



“Becoming an EMPLOYER OF CHOICE doesn’t happen by chance, it happens by design! In addition to generous benefits, the well-being of our employees is our priority. We encourage employee contributions to the organization and respect their individual personalities and work styles.”

John Bud Morris, CEO



“We know that if you take care of your employees, they’ll take care of you; and they’ll do it with a positive attitude.”

Nancy Stacey, Director HR / Administration



EMPLOYMENT BENEFITS

TIME OFF BENEFIT

Generous Vacation / Sick / Personal Leave Package as well as the option for other types of paid leaves.

EMPLOYEE / FAMILY ASSISTANCE PROGRAM

Confidential information, resources and support regarding your personal and your family’s well-being

STRUCTURED DESCRIPTION OF ROLES AND RESPONSIBILITIES

Individual Job Descriptions

PERFORMANCE MANAGEMENT PROGRAM

Annual Performance-based Merit Increase/Annual Performance-based Bonus

GROUP INSURANCE PLAN

Extended Health Care, Short and Long Term Disability Insurance, Life Insurance, Accidental Death and Dismemberment Insurance - Employee/Employer Sponsored

FLEXTIME

Option to work flexible hours

MOHAWK SELF INSURANCE

Workplace Insurance for on-the-job injuries - 100% Employer Sponsored

COMPETITIVE BASE SALARY

Annual Cost of Living Adjustment - COLA, Weekly Payroll - Direct Deposit Option, Canada Savings Bond Plan

PERSONAL FINANCIAL SECURITY PLANNING

Consultation through Financial Security Advisor

GROUP PENSION PLAN

Employee/Employer Contributions with the option for enhanced contributions and Employee Voluntary Contributions

CAREER PLANNING

Access to a variety of career planning assessments

TRAINING & DEVELOPMENT

Annual funding available for training, workshops and conferences



Tewatohnhi’saktha strives to be an employer of choice for Kahnawa’kehró:non. In today’s competitive world, organizations need to focus on the people in their organization if they wish to keep up with the rapidly changing economic, social and technological environment. They need to create the right conditions and implement the right people practices to manage, retain and develop a high performance work force.

We foster a BALANCED WORKPLACE



Here at Tewatohnhi’saktha, we are committed to creating and sustaining the right work climate and conditions and to developing and offering a variety of programs and services to our employees. We strive to identify and recruit highly skilled and motivated people for our team. We seek out people who possess the skills, knowledge, confidence and motivation to apply these competencies on the job each and every day and those willing and able to develop new skills and take on new challenges in our evolving environment.

At Tewatohnhi’saktha, we also understand the importance of having retention strategies and programs to attract, retain and engage our talent. We focus on creating an environment that fosters a capable, competitive, content and ultimately long-term employee base. Keeping our best and brightest is not only smart, it is good for the organization and the bottom line.

As the war for talent intensifies, we look at every edge we can get, and branding Tewatohnhi’saktha as a great place to work is a strategy that makes a difference.

The organization’s success could not be achieved if our employees were not happy or motivated to do

their job well. We measure staff satisfaction regularly so that we know what we are doing well and what we might do better.

We pride ourselves on preparing strategic plans for the organization that focus on a direction of growth. A systematic tracking system measures our progress and ultimately provides the information we require to reward employees for a job well done.

At Tewatohnhi’saktha, we recognize that our employees have a life outside of work and we foster a balanced work environment. A positive balance fosters personal growth that in turn contributes to personal well-being at home and at work. When joining our team, individuals receive a thorough orientation to our organization, the first step in welcoming new employees.

People who join our team come to us with high expectations. They expect an environment that allows for open communication and a place to express their individual opinions, ideas and perspectives. Tewatohnhi’saktha meets high employee expectations and at times exceeds them.



Our vision is a self-sufficient community that fosters a quality of life for Kanien'kehá:ka ne Kahnawa'kehró:non and creates collective prosperity for future generations consistent with our cultural values.

Í:non ia'teikwakà:nere ne tsi tewanákere taiakwatateniahesénhake. Né:'e aontatiatén:rohwe ne tsi niionkwarihò:ten ne onkwehonwehnéha. Tánon' tho néntewe ne sénha aionkwaianerahstennihake tsi tiónhne ne akwé:kon Kanien'kehá:ka Kahnawa'kehró:non, tánon' ne tahotikonhsotátie.



