



News Release

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Not your run-of-the-mill insurance company: HIROC named one of GTA's Top Employers for 2018

(Toronto) December 8, 2017 – When she joined HIROC less than a year ago, CEO Catherine Gaulton knew she was joining a company characterized by integrity, work-life balance and a tradition of employee camaraderie. It's those values and more that helped the 30-year old insurance reciprocal earn a place on the list of Greater Toronto's Top Employers for 2018.

"I knew the reputation for integrity HIROC has and its commitment to subscribers and patient safety," said Gaulton, explaining the organization's mission to partner with subscribers (members). "This makes it not your run-of-the-mill insurance company."

The 12th annual list of Greater Toronto's Top Employers was released this morning by Mediacorp Canada Inc., the editors of the Canada's Top 100 Employers Project.

"Today the GTA is a beacon for talented people from around the world," said Richard Yerema, Managing Editor of the *Canada's Top 100 Employers* project. "Employers in this region now lead the nation when it comes to offering progressive HR policies and initiatives that reflect such a varied and diverse population."

Born out of an insurance crisis in the 80's, HIROC is owned and governed by over 700 healthcare organizations, associations and professional practice groups including midwives. As a non-profit, HIROC is dedicated to helping subscribers reduce their losses and mitigate risk through innovative risk management tools, resources and education.

Even as employee numbers have surpassed 100, the reciprocal has maintained a valued family-like culture. A social committee organizes employee appreciation events every month and employees come together to give back to the community through an initiative called the *Subscriber Recipient Program* whose mission is to deliver service to underserved populations. Since its inception employees have donated \$56,384 to different subscriber organizations across the country.

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HIROC

"...not your run-of-the-mill insurance company"

Employees have a strong sense of shared purpose in the company's vision and play an integral role in problem-solving and setting strategy. Once a year they gather off-site for a morning of creative thinking, planning and discussion called the HIROCafé. The approachability of leadership at HIROC – and flexible work arrangements – was what attracted claims adjuster Agnese Alati to HIROC.

"There is a wealth of knowledge here at HIROC that we all share," says Alati. "Managers, VPs and the CEO listen to our ideas, what we have to say. That means a lot."

In her first couple of months on the job, Gaulton made a point of meeting one-on-one with every employee to talk about their jobs, their aspirations and their lives outside work as well.

"I am so impressed with our employees' dedication to providing service to subscribers in ways that are having a true impact on patient safety in our country," says Gaulton. "They deserve all the credit for making HIROC one of Greater Toronto's Top Employers for 2018. They are passionate about what they do and they care."

For more information, check out Greater Toronto's Top Employers (2018):

<http://www.canadastop100.com/toronto/>

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About the Healthcare Insurance Reciprocal of Canada – HIROC

In 1987, 53 Ontario hospitals and healthcare organizations made the historic move to a self-administered liability insurance plan. The Hospital Insurance Reciprocal of Ontario (HIRO), commenced business on July 1 of that year. Today, HIROC is a national organization and Canada's largest non-profit healthcare liability insurer, completely owned by its subscribers.

HIROC is guided by its vision of partnering to create the safest healthcare system. They do this by providing cost-effective and innovative insurance and risk management solutions that help its subscribers make better decisions. As a non-profit reciprocal, surplus funds are returned to its subscribers for reinvestment in the healthcare system. For more information go to:

<https://www.hiroc.com>.