

# Introducing One Of Nova Scotia's Top 15 Employers

## Clearwater a major player on the world's stage

By Carol Dobson  
Special Features Writer

When the corporate history of Nova Scotia is written, Clearwater Seafoods will surely be mentioned as one of the province's major success stories. As it's grown from a small operation to a major player on the world's stage, the company has focused on hiring and retaining talented staff, and that's why it's one of the winners of Nova Scotia's Top 15 Employers.

"We've attracted and continue to attract the best people in the industry to our company; they are proud of our commitment to product quality, to sustainability, and ultimately our commitment to ensure that all of our customers and their customers will enjoy a superior eating experience," explains Colin MacDonald, Clearwater's chief executive officer.

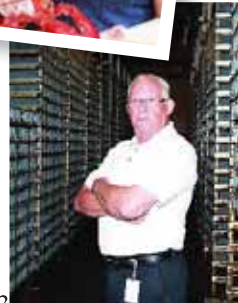
"Clearwater is dedicated to learning and has focused on training both front-line supervisors and managers and on leadership development to ensure long term competitiveness as well as

attracting and retaining talented people," Linda Hutchison, Clearwater's human resources manager, says.

"In addition



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instead of a Fortune 500 type of culture, and a sense of being a member of a family.

In a recent survey, Clearwater staff made several comments about the quality of the workplace. Staff at the United Kingdom's office talked about how they "enjoy the fact that we work for a large seafood company yet it feels like we are all part of the same team. Going from working in Canada and then to the UK was not all that much of a difficult transition and this is mainly due to the passion we all share working for Clearwater and the attitude and views of the employees are very similar."

On the home front, employees at the Bedford office noted advantages such as being "a valuable part of a global enterprise that is committed to improving local communities and the environment; friendly staff and coworkers that are very approachable;

to on the job experience, employees may have access to a focused leadership program where we bring in cross functional teams from the fleet vessels, plants, and global sales offices to share ideas and work collaboratively to enrich learning," says Eric Roe, Clearwater's chief operating officer.

Employees cite many reasons why they enjoy working for Clearwater, including flexibility of hours, a 'small company atmosphere'

a very informal feeling for a business of its size, as well as everyone being on a first-name basis."

One person noted, "There are many unique non-routine tasks within the accounting department so the job is never 100 per cent routine or static in a lot of cases. It requires thinking to deal with new situations and management are willing to listen to your suggestions and arguments for a course of action and don't mind being corrected in their thinking if there are some pieces of information that they did not take into account. I guess in short; you have a sense of purpose and respect."

At the same time, an employee at Clearwater's Pierce Fisheries operation in Lockeport

spoke about how the company "keeps up on safety, making it a safer work place for the employees, which makes us comfortable at our work stations."

"We continue to invest in our people; in their well-being, health and growth — where what they say matters, and can evoke change," MacDonald says. "The quality of our people has helped us to overcome any challenge where our employees meet obstacles head-on with a focus to accomplish great things." •



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PHOTOS FROM LEFT TO RIGHT:  
1. Scallop Quality Control Manager  
2. Clearwater Lobster Shops  
3. Clearwater Lobster Dryland Pound  
4. Clearwater Clam Fleet Crew  
5. Planning session at Clearwater's head office

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