Consider TEWATOHNHI'SAKTHA as your EMPLOYER OF CHOICE

MISSION

Tewatohnni'saktha exists to stimulate and enhance Kahnawake's Economic Growth by investing in people and businesses, as well as other economic opportunities.

Established in 1999, Tewatohnni'saktha is the Economic Development Commission of Kahnawake. It was created by legislation from the Mohawk Council of Kahnawake with a mandate to create jobs, wealth and self-sufficiency for Kahnawa'kehró:non by focusing new and existing resources, both human and financial, on an integrated approach to business development and human resource investment.

Tewatohnni'saktha also has the mandate to own and operate businesses on behalf of the Kahnawake collective. Tewatohnni'saktha is interested in viable joint ventures and investment opportunities on and off the Territory of Kahnawake.



TEWATOHNHI'SAKTHA
KAHNAWAKE ECONOMIC DEVELOPMENT COMMISSION

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Our core values reflect who we are and what we strive to become. At Tewatohnni'saktha, we strive to be:

CORE VALUES

- ◆ RESULTS ORIENTED
- ◆ ACCOUNTABLE
- ◆ PROGRESSIVE & INNOVATIVE
- ◆ PROFESSIONAL
- ◆ CUSTOMER FOCUSED
- ◆ EMPLOYEE FOCUSED
- ◆ TEAMWORK ORIENTED
- ◆ OPEN & HONEST

GOING GREEN Climate change is a serious global challenge that will affect all of us and solving this problem requires action by everyone. Tewatohnni'saktha is proud to share that we will strive to do business in the most environmentally responsible way. We will adopt and sustain practical and cost-effective green practices in the work place that are environmentally friendly.



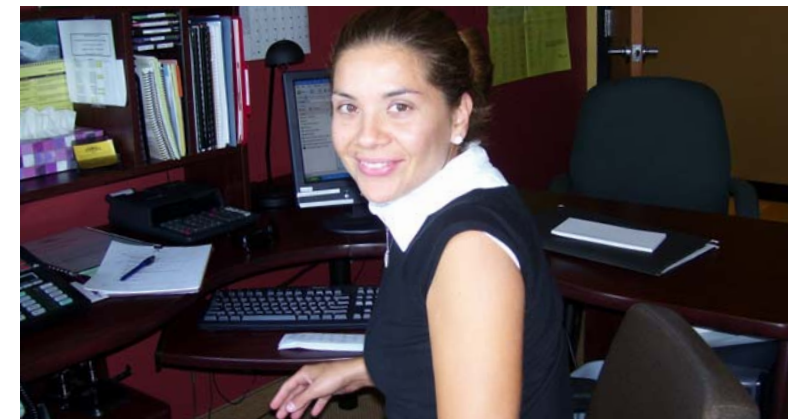
STRIVING TO STAY A STEP ABOVE THE REST

EMPLOYMENT INCENTIVES

- ☺ Rewards and Recognition for Innovative Contributions
- ☺ Social Activities - Staff Outings, Golf Tournaments etc.
- ☺ Birthday Lunches
- ☺ Annual Christmas Party
- ☺ Director-Organized Activities
- ☺ Fitness / Wellness Subsidy Program
- ☺ Personal Computer Purchase Plan
- ☺ Personal and Professional Development Plan
- ☺ Advantageous Hiring Policy - Promotion of Internal Hiring First
- ☺ Employee Referral Award Program
- ☺ Employee Service Recognition Award Program
- ☺ Job Description Drafting Award Program
- ☺ EDC Employee Savings

PLEASANT SURROUNDINGS

- ☺ Modern Office Building
- ☺ Comfortable and Pleasant Work Environment
- ☺ Attractive Work Schedule 37.5 hrs/wk - includes 1-hour lunch and two 15-min breaks
- ☺ Modern Office Technology and Support
- ☺ Computer Network includes high-speed internet and Internet Technology Support Staff
- ☺ On-line Intranet Resource Center
- ☺ Email Access
- ☺ Temperature Controlled Environment
- ☺ Air Quality, Fire and Safety Inspected Offices
- ☺ Centralized Location with Ample Parking



PEOPLE... OUR MOST VALUED ASSET

The working relationship between an organization and its employees translates into give and take - we strive to give our people a pleasant work environment, employee incentives and benefits - we take your knowledge and skill, but most of all, we take your personal contributions with pride.

