year; provides maternity and parental leave top-up payments for employees who are new mothers or adoptive parents (to 100 per cent of salary for 17 weeks) and an option to extend their leave into an unpaid leave of absence; is committed to ongoing employee education and offers formal mentoring, a variety of in-house and online training programs, including apprenticeship opportunities, and tuition subsidies for courses taken at outside institutions.	Regina	165	
Alliance Energy Ltd.	Electrical Contractors	Invests in ongoing employee development with a variety of in-house training programs, formal mentoring, financial bonuses for some course completion and in-house apprenticeship opportunities; offers referral bonuses as an incentive for employees to help recruit friends, to \$1,000 for successful hires; is an active member of the community and supports a number of local and national charitable initiatives each year — and also matches employee donations to charitable organizations, up to \$2,000 per year; in partnership with the Saskatoon Industry Education Council, a not-for-profit organization, the company provides opportunities to learn about the skilled trades industry and hosts recent high school graduates as paid interns for the summer.	Regina	403	
Cameco Corporation	Uranium Ore Mining	Supports ongoing employee education and provides a variety of in-house and online training programs, including apprenticeship opportunities, and offers subsidies for tuition and professional education; dedicated leadership training, including a customized 10-month program comprising of in-house training, personal assessments and a research component; even invests in the education of future generations and manages an academic scholarship program, offering 40 annual scholarships (to \$2,500 each) for children of employees who pursue post-secondary studies in Canada; maintains a flexible health benefits plan that allows employees to customize levels of coverage according to their personal needs; salaried employees receive maternity leave top-up payments (to 100 per cent of salary for six weeks) as well as a subsidy for in-vitro fertilization when needed; alternative work arrangements including flexible hours, telecommuting and shortened and compressed work week options; helps all employees prepare for life after work with retirement planning assistance, phased-in work options and matching RRSP contributions or a defined contribution pension plan, depending on their employee group; health benefits that extend into retirement (with no age limit) and can reconnect with colleagues through an annual Quarter Century Dinner; unique head office with a range of on-site amenities including a fully equipped fitness facility, employee lounge, cafeteria with healthy menus and subsidized meals and nap room.	Saskatoon	3,169	
cfactor Works Inc.	Custom Computer Programming Services	Encourages an ownership culture through a share purchase plan, available to all employees; supports ongoing employee development through formal mentoring, in-house training programs and tuition subsidies for job-related courses; helps employees save for the longer term with a matching RRSP plan (up to four per cent of salary); new employees start with three weeks paid vacation, moving to a maximum of six weeks for long-serving employees — and receive additional paid time off during the winter holiday season; an active member of the community, the organization supports a number of local charitable initiatives each year and provides paid time off for employees who volunteer.	Saskatoon	45	
Co-operators Life Insurance Company	Insurance Agencies and Brokerages	New employees start with three weeks of paid vacation allowance, moving to a maximum of six weeks over the course of their careers, and receive additional personal paid days off, which can be scheduled throughout the year; provides maternity leave top-up payments to employees who are new mothers (to 100 per cent of salary for eight weeks) and offers a subsidy for in-vitro fertilization (IVF) if needed; flexible hours, telecommuting, compressed work weeks and a formal earned days off program; offers compassionate leave top-up payments for employees who are called upon to care for a loved one (to 100 per cent of salary for 8 weeks); helps employees plan securely for the future with a defined contribution pension plan and health benefits that extend to retirees, with no age limit.	Regina	672	
Group Medical Services	Direct Health and Medical Insurance Carriers	Helps employees plan securely for the future with a defined contribution pension plan and health benefits that extend to retirees, with no age limit; new employees receive three weeks of paid vacation allowance to start as well as more than 10 personal paid days off, which can be scheduled throughout the year; provides maternity and parental leave top-up payments to employees who are new mothers, fathers or adoptive parents (to 75 per cent of salary for 24 weeks) as well as an option to extend their leave into an unpaid leave of absence; encourages employees to achieve work-life balance with flexible work hours, telecommuting option and a formal earned days off program; supports ongoing employee education and offers tuition subsidies for job-related courses taken at outside institutions.	Regina	101	
Information Services Corporation	Title Abstract and Settlement Offices	Helps employees develop their professional skills with in-house and online training programs and offers subsidies for tuition and professional accreditation; and offers students and new grads opportunities to gain entry-level experience through paid internships, co-op programs and summer student roles; employees can plan securely for the future with retirement planning assistance and a defined contribution pension plan; new employees start at three weeks of paid vacation allowance and receive additional personal paid days off, which can be scheduled throughout the year; supports employees who are new mothers, fathers or adoptive parents with maternity and parental leave top-up payments (to 95 per cent of salary for 17 weeks) and offers an option to extend their leave into an unpaid leave of absence; in 2012, the Crown corporation donated approximately 1.5 per cent of its net income to a number of charitable organizations and initiatives across the province of Saskatchewan, and in an effort to encourage community involvement, matches every dollar raised by an employee wishing to participate in a charitable cause (to \$1,000).	Regina	325	
ISM Canada	Custom Computer Programming Services	Provides maternity and parental leave top-up payments (that vary with employee group) to new mothers and fathers; depending on their position, employees can balance their working and personal lives through a variety of alternative work options including telecommuting, flexible hours, compressed work weeks and a formal earned days off program; employees can also take advantage of monthly “coffee break massages” and receive a tension relieving massage at their desks; helps employees save for life after work with contributions to a defined contribution pension plan; supports ongoing employee development with subsidies for tuition and professional accreditation, in-house and online training programs and career planning services; lets everyone share in the company's success with profit-sharing and share purchase plan options available to all employees.	Regina	905	
K+S Potash Canada GP	Nitrogenous Fertilizer Manufacturing	Supports employees who are new mothers with maternity leave top-up payments (to 100 per cent of salary for six weeks); encourages employees to balance work and their personal commitments with flexible hours, telecommuting and shortened and compressed work weeks; new employees receive three weeks of paid vacation allowance to start and personal paid days off, which can be scheduled throughout the year; offers a variety of financial benefits including signing bonuses for some employees, year-end bonuses for all and a defined contribution pension plan.	Saskatoon	128	
Mosaic Company, The	Nitrogenous Fertilizer Manufacturing	Lets everyone share in the company's success with profit-sharing and year-end bonuses available to all employees; also offers additional financial benefits, including signing bonuses for some and referral bonuses for employees who refer a candidate that is successfully hired by the company (to \$1,000); new employees start at three weeks of paid vacation allowance and can earn additional time off through a formal earned days off program; helps employees offset the cost of continued education with generous tuition subsidies for job-related courses (to \$6,000); provides maternity leave top-up payments to employees who are new mothers (to 100 per cent of salary for six weeks) as well as a subsidy for in-vitro fertilization (IVF) if required; encourages employees to save for the future with matching RRSP contributions or a defined contribution pension plan, depending on employee group.	Regina	2,400	
Potash Corporation of Saskatchewan Inc.	Nitrogenous Fertilizer Manufacturing	A growing employer that's helping to drive the province's booming economy and supplying agriculture producers worldwide — the company added more than 240 positions last year; depending on their group, employees participate in a unique savings plan with generous employer contributions or defined benefit and contribution pension plan; some employees also share in the company's success through a generous year-end bonus plan; encourages employees to be active members of the community by providing paid time off to volunteer with charitable organizations; is committed to ongoing employee education and provides subsidies for tuition and professional accreditation as well as a variety of in-house and online training programs, including apprenticeships and skilled trades programs; also manages a generous academic scholarship program for children of employees who pursue post-secondary education in Canada (to \$20,000 per child); provides maternity leave top-up payments for employees who are new mothers (to 100 per cent of salary for six weeks); supports employees as they prepare for life after work with retirement planning assistance, phased-in work options and health benefits coverage that extends to retirees, with no age limit.	Saskatoon	3,006	
Prairie North Regional Health Authority	General Medical and Surgical Hospitals	New employees receive three weeks of paid vacation allowance to start, moving to a maximum of six weeks over the course of their careers, and receive personal paid days off, which can be scheduled throughout the year; supports ongoing employee development through formal mentoring, in-house and online training programs, including apprenticeship opportunities and subsidies for tuition and professional accreditation; also helps students and new grads gain on-the-job experience through summer student roles and co-op programs; encourages employees to prepare for the future with retirement planning assistance and contributions to a defined-benefit pension plan; offers maternity and parental leave top-up payments to employees who are new mothers (to 75 per cent of salary for 25 weeks) and provides extended health benefits coverage throughout the duration of their leave, depending on employee group; also provides parental top-up to new fathers or adoptive parents (to 75 per cent of salary for 10 weeks), depending on employee group.	North Battleford	1,722	

