

After 100 years, we are still building a better tomorrow.

Siemens Canada Internet
General interest press release

Creating a culture of ownership: Siemens Canada named one of Canada's Top 100 Employers 2016

Oakville, ON., November 9, 2015



Reasons for selection include ownership culture, incentivized suggestion program, training & development

2016 marks the sixth time Siemens Canada has received Top 100 Employers accolade

Siemens Canada is pleased to be in good company on Mediacorp's annual list of Canada's Top 100 Employers 2016. This year marks the sixth time Siemens Canada has been awarded the distinction and the company proudly shares the recognition with its more than 4,500 employees from coast-to-coast. The full list of winners is

published today in a special feature by Mediacorp in The Globe and Mail.

The annual Canada's Top 100 Employers competition is an editorial project that recognizes organizations with exceptional HR programs and forward-thinking workplace policies. Mediacorp analyzes employers based on key areas such as: physical workplace; work and social atmosphere; health, financial and family benefits; employee communications; performance management; as well as training and skills development.

Chosen from among approximately 8,000 detailed applications, Siemens was highlighted by Mediacorp in part for its focus on employee engagement and cultivating a culture of ownership based on corporate values and equity.

Employees share in the company's success through a share purchase plan and are offered new employee referral bonuses (up to \$1,000). Employees are also encouraged to save for the future with matching RSP contributions and a defined contribution pension plan.

Knowing that employees are an important driving force for innovation, Siemens operates a program that encourages employees to share their improvement ideas, and those that lead to savings or new revenues are evaluated for their impact and can lead to financial bonus payments of up to \$100,000.

Innovation requires constantly improving our workforce capability, so Siemens encourages employees to keep their skills up-to-date with tuition subsidies for work-related courses at outside institutions, a variety of in-house and online training programs and even financial bonuses for the completion of some courses.

Siemens Canada aspires to attract the brightest talent. In partnership with Canadian Manufacturers & Exporters and with funding support from Economic and Social Development Canada, Siemens created a pilot program for a national work integrated skills strategy for engineering and technology students. The pilot is part of a program called the Siemens Canada Engineering and Technology Academy (SCETA). Among other things, SCETA offers paid in-house, in-class and practical business training to students from Canadian partner colleges and universities, and manages the Siemens Mechatronics Program across Canada.

Siemens Canada employees also take immense pride in giving back to local communities by participating in Corporate Social Responsibility (CSR) and volunteering programs. CSR achievements include raising more than \$1.5 million for Siemens Canada's charity of record Cystic Fibrosis Canada; volunteering 5,600 hours of employee time to help Habitat for Humanity give Canadians a hand up; and keeping Canada green by planting more than 5,500 trees with Tree Canada since 2012.

Click [HERE](#) to read more about why Siemens Canada was selected by Mediacorp as one of Canada's Top 100 Employers 2016.

QUOTE:

"Congratulations to all the winners of Canada's Top 100 Employers. We are proud to be included and to be recognized for our commitment to our greatest asset – our employees. We work hard to create an engaging corporate culture and focus not only on achieving success, but also on how success is achieved."

Kim Velluso, Vice-President, Human Resources, Siemens Canada Limited

About Siemens Canada

For more than 100 years the innovative ideas from Siemens have helped make Canada a better place. From the Atlantic to Pacific oceans, more than 4,500 employees in Canada work together to provide answers that last in the fields of electrification, automation and digitalization. Since it was federally chartered in 1912, Siemens has stood for innovation, quality, reliability and internationality. Sales for Siemens Canada in fiscal 2014 (ended September 30), were \$2.7 billion CAD. The company has 39 offices and 12 manufacturing/assembly facilities across Canada.

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