

Our workforce retention strategies

1. Adoption of a recognition policy
2. Numerous training programs
3. Stimulating working conditions that give importance to work-life balance
4. Promotion of values such as solidarity, friendliness, and mutual aid



Adoption of a formal recognition policy

- Dénoncez les gestes qui font la différence ! (*Reveal those actions that make a difference!*)
- Employee gala
- Highlight major social events in our employees' lives (marriage, birth, illness, length of service, etc.)



Numerous training programs

- **Between 6 and 8% of the total payroll allocated to skill development**
- **Implementation of several CTHRC Professional Certification Programs (*emerit* certification)**
- **Implementation of several training programs for work team supervision, human resources management, etc.**



Stimulating work conditions that give importance to work-life balance

- Creation of a health clinic
- A group insurance that includes an employee assistance program
- A pension plan
- Several days allocated to social leaves and floating holidays
- Flexible work schedules that take employees' family life into account
- Rewarding salary conditions



Promotion of values such as solidarity, friendliness, and mutual aid

- Organization of several social family activities
- A participative management style
- An "open door" management style that highlights the availability of owners and managers





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