SASKATCHEWAN'S TOP EMPLOYERS 2014



Employer	Industry	Interest Points	City	FT Employees in Canada
Ranch Ehrlo Society	Individual and Family Services	Provides maternity and parental leave top-up payments to employees who are new mothers (to 80 per cent of salary for 50 weeks) as well as a generous subsidy for in-vitro fertilization when needed (to \$50,000); and supports new fathers and adoptive parents with parental top-up payments (to 80 per cent of salary for 35 weeks) and offers an option to extend their leave into an unpaid leave of absence; encourages employees to further their education with tuition subsidies for courses taken at outside institutions and rewards some course completion with financial bonuses (up to \$1,000); paid internships, co-op programs and summer student roles; helps employees save for the future with a defined contribution pension plan and provides long-term peace of mind with health benefits that extend to retirees, with no age limit; supports a number of local, national and international charitable initiatives each year and encourages employee volunteerism with paid time off to volunteer with their favourite community organization.	Pilot Butte	491
Saskatchewan Government Insurance	Direct Property and Casualty Insurance Carriers	Provides maternity and parental leave top-up payments to employees who are new mothers, fathers or adoptive parents (to 100 per cent of salary for 26 weeks); offers compassionate leave top-up payments to employees who are called upon to care for a family member (to 10 per cent of salary for six weeks); manages an academic scholarship program for children of employees who pursue post-secondary education (to \$2,500 per child); supports employees as they prepare for life after work with retirement planning assistance, phased-in work options and a defined contribution pension plan; encourages ongoing employee education and provides a range of in-house and online training programs, including apprenticeships and training in skilled trades, and subsidies for tuition and professional accreditation; also helps cultivate high potential employees through formal mentoring and leadership training as well as career planning services.	Regina	1,782
Saskatchewan Public Service	Provincial Government	New employees receive three weeks of paid vacation allowance to start, moving to six weeks for long serving employees, and can schedule additional time off through a formal earned days off program; encourages employees to prepare for the future with retirement planning assistance and a defined contribution pension plan; provides maternity and parental leave top-up payments to employees who are new mothers, fathers or adoptive parents (to 95 per cent of salary for 17 weeks), depending on employee group; helps employees develop their professional skills with formal mentoring, a variety of in-house and online training programs, including apprenticeships and subsidies for professional accreditation; also offers opportunities for students and new grads to gain on-the-job experience through paid internships, co-op programs and summer student roles.	Regina	10,590
Saskatchewan Workers' Compensation Board	Administration of Human Resource Programs	New employees start at three weeks of paid vacation allowance and can schedule additional time off through a formal earned days off program; encourages employees to save for the future with contributions to a defined-benefit pension plan; provides maternity and parental leave top-up payments to employees who are new mothers, fathers or adoptive parents (to 75 per cent of salary for 17 weeks) and offers an option to extend their leave into an unpaid leave of absence; helps employees develop their professional skills through in-house and online training programs and subsidies for tuition and professional accreditation; supports a number of charitable initiatives each year and encourages employees to be active members of the community by providing paid time off to volunteer.	Regina	440
Saskatoon Health Region	General Medical and Surgical Hospitals	Helps employees develop their professional skills through formal mentoring, in-house and online training programs (including apprenticeship opportunities) and tuition subsidies for job-related courses; also offers opportunities for students and new grads to gain on-the-job experience with paid internships, co-op programs and summer student roles; provides maternity and parental leave top-up payments to employees who are new mothers (to 75 per cent of salary for 25 weeks) and parental top-up for new fathers and adoptive parents (to 75 per cent of salary for 10 weeks), depending on employee group; encourages employees to save for the future with contributions to a defined benefit pension plan; offers a pre-employment program aimed at training and certifying aboriginal employees to prepare them for a career at the hospital, and provides summer employment for post-secondary aboriginal students through a work experience program.	Saskatoon	6,463
Saskatoon Police Service	Police Service	Provides maternity leave top-up payments to employees who are new mothers (to 95 per cent of salary for 17 weeks) as well as an option to extend their leave into an unpaid leave of absence; helps employees develop their professional skills through formal mentoring, in-house and online training programs, including apprenticeship opportunities and subsidies for professional accreditation; also invests in the education of the next generation with an academic scholarship program for children of employees who pursue post-secondary studies (to \$1,000 per child); paid time off to volunteer in the community; contributions to a defined-benefit pension plan; supports a number of local, national and international charitable initiatives each year and encourages employees to be active members of the community by providing paid time off to volunteer.	Saskatoon	647
Saskatoon, City of	Municipal Government	New employees receive three weeks of paid vacation allowance to start, moving to a maximum of six weeks over the course of their careers, and can schedule additional time off with personal paid days off; provides maternity leave top-up payments to employees who are new mothers (to 95 per cent of salary for 15 weeks) as well as an option to extend their leave into an unpaid leave of absence; helps employees achieve work-life balance with flexible hours, telecommuting, shortened and compressed work weeks and reduced office hours during the summer months; offers an academic scholarship program for children of employees who pursue post-secondary education (to \$1,000 per child); supports a number of local and national charitable initiatives each year and encourages employees to be active in the community by providing paid time off to volunteer.	Saskatoon	2,753
SaskPower	Power Generation	Provides maternity leave top-up payments for employees who are new mothers (to 100 per cent of salary for 17 weeks) and offers an option to extend their leave into an unpaid leave of absence; encourages employees to balance work and their personal lives with flexible hours, 35-hour work week (with full pay) shortened and compressed work weeks and a formal earned days off program; helps employees develop their professional skills through formal mentoring, in-house and online training programs (including apprenticeship opportunities) and subsidies for tuition and professional accreditation; also invests in the education of the future generation with a generous academic scholarship program for children of employees who pursue post-secondary studies (to \$3,000 per child); supports a number of local and national charitable initiatives each year and encourages employees to be active members of the community by providing paid time off to volunteer.	Regina	2,974
SaskTel	Telecommunications	Supports ongoing employee development through subsidies for tuition and professional accreditation, formal mentoring program and a variety of in-house and online training programs; supports employees with older children through an academic scholarship program available to their children pursuing post-secondary education (to \$3,000 per child); encourages employees to stay in shape with free membership to an onsite fitness facility that includes state-of-the-art fitness equipment and instructor-led classes, from body blast to yoga to low-impact aerobics; every spring for the past 26 years, employees from across the province gather at a Saskatchewan rink for a friendly but competitive hockey tournament — the Saskatoon NarWhalers are the current champs; located in downtown Regina, head office employees can easily walk to a variety of restaurants, including a Tim Hortons and a Second Cup as well as an outdoor farmer's market, festivals and live entertainment throughout the summer months in nearby Victoria Park.	Regina	3,145
Solvera Solutions	Custom Computer Programming Services	Lets everyone share in the company's success with profit-sharing and year-end bonuses available to all employees; supports employees who are new mothers or fathers with maternity and parental leave top-up payments (to 75 per cent of salary for 17 weeks) as well as the option to extend their leave into an unpaid leave of absence; flexible hours and shortened work week options; invests in ongoing employee development with tuition subsidies for job-related courses, subsidies for professional accreditation and in-house and online training options; creating IT jobs in the West — more than 35 new positions added last year.	Regina	169
University of Regina	Post-Secondary Schools	Employees working on campus can take advantage of a variety of onsite amenities, including a cafeteria (with healthy and special diet menus), quiet room for meditation and religious observance and a fully equipped fitness facility, with subsidized membership for employees and their families; provides maternity and parental leave top-up payments for employees who are new mothers, fathers or adoptive parents, as well as an option to extend their leave into an unpaid leave of absence (depending on employee group); helps employees develop their professional skills through a variety of in-house training programs, including apprenticeship opportunities, and offers generous tuition subsidies for courses taken at outside institutions (to \$6,219).	Regina	1,425
University of Saskatchewan	Post-Secondary Schools	Provides maternity and parental leave top-up payments to employees who are new mothers, fathers or adoptive parents (to 95 per cent of salary for 21 weeks) and offers an option to extend their leave into an unpaid leave of absence; also manages an onsite daycare facility, which employees can take advantage of upon their return to work; encourages employees to balance work and their personal lives through a variety of alternative work arrangements, including flexible hours, telecommuting, shortened and compressed work weeks and reduced hours during the summer months; helps employees develop their professional skills with in-house training programs, including apprenticeship opportunities, and offers subsidies for tuition and professional accreditation; invests in the education of the future generation with an academic scholarship program for children of employees who pursue post-secondary studies (to \$1,000 per child); invests in the education of the future generation with an academic scholarship program for children of employees who pursue post-secondary studies (to \$1,000 per child).	Saskatoon	4,196
West Wind Aviation Limited Partnership	Scheduled passenger Air Transportation	Encourages employees to adopt an ownership mentality through a share purchase plan, available to all employees; offers a full suite of additional financial benefits, including year-end bonuses for some employees, referral bonuses (to \$1,500), contributions to a matching RRSP plan and profit-sharing; provides maternity and parental leave top-up payments to employees who are new mothers, fathers or adoptive parents as well as flexible hours for when they are ready to return to work; helps employees develop their professional skills through in-house and online training programs, including apprenticeship opportunities, and offers tuition subsidies for job-related courses; encourages employees to be active members of the community by providing paid time off to volunteer.	Saskatoon	246

