

Consideration is also given to how each employer compares to others in the same industry. The list includes both large and small employers from a wide range of industries offering very different benefits and working conditions. The finalists are considered leaders in their industry and stand out in attracting and retaining quality employees.

The full list of winners is attached as **Appendix A** and will be published in the October issue of Maclean's magazine, which is available on October 4th. Only one other local government, the Regional Municipality of Halton, in Oakville Ontario made the list.

Mediacorp Canada Inc publishes a book that is an annual guide to 'best practices' in recruitment and retention. Winners such as Surrey will be profiled in the 2005 edition of Canada's Top 100 Employers, which will be available on October 22nd.

Our employees already have a strong sense of pride in their work and ownership in the community. They know that they are making a valued contribution towards moulding the growth and development of this City. Now they also know that they are working for one of Canada's top 100 employers.

Knowing that the City has been selected as one of Canada' top 100 employers is verification that the unions and exempt staff are continuously working together with a common goal of making the City of Surrey the best place to work, live and play.

The last time the City of Surrey applied for and received this award was in 1999. We quickly realized that this distinction was a very important tool in attracting good employees. Qualified candidates seek out companies with this distinction because they are looking for positive work environments where employees are treated with respect and fairness. It is even more important now, as the job market becomes tighter, to be considered a leader in our industry so that we can continue to attract and retain valuable employees.

CONCLUSION

The City of Surrey has been selected for the 2005 edition of Canada's Top 100 Employers. Companies that are selected for this list are considered leaders in their industry and stand out in attracting and retaining quality employees. Qualified candidates seek out companies with this distinction. As the job market becomes tighter, it is even more important to be considered a leader in our industry so that we can continue to attract and retain valuable employees.

Our managers understand the value of excellent employees and the importance of attracting good candidates. The City's employees have great pride and ownership in the community and are already aware that they are part of a good working environment. Now an independent third party who is an expert in the field of human resources has also confirmed this.

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