Access empowers employees to shape co-op's destiny

Jim Deane knows a lot about what employees at Access Communications think about their jobs.

As the CEO and president of the co-operative that provides cable, Internet, phone and security monitoring services to Saskatchewan, part of Deane's job description is making sure Access's workforce is engaged and fulfilled.

Consequently, he is proud when results of the annual employee satisfaction survey come across his desk.

"We measure employee satisfaction every year, and our success as an organization always boils down to that a career at Access is more than money and benefits," he says.

With Saskatchewan's economy booming, the job market has never been more competitive.

While competitive salaries and benefits are attractive to potential employees, today's most successful businesses in the province needed to kick it up a notch to attract top talent, says Deane.

"Interviews these days are a two-way street," he says. "We're being interviewed as much as we are interviewing potential employees."

Access Communications offers an industry-leading compensation package that includes a 100 per cent employer-paid benefits plan and perks such as health spending accounts and ample sick leave.

The company also encourages workers to participate in charitable initiatives, including its in-house Access



Access Communications enjoys high employee retention thanks, in part, to competitive salaries, industry-leading benefits and the ability to have a voice that is heard.

Communications Children's Fund.

Yet it's the business's annual survey that reveals what makes Access employees tick.

Almost all employees feel they're part of the team and are able to help shape the destiny of one of Canada's few telecommunication co-operatives, says Deane.

"What sets us apart is employees appreciate the ability to contribute in how they perform their job and in the organization's priorities," he says.

This bottom-up approach is second nature for a co-operative like Access. It's not a case of "do what we tell you," adds Deane. Instead, it's about listening and communicating.

"It's certainly part of the co-operative

principles to encourage employee participation in the decision-making process," he says, noting employee retention is exceptionally high while turnover is remarkably low.

"But it's also just good business practice."

Deane says Access's reputation as a top place to work has evolved organically over time, partly because of its co-operative structure, but also because it offers employees a competitive edge.

"Our employees choose to work here. In Saskatchewan, anybody can get a job anytime they want with four per cent unemployment," Deane says.

More than anything, employees know they can speak frankly about the business's direction.

Access Communications

- **YEARS IN BUSINESS:** 40
- **NUMBER OF EMPLOYEES:** 230
- **LOCATIONS:** Estevan, Weyburn, Yorkton, Humboldt, Melfort, North Battleford and La Ronge
- **HEADQUARTERS:** Regina
- **HIRING INCENTIVES:** 100 per cent company-paid benefits; matching pension program; discounts on products and services, flexible work hours with reduced work week; more than 2,800 online skill-soft e-learning courses; G.I.F.T. program (Get Interest Free Technology); refer-a-friend bonus; maternity/adoption 100 per cent top-up for 17 weeks; community involvement Access Children's Fund; peer-to-peer and manager-to-employee recognition program.
- **APPLICATION PROCESS:** Online at myaccess.ca, and link on 'Corporate' and 'Your Career.'

"We truly believe people should challenge process, and put their hand up and say, 'this doesn't work; I have a better idea,'" Deane says. "That's truly how we improve as a business."

**100% COMPANY
PAID BENEFITS**



**COMPANY
MATCHED
PENSION**



**FRIENDLY
ENVIRONMENT**

Find out how Access can work for you.
www.myaccess.ca

Access your *career*

Access
COMMUNICATIONS CO-OPERATIVE LIMITED

Co-operators Life focuses on helping staff, communities

When Chantel Morrison was a little girl, she, along with her mother and brothers, attended a day-long event that focused on bike safety, community, food and fun.

At the time, it was a great way to learn about road safety. What Morrison would come to recognize, later in life, was that event — The Co-operators Wiserider Day — was a glimpse into her future.

"At the time, the name didn't really mean anything. But when I got older, I began to understand more about business and community, and I thought, 'Wow, a company cares enough about the community that it created an event on bike safety,'" says Morrison.

"To this day, I still have fond memories of attending the Wiserider Day with my family."

Today, Morrison is an organizational development specialist at The Co-operators, and says not much has changed in how the company gives back to the community.

In fact, one of the greatest benefits of working for The Co-operators is the opportunity to volunteer, says Morrison. For example, the company allots employees two paid days per year to volunteer for the charity or cause of their choice.

"One that is very special is The Co-operators Cuddlers program that I am currently involved in," says Morrison.

"This program gives staff the opportunity to volunteer at the hospital during work hours and cuddle sick babies.



Chantel Morrison, an organizational development specialist, says she likes working at Co-operators Life because it cares about its staff and the communities it operates in.

"For two hours every other week, I cuddle babies at the Regina General Hospital. It is great opportunity that I am very thankful for."

Morrison's also grateful for other company initiatives, such as a subsidized sports program to support peer-to-peer involvement and healthy living.

"I grew up playing hockey and it is great that I can continue to play in the company-organized-and-subsidized employee hockey league," she says.

"The ice times are great and it gives me a chance to meet other employees that I may not have normally in my day-to-day work."

The company also brings its employees

together through various parties, banquets and barbecues throughout the year.

During these celebrations, employees are often recognized for their hard work. The BRAVO award, for example, is a peer-nominated program, in which the company celebrates employees who have gone above and beyond. Each year, a select group of BRAVO recipients are honoured and go on a free trip to a unique location.

It's this type of appreciation that keeps Morrison proud to work for the life insurance firm.

"It's the culture and the people," she says. "I truly feel that this organization cares about people — our employees, as

Co-operators Life

- **YEARS IN BUSINESS:** 68
- **NUMBER OF EMPLOYEES:** 678
- **LOCATIONS:** Vancouver, Calgary, Edmonton, Winnipeg, Guelph, Ont., Mississauga, Ont., Toronto, Ottawa, Montreal and Moncton, N.B. More than 600 outlets across Canada.
- **HEADQUARTERS:** Regina
- **HIRING INCENTIVES:** Flexible work hours, professional development, personal and volunteer days, incentive pay programs, individual performance-based and organizational financial target rewards.
- **POSITIONS EMPLOYED:** Accounting and finance, actuarial, administration, business analysts, claims, client service, communications, community relations, human resources, information systems, technology, legal, marketing, product development, project management, risk management, sales and sales management, underwriting.
- **APPLICATION PROCESS:** Online at careers.cooperators.ca.

well as the people in the community.

"I am proud to work for a co-operative organization that truly lives up to the co-operative principles and values."



We are proud of our unique and diverse culture of trust, respect, and caring. We work hard to develop an inspiring organization and an enjoyable place to work.

For more information about opportunities and our organization, please visit www.cooperators.ca

A BETTER Opportunity



Home

Auto

Life

Investments

Group

Business

Farm

Travel

GMS continues to invest in its 'engaged' workforce

Call it people power: Group Medical Services' workforce is its greatest strength, but it also might be its greatest secret to its success, says president and CEO David Blodgett.

"I have been in this business for 30 years and I've been at Group Medical Services for two years, and I would say it's the most engaged population I've ever seen and a very dedicated workforce," he says.

Group Medical Services, or GMS, is a Saskatchewan-based provider of supplemental health insurance for individuals, travel emergency medical coverage for Canadians and visitors to Canada, and group benefits.

A non-profit company with deep roots in Saskatchewan, GMS got its start in 1949 when two co-operative health insurers merged.

Over the past six decades, the company has quietly expanded across the country, earning a reputation as a highly respected provider of supplemental health insurance to Canadians.

A true Saskatchewan success story, the Regina-headquartered firm now employs more than 100 workers.

This year, GMS will also become a true nationwide insurer, providing supplemental health coverage to Canadians in every province and territory.

It's this kind of success that keeps GMS manager of human resources Shelley Jickling on her toes — always on the lookout for new hires.

"We are growing, so we are constantly



GMS is able to attract top talent because of the company's robust compensation packages, emphasis on work-life balance and overall community investment.

looking to attract, cultivate and retain top talent," she says.

GMS's recruitment philosophy is backed by a competitive compensation package featuring robust benefits such as a generous group health insurance program.

"Our benefits package is very competitive in Saskatchewan's labour market," Jickling says.

Comprehensive benefits, a good pension plan, performance bonuses and regular pay increases are just part of the overall compensation package.

GMS also takes great care to promote work-life balance.

"What makes it a great place to work can be summed up in our slogan — 'Looking after you and the ones you love'

— because that philosophy reflects back to our employees as well," Jickling says.

GMS's policy for earned days off, for example, is industry-leading. Most Saskatchewan workers are familiar with earned days off, or EDOs, but many companies require employees to bank overtime hours to earn those extra days.

At GMS, all employees are allocated 12 EDOs a year in addition to vacation time.

"EDO's give staff that extra flexibility to schedule appointments, attend school activities and just generally keep up with the demands of their personal lives," says Jickling.

GMS employees also know their company cares about them, their families and their communities, says Blodgett, noting

Group Medical Services

- **YEARS IN BUSINESS:** 64
- **NUMBER OF EMPLOYEES:** 101
- **HEADQUARTERS:** Regina
- **POSITIONS EMPLOYED:** administration, call centre, claims, marketing, communications, IT, underwriting, business analytics and finance.
- **WAGE RANGE:** \$28,000 to \$100,000
- **APPLICATION PROCESS:** Email careers@gms.ca.

it's a cornerstone of the company's corporate philosophy.

"We're a not-for-profit carrier, so we're not focused on delivering dividends to shareholders," he says.

"Instead, we're focused on providing supplemental health care to our clients. And when we do well, we give back to the community — by delivering social dividends to health-focused charities."

GMS staff members also do their part through employee-driven initiatives such as annual fundraising for the Regina Food Bank.

It's a workplace culture that cares — and that's what truly makes GMS a great place to work, Blodgett says.

"There are a lot of good things happening here," he says.

Claim Your Career at GMS

GMS is a **dynamic** health and travel insurer with a **team-oriented** work environment. Our company is **growing** and we're looking for highly **motivated** and **talented** individuals to join our team.

At GMS, we work hard to build a **fulfilling** workplace where all employees can **excel**.

For more information about exciting career opportunities at GMS visit www.gms.ca.

G | m | S

HEALTH INSURANCE | TRAVEL INSURANCE | GROUP BENEFIT PLANS



K+S Potash building a legacy from the ground up

Fertilizer producer K+S Potash Canada is more than a source of growth. In fact, it often shapes careers, and lives, from the ground up.

Part of the K+S Group, which has more than a century of mining experience, K+S Potash is creating new opportunities and jobs for Saskatchewan workers with the Legacy Project, a potash mine near Bethune, Sask.

"This will be the first greenfield potash mine in Saskatchewan in nearly 40 years," says Maeghan Dubois, communications specialist with K+S Potash Canada.

With a mine life of approximately 50 years, potash production from the Legacy mine is anticipated for 2016, reaching the two-million-tonnes mark of production capacity at the end of 2017.

Recruitment for the Legacy Project will be a high priority for the human resources team, with approximately 225 roles to fill in the next two years.

However, at the peak of construction there will be more than 2,000 people working on the site, taking into account operations, contractors and partners.

"People are the driving force behind the company's ability to tackle a project like the Legacy Project," says Dubois.

"We know that our greatest strength is our employees, and it shows," she says.

"From the moment our employees become a part of our diverse team, their opinion matters. Each day, our employees are engaged for their suggestions, ideas and input.

"Engagement is key to our success; working here, you find new, exciting and innova-



K+S Potash Canada employees are proud to work for a company where people's ideas and opinions are valued. Everyone who works at K+S is helping build a legacy.

tive techniques, tools and practices to make your work challenging and fulfilling."

Cavern development engineer Curtis Markwart couldn't agree more.

"K+S Potash Canada has provided me an excellent opportunity to stay in Saskatchewan and do what I love," he says.

"Going forward, there are endless opportunities for me to learn more and gain the skills that I need to develop my career."

The company also encourages employees to get involved in activities beyond the job site. For example, all employees participate in a two-day team-building workshop at a location outside of the office.

In addition, employees are not only given paid time off to volunteer within the community, but K+S annually contributes more than \$300 per year to each employee's charity of choice.

"It's a pretty fantastic feeling to wake up every day and love to come to work," says Stephanie Yandon, human resources adviser of employee development.

"The culture at K+S is open, trustworthy and caring. It's not relationships; it's family we have at K+S."

To take care of its family, K+S offers competitive salaries and year-end performance increases and bonuses, as well as a defined-contribution pension plan, with company contributions up to six per cent of salary.

The company also offers flexible start/finish work times, shortened work week, compressed work week, telecommuting and a \$500 health care and wellness and spending account.

"In short, K + S Potash Canada is one of the best Saskatchewan employers, as it has built a culture where employees feel

K+S Potash Canada

- **YEARS IN BUSINESS:** Parent company K+S Group, based in Germany, acquired Potash One in 2011 and renamed it K+S Potash Canada. K+S Group has been in the mining business for more than a century.
- **NUMBER OF EMPLOYEES:** 156 full time; five part time.
- **OFFICE LOCATIONS:** Saskatoon, near Bethune, Sask. (Legacy site) and Vancouver.
- **HEADQUARTERS:** Saskatoon
- **POSITIONS EMPLOYED:** Trades, operators, technologists, accounting/financial, human resources, engineers, supervisory and managerial, environmental, administrative, health, safety, security and quality, powerhouse engineering and procurement.
- **HIRING INCENTIVES:** Competitive pay, comprehensive benefits package, flexible workday, training and development opportunities and a health care and wellness spending account.
- **APPLICATION PROCESS:** Online at ks-potashcanada.com/#opportunities.

their efforts and opinions are valued," says Dubois. "Everyone at K+S is helping build a legacy from the ground up."

Amazing atmosphere



Work-life balance

What's important to me is important to k+s | Stephanie, HR Advisor
It's not k+s unless it's you + us | ks-potashcanada.com



K+S Potash Canada

Legacy of innovation only the beginning at Mosaic

For such a relatively young organization, The Mosaic Company sure knows a lot about how to attract and retain top talent.

The company came to life in 2004 when IMC Global and Cargill's crop nutrition division merged to create what would become the world's largest supplier of potash and phosphate crop nutrients.

Today, the company employs 2,500 people in Saskatchewan between the potash business unit head office in Regina, and mines in Esterhazy, Belle Plaine and Colonsay.

"One of the unique things is we are a young/old company," says Walt Precourt, senior vice-president of potash at Mosaic.

"We have a legacy of innovation and see awesome things were achieved in the past, but aren't handcuffed to doing things the same way going forward."

As a result, Mosaic also offers an array of interesting work opportunities — from mine operations to human resources.

"The company invests in employees. We have examples across the company where people can come in and grow and achieve their aspirations," says Precourt. "We are flexible across the business about how we do job structures and job sculpting."

Precourt points to an example of a husband-and-wife team at Mosaic who job-share.

"Colleagues sometimes look at me with surprise when I describe this, but it works incredibly well for that family and for the company," he says.

Precourt describes Mosaic as a



The Mosaic Company offers interesting work opportunities, from mine operations to positions at head office, within a culture that supports the success of its people.

"meritocracy," where there is a common core culture that is supportive of people trying and succeeding at new and different things.

Employee morale and a true sense of family is also a hallmark of the Mosaic experience.

For example, the week before the Grey Cup when excitement was at a fever pitch as the Saskatchewan Roughriders prepared to take on the Hamilton Tiger-Cats, the office was a sea of Rider green.

Amid the jubilation and celebration, employees decided to use the week leading up to the Grey Cup to give back to the community.

The company raised more than \$6,000 for Regina charities by holding fundraising events, including a chili cook-off and "jailing" employees for ransom.

Ongoing community initiatives include supporting a school lunch program in partnership with the Salvation Army and building homes with Habitat for Humanity.

"But the company doesn't just write cheques," notes Precourt. "The employees play an integral role in community giving by supporting the charities with their time and skills."

Other perks of working for Mosaic include competitive benefits and an education reimbursement program for employees who want to go back to school to enhance or develop other skills.

The company also invests in training programs, such as at Parkland College in Yorkton, which is close to its Esterhazy site. Students learn valuable trade skills and have internship opportunities with Mosaic.

The Mosaic Company


- **YEARS IN BUSINESS:** Nine
- **NUMBER OF EMPLOYEES:** 2,500
- **LOCATIONS:** Regina, Belle Plaine, Colonsay and Esterhazy.
- **HEAD OFFICE:** Regina
- **POSITIONS EMPLOYED:** Accounting, human resources, public affairs, sourcing, customer service, engineering, IT, technical services, environment health and safety.
- **APPLICATION PROCESS:** Online at mosaicco.com/careers.

The company is in the midst of major expansions at a number of its facilities, which will create a range of opportunities within Mosaic for the long-term future of its operations.

Looking forward, the company intends to get more employee movement across sites and business units, says Precourt.

"We've really started to focus on this in the past couple of years," he says.

"If you aspire to be a senior leader at the company, you need experience at more than just one site. The best leaders are those that have broad exposure to how things are done. For example, the vice-president of our Esterhazy operations comes from our largest phosphate mine in Florida, lending a very different experience."



We're proud to be chosen as a Top Saskatchewan Employer.

Learn more at mosaicco.com



Unique employer challenges staff with opportunities

Ask any current or potential employee what attracts them to Prairie North Health Region and they'll likely cite three unique qualities that make the health region one of a kind.

First, Prairie North is the only health region in Saskatchewan with two regional hospitals (Battlefords Union Hospital in North Battleford, and Lloydminster Hospital in Lloydminster).

Second, the employer is home to Saskatchewan's only provincial psychiatric rehabilitation hospital (Saskatchewan Hospital North Battleford), which houses the province's Forensic Services program.

Third, Prairie North is the only health region delivering health services in two separate provinces (Saskatchewan and Alberta) in Canada's only border city (Lloydminster).

Just as it is unique as an entity, Prairie North Health Region offers exceptional opportunities to its employees.

"Prairie North is large enough to offer a wide variety of services and opportunities for employees, yet small enough to fulfill employees' aspirations and dreams right here at home or close to home," says Irene Denis, vice-president of people, strategy and performance.

Employees can learn, grow and challenge themselves to expand and practise their skills and expertise — often in their own department, program or facility, she notes.

Prairie North Health Region is committed to continuing education, life-long learning and employee development. In fact, just recently, 21 PNHR employees successfully



Some of the 21 Prairie North Health Region employees who successfully completed the province's first Manager and Director Development Program.

completed the province's first Manager and Director Development Program under the inaugural Saskatchewan Health Leadership Program (SLP).

"The PNHR contingent was one of the largest in the program and is now implementing a significant number of transformational change projects that will bring improvements to several of the Region's programs and services," says Denis.

"These projects are initiatives of the SLP graduates themselves, and speak volumes of the motivation, vision and commitment of our employees."

Prairie North is proud to have a high retention rate among its staff, adds Denis. In 2013, the employer honoured more than 250 individuals who have been with the company and its predecessors for 10 years or more.

Part of the reason employees stay is PNHR's demonstrated commitment to putting patients first. As a team, employees continually strive to improve the quality of the care and service they deliver, and to ensure the utmost safety for their patients and each other.

This helps build a strong sense of making a positive difference in people's lives — a sense of satisfaction that keeps health-care providers coming to work each day.

The health region also offers flexible work options, career-planning services and workplace support.

"We work hard to live and breathe our values of respect, engagement, excellence, transparency and accountability toward all of our employees, and in all that we do," says Denis.

Prairie North Health Region

- **YEARS IN BUSINESS:** 11
- **NUMBER OF EMPLOYEES:** More than 3,200
- **SERVICE LOCATIONS:** Battleford, Cut Knife, Edam, Goodsoil, Lashburn, Lloydminster, Loon Lake, Maidstone, Meadow Lake, Neilburg, North Battleford, Paradise Hill, Pierceland, St. Walburg and Turtleford.
- **HEADQUARTERS:** Lloydminster, Meadow Lake and North Battleford.
- **POSITIONS EMPLOYED:** Direct health care and service providers; support service professionals; leadership and administrative professionals.
- **WAGE RANGE:** \$31,500 to \$319,000
- **HIRING INCENTIVES:** Bursaries to students in specific health-related disciplines; incentives and relocation assistance for hard-to-recruit positions and nurse practitioners; comprehensive benefit packages, including vacation, family leave, extended health and dental benefits' and defined-benefit pension plan.
- **APPLICATION PROCESS:** Online at pnrha.ca.

Now hiring:

REGISTERED NURSES
MEDICAL LAB TECHNOLOGISTS
HEALTH INFORMATION MANAGEMENT PROFESSIONALS
CONTINUING CARE ASSISTANTS
DIAGNOSTIC IMAGING PROFESSIONALS
PHYSICAL THERAPISTS and many more.

Visit www.pnrha.ca to find the career that is right for you.



BEST CARE EXCELLENCE
ENGAGEMENT
TRANSPARENCY
PATIENT FIRST
ACCOUNTABILITY
RESPECT COMMUNITY
SAFETY SUPPORT

Healthy People. Healthy Communities.

City of Saskatoon continues to champion diversity

As long as he can remember, Matthew Cloud wanted to be a bus driver. Today, Cloud is living out his dream. He is a transit operator for the City of Saskatoon, and he couldn't be happier to come to work every day.

More than anything, the young man says he feels like a respected and important member of the City's increasingly diverse workforce.

"I feel like I'm wanted here, like I'm respected," he says. "That's one of the many benefits of working for City of Saskatoon; they take care of you — it feels like family."

Cloud is just one of many success stories at one of Saskatchewan's top employers. Mubarka Butt, manager of employment and total compensation, says the City of Saskatoon is a great place to work for many reasons, including good pay, great benefits, a competitive pension plan and job security.

Yet it's the city's emphasis on creating a diverse and inclusive workplace that makes it stand out as a great place to pursue a career, she says.

"As one of Canada's Best Diversity Employers, we are always exploring new initiatives to create a culture of inclusion at the City," says Butt.

"This year, we recognized leaders who champion diversity in their work units by supporting their employees through mentorships or cultural integration initiatives. Next year, we plan to launch an employee resource group to enhance attraction and retention initiatives for our aboriginal employees, and we will work with our community partners to assist us in recruitment and pre-employment training opportunities.



Transit operator Mathew Cloud says he feels like a respected and important member of the City of Saskatoon's diverse workforce.

"While employment equity is a legislative requirement, diversity and inclusion for the City of Saskatoon are about doing the right thing."

Adds Saskatoon's city manager Murray Totland: "Fostering diversity and inclusiveness is a must for an organization that aims to successfully serve the rapidly changing demographics of a 21st-century city."

"The pace of change in our community and organization is significant, and it is always top of mind for me to ensure that our staff members are well prepared to take on both the new challenges and the significant opportunities available to them," he says.

Ensuring a workplace that supports a diverse workforce is a crucial part of the City of Saskatoon's broader strategic plan

and goal of creating a culture of continuous improvement.

To highlight diversity awareness, each year the City dedicates March as Race Relations and Diversity month. At a recent Leadership Forum, the City hosted a speaker that educated employees on the history and impact of Residential Schools on aboriginal peoples.

"We think it's really important to have a diverse workforce from a couple of standpoints," says Butt.

"First is the diverse talent that comes from around the world that will enable innovation within the City of Saskatoon."

Second, Saskatoon's rapid growth is impacted daily by newcomers, and aboriginal migration. The City strives to ensure a diverse workforce, one broadly representa-

City of Saskatoon

- **YEARS IN BUSINESS:** 107
- **NUMBER OF EMPLOYEES:** 4,024
- **HIRING INCENTIVES:**
Professional development opportunities, exercise equipment loans, computer purchasing loans, employee-owned credit union, 95 per cent top-up maternity leave up to 15 weeks, flexible work hours, shortened work weeks, up to 100 per cent tuition reimbursement, onsite hot meal cafeteria, deferred salary leave program.
- **APPLICATION PROCESS:**
Online at www.saskatoon.ca.

tive of the growing community it serves.

"Employees like Matthew Cloud not only serve as a role model for the fast growing aboriginal population, but also as a champion for the City of Saskatoon," says Butt.

As one of Canada's fastest growing urban centres, Saskatoon has thousands of newcomers calling it home daily, along with a fast-growing aboriginal community. Butt notes this wealth of human potential is crucial to the City of Saskatoon fulfilling its mission: serving its citizens better.

"If we want to succeed in a province where there are labour shortages, we absolutely need to tap into the diverse talent pool that is available to us right here at home," she says.

Build your Career... *Shape our City!*

The City of Saskatoon is recruiting innovative leaders from around the globe to build the best managed 21st century city in Canada. Join Us. **We're Hiring!**

 **City of Saskatoon** saskatoon.ca



Business • Engineering • Recreation & Sports • IT • Law • Skilled Trades • Horticulture • Communications • Customer Service • Social Sciences

Police service making a difference in the community

It's more than a job. It's more than a career.

While Saskatoon Police Service offers its dedicated members the opportunity to build a successful career that includes good benefits, a great pension plan and highly competitive pay, it's much more than that — it's a calling.

The 600-plus members of the service come to work every day to make a difference in their communities, says Lisa Olson, director of human resources for the SPS.

"Like the city it serves, the Saskatoon Police Service is a dynamic, forward-moving organization," she says.

"Its 647 men and women — both sworn members and civilian staff — are dedicated to keeping the citizens of Saskatoon safe."

In recent years, the service has introduced innovative programs including an online crime tip service to report crimes such as vandalism, theft from motor vehicles and fraud.

"Not only is this user-friendly, but it also increases efficiencies for the service by reducing the need to send patrol cars to all incidents."

SPS has also installed new video cameras in dozens of police cars to assist officers during stops and help resolve complaints that may arise during the course of investigations.

SPS employees are also well-trained and dedicated to keeping the city safe — both particularly important as the service becomes increasingly focused on community policing.



The Saskatoon Police Service offers careers that can range from patrol to homicide, as well as civilian career opportunities in administration, finance and IT.

"The Saskatoon Police Service has worked hard to build on existing relationships and establish new ones both with citizens and with many agencies," says Olson.

Regular surveys from community stakeholders confirm this initiative is paying dividends. About 90 per cent of respondents say they are satisfied with the SPS.

Much of the community-based policing initiative's success lies with the service's commitment to building a workforce that reflects the increasingly diverse city it serves.

SPS has developed special employment initiatives to reach out to under-represented groups such as First Nations, Métis and newcomer communities.

"Policing is an area that can provide a model of diversity where differences are embraced and a sense of belonging is fostered," says Olson.

"Our workforce needs to be representative of the community we serve in order to achieve a stronger connection with the citizens of Saskatoon."

Always looking for new members, the SPS offers a job like no other in the city.

"Our motto is, 'Never the same day twice,'" says Olson. "When new recruits begin their career as a police officer with the Saskatoon Police Service, they are entering into a career that is truly unique every day."

Most employees stay in the same position for less than five years before they are transferred.

One career can span patrol, traffic, homicide/violent crime, canine, drugs and many other positions within the service — not to mention the many civilian career opportunities in administration, finance and IT.

Like its diverse workforce, SPS offers

Saskatoon Police Service

- **YEARS IN BUSINESS:** 111
- **NUMBER OF EMPLOYEES:** 647
- **HEADQUARTERS:** Saskatoon
- **POSITIONS EMPLOYED:** Patrol, specialized uniform operations, criminal intelligence, forensic identification, criminal investigations, community and cultural liaison, communications, detention, law enforcement support in central records and administration.
- **HIRING INCENTIVES:** Four-day, 12-hour shifts with four days off; pension plan, medical and dental plan; new, state-of-the-art, headquarters with on-site fitness facilities including full gymnasium, tuition reimbursement; 95 per cent salary top-up while on maternity leave for up to 17 weeks; career opportunities and training.
- **APPLICATION PROCESS:** Online at saskatoonpoliceservice.ca.

its members a diversity of opportunity.

"A career at the service is a chance to get to know many different aspects of policing," says Olson.

"This helps keep our members engaged in their work, knowing they are contributing to making the city they serve better in so many different ways."



Saskatoon Police Service

Honour - Spirit - Vision

NEVER THE SAME DAY TWICE

saskatoonpoliceservice.ca



SWCB embraces employees in warm culture

When a longtime employee at the Saskatchewan Workers' Compensation Board recently sent a warm email welcome to a new recruit, the gesture was indicative of the atmosphere at the workplace.

"Gale, Trevor and Donna are three of the best people I've ever worked for," facilities co-ordinator Michael McCudden wrote to Clay Benaschak, a new human resources consultant.

"Peter is our CEO and he's amazing, too. And Gord is the chairman and he's awesome. Seriously, it's a rare thing when every boss is a 10 out of 10."

The SWCB environment is team-based, warm and a place where staff are committed and dedicated to doing the right thing, says Donna Kane, vice-president of human resources and communications.

Established in 1930, the company employs approximately 450 people between Regina and Saskatoon.

SWCB staff work with clients with diverse needs — from employers who fund the system to injured workers, and partnering with stakeholders on injury prevention.

The company's dedicated workforce is reflected in its high retention rate; about 20 per cent of its workforce has been employed there for 20 years or more.

"This is pretty significant and speaks to the type of working environment we have," says Kane.

"Even though we're not a large organization, we have lots of opportunity for our staff. They have stayed, many of them, throughout their whole careers."



The Saskatchewan Workers' Compensation Board offers employees like actuarial intern Sinae Warbanski many in-house career development opportunities.

SWCB offers competitive benefits, and supports employee training and development. Further advantages include flextime and job-sharing arrangements to meet and support a proper work-life balance.

And reflective of the services it provides to the community, SWCB is invested in employee health and well-being.

The company's Healthy Lifestyles program, for example, encourages and rewards positive lifestyle changes related to diet, exercise and healthful habits. Points are awarded that are put toward gift cards of increasing values as an incentive to make healthy choices.

Workplace ergonomic assessments are a regular initiative to ensure employee health and comfort.

Executives participate in "desk drops"

with information to support the Healthy Lifestyles program.

"It's a direct connection to our mission and vision. We truly walk the walk. I know it's cliché, but it's true," Kane says.

Employees are recognized for long service with banquets and awards dinners. Staff are also involved in annual children's Christmas parties and support of community volunteering

Giving back to the community it serves is also important to SWCB. Every employee is offered one paid day off each year to volunteer for community initiatives.

For those wanting to increase or expand their skills, extra training opportunities are available both internally and externally.

"We have good training programs and

Saskatchewan Workers' Compensation Board

- **YEARS IN BUSINESS:** 83
- **NUMBER OF EMPLOYEES:** 450
- **LOCATIONS:** Regina and Saskatoon.
- **HEADQUARTERS:** Regina
- **POSITIONS EMPLOYED:** Case management services, employer services and prevention services, human resources, finance, legal, communications, information technology and more.
- **WAGE RANGE:** \$45,000 to \$100,000+
- **HIRING INCENTIVES:** Formal earned days off program, benefit pension plan, maternity/paternity leave top-ups, volunteer time off and in-house and online training programs and subsidies for tuition and professional accreditation.
- **APPLICATION PROCESS:** Online at wcbsask.com/careers.

excellent technical training for staff who start work in the core business operation, and this training is state-of-the-art," says Kane.

A unique bursary program providing work experience and employment to aboriginal students and students with disabilities abilities is also offered.

Now officially
recognized as
a great place
to work.



(We've known
it all along.)

wcb

Saskatchewan
Workers'
Compensation
Board

For more information visit: www.wcbsask.com/careers/

Employees help West Wind reach new heights

After 30 years in business, West Wind Aviation has renewed itself with a new philosophy and an overall company promise — “We Take Care. For You.”

The organization, a trusted partner with great customer service that operates a fleet of 28 aircraft, employs close to 300 people between Saskatoon, Regina, Prince Albert and various satellite locations in northern Saskatchewan.

West Wind is 80 per cent owned by First Nations organizations, including Meadow Lake Tribal Council, Prince Albert Development Corp. and Athabasca Basin Development Ltd. Partnership. The remaining 20 per cent of the organization is employee-owned.

It's the employees who make the company a great place to work, says Dianne Stefanko, vice-president of corporate services.

“We have an exceptional employee base that is consistently devoted to ensuring that West Wind is a top organization within the aviation industry,” she says.

“We foster a friendly work environment and a corporate culture that promotes hard work and dedication. We provide countless opportunities for our employees, including training and professional development, mentorship, networking opportunities and exposure to an exciting industry.”

West Wind Aviation offers a variety of work, too — it may be flying a charter flight for a weekend in the U.S., workforce transportation for one of the resource industries, or flying either Pronto or ExpressAir, the company's scheduled service flights.

West Wind Aviation also offers a variety



Variety of work — from charter flights to workforce transportation — offers West Wind Aviation employees opportunities to do something different.

of programs to employees, including the Pilot Mentorship Program, in which aspiring pilots can learn more about the aircraft through ride-alongs, aircraft simulator time and ongoing mentorship

“Often, new pilots are seeking non-flying positions within aviation companies to gain exposure while building their flying time,” says Stefanko. “This mentorship program keeps our employees engaged and prepares them for a future career in the industry.”

And because its employees are part-owners, West Wind Aviation gives employees the opportunity to purchase shares on an annual basis through its Labor Sponsored Venture Capital program.

“This allows employees to become owners in the organization, and fosters our environment of teamwork and

accountability,” says Stefanko.

West Wind Aviation also hosts regular Lunch & Learns.

“This provides an opportunity to learn about interesting topics within the workplace such as workplace safety, business writing etiquette and benefits programs,” says Stefanko. “It keeps our employee base engaged and up-to-date on arising topics of interest within the workplace.”

To promote professional growth, West Wind Aviation offers educational assistance to its employees, and will cost-share tuition and text books up to \$750 per year.

To promote a healthy workplace, West Wind also offers a fitness subsidy of up to \$100 per calendar year.

“West Wind Aviation is one of the best employers in Saskatchewan because of the

West Wind Aviation

- **YEARS IN BUSINESS:** 31
- **NUMBER OF EMPLOYEES:** 290
- **LOCATIONS:** Saskatoon, Regina, Prince Albert, La Ronge, Stony Rapids, Wollaston, Fond du Lac.
- **HEAD OFFICE:** Saskatoon
- **POSITIONS EMPLOYED:** Pilots, aircraft maintenance engineers, dispatch and logistics, customer service representatives, operations agents, line technicians, charter sales and commissary co-ordinators, ground services, finance, HR, business development, IT, facility management, flight attendants, administrative personnel, flight operations personnel, quality and safety employees, marketing and operation managers.
- **HIRING INCENTIVES:** Share purchase plan, referral bonuses, contributions to a matching RRSP plan, profit-sharing, maternity and parental leave top-ups, paid time off to volunteer.
- **APPLICATION PROCESS:** Online at westwindaviation.ca.

commitment and teamwork of our people. We want our staff to be engaged in the work they are doing and to enjoy their time at West Wind, and we do whatever we can to assist them.”



West Wind
A V I A T I O N
We take care. For you.

West Wind Aviation is proud to be named a Top Saskatchewan Employer. We'd like to thank our staff for their unwavering commitment to safety and customer service as we celebrate our 30th year of providing air travel services.

1.866.636.9121
westwindaviation.ca





One of the province's largest employers.
One of the world's most ethical mining companies.



Mosaic is a global company, but many of our employees live right here in Saskatchewan. From Belle Plaine and Esterhazy, to Colonsay and Regina, 2,500 dedicated employees contribute their time and talents to produce the potash and crop nutrients that help growers around the world.

And every single one of them can take pride in knowing they work for a company that takes its community, environmental and ethical responsibilities seriously. In fact, Mosaic has recently been named one of the world's most ethical companies by Ethisphere. That means wherever we are, we're there to help.

Learn more about Mosaic, visit our website today.

mosaicco.com

