

Varian a good corporate citizen

Varian Canada Microwave Division cares about its employees and it cares about the community of Georgetown.

It's no wonder that Varian was elected as the Georgetown Chamber of Commerce Business of the Year. The firm is a good corporate citizen.

Varian is involved in many charitable causes from coast to coast. While the head office is in Georgetown, there are sales offices stretching from the Atlantic to the Pacific coasts. Therefore, Varian doesn't limit its charitable projects just to one area.

However, the firm is very supportive of local charities, said Human Resources Manager Dennis Foley. With a sizeable budget to assist different causes and groups, Varian is able to make a valuable contribution to the town in which many of its employees live.

All of the causes the company supports are too lengthy to mention, but Varian contributes to sports teams, cultural activities and advertises in newspapers to publicize such items as blood clinics and anti-drinking and driving.

"Our main focus is in the Halton Hills area," said Mr. Foley. Varian is also very supportive of university and community college achievement awards. The firm offers awards in such areas as physics and electronics. There is also assistance given to college year-books to pay for publishing costs.

Last May the company helped to organize the first business blood donor clinic in Georgetown.

Varian was one of the first companies in Georgetown to become involved in the co-operative education program at Georgetown District High School. Students work at the firm for half-days for a semester and earn credits towards their diploma while learning about business.

Two years ago the company won an award for their participation in the co-op program. The presentation was in Hamilton and Dennis Foley received a plaque from David Lewis on behalf of the Ministry of Education.

Every six months Mr. Foley donates his time at the Georgetown high school by counselling students on how to conduct themselves during an interview.

The company is also a participant in the Sheridan College and Waterloo University co-op programs.

Varian puts an emphasis on community relations so you'll see a number of advertisements by the company in the weekly newspapers highlighting social events such as the Georgetown fall fair and the Highland Games.

The company has a very progressive educational assistance program for employees. If a member of the firm wants to take a night school course, Varian will pay 100 per cent of the expenses. Generally, the employee should be taking courses in their career area, but the firm takes a very liberal attitude, said Mr. Foley. People could change their career and find the added training useful, he said.

"We feel it's a good investment. We believe in training and developing an employee's career," he said.

Varian is also concerned with the health and safety of its employees. Beginning Jan. 3 there was a smoking ban in the building, except for one section of the cafeteria. The process of banning cigarette smoke was done gradually and was phased in to ease the stress on the smokers, Mr. Foley said.

The company provided smoking cessation clinics and staff were able



CHARITY MINDED-Dennis Foley is the Human Resources Manager at Varian Canada Inc. Varian is involved in many charitable causes, which are co-ordinated through his office.

to participate on company time, he said. In concern for the health of employees, a medical surveillance program is on-going and blood testing for lead is done regularly, he said.

As part of its last expansion, Varian built a physical fitness facil-

ity department is responsible for the recruitment, training of employees and development programs. (Herald photo)

ty for its employees, consisting of an exercise and weight lifting area and a squash court. All employees who wished to participate in a fitness program were given a professional fitness evaluation, which involved cardiopulmonary function testing.

FOR THE RECORD . . .

EDITOR'S NOTE: The following are excerpts from a speech given by Joe Caldarelli of Varian Canada Inc. on the occasion of Varian's official opening of its plant extension, April 25, 1986.

"Ever since Varian began its operations here, we have been one of the key industries in our community. We intend to continue to be one of the finest places to work in Halton Hills and a major contributor to the economy of this region. Varian Canada's annual payroll currently exceeds \$11.5M. Most of this remains within a 15-mile radius of Georgetown.

The products that have been researched, developed and manufactured in this facility are some of the most sophisticated products made in Canada. We are world leaders in most of the products that we make. Our goods have been sold widely throughout the world, with destinations ranging from South America, Africa, Japan, Australia, and of course most of Europe and the U.S.

We attribute our success to the talent and dedication of the Varian people that are represented here today, and to the investment that the company has made in research and development, facilities, and equipment.

As many of you know, our industry has gone through some difficult economic times in the last year. In spite of this, we have gone ahead with the largest expenditures in our history for research and develop-

ment, capital equipment, and facilities. This addition, that we are opening today, is proof of the continued investment that is taking place, and is indicative of the commitment that Varian has to growing this successful Canadian Division.

This expansion has been designed to be substantially larger than our current needs.

Special guests for opening

Varian Canada Inc. celebrated its April 1986 plant addition with an official ceremony and many special guests were invited. Five of the handful of original employees from 1955 were on hand for the ribbon-cutting. They were Mike Swiec, Peter Romano, Jody Tost, Chick Crawford and Charlie Jenner.

Those who were head table guests at the plant addition opening were: Klaus Breecker, our R and D Manager, His Worship Russ Miller, our Mayor, Ms. Pamela Sheldon, our Councillor and the representative for the Region, Mr. Ray Gibson, Senior Co-ordinator, Defense Manufacturing, representing the Government of Ontario, Council Smith, Group Executive, responsible for Varian Electron Device Group, East Coast Operations, The Honourable Marcel Stasse, Minister of Communications, Government of Canada, Mr. John McErmid, our Federal Member of Parliament, Ted Butlin, our Marketing Manager.

Professional instructors designed fitness programs for all the participants.

About 20 per cent of employees have been trained to perform CPR (cardiopulmonary resuscitation). The CPR training was provided on company time for those who showed an interest.

Employees can buy shares in Varian through an employee stock purchase plan. The company offers a 15 per cent discount on the price of the stock.

Also available is a counselling program for workers who are having problems at home or at work. The counselling program has just been developed and it's starting to be implemented.

Varian is working with a personnel group looking into the possibility of providing a day care service for employees. Outside of the building the firm provides a volleyball court and picnic tables for employees.

The company is a strong believer in communications from the top down and from the bottom up, said Mr. Foley. Many of the improvements to the employee's benefit programs have come from suggestions offered by the employees, he said.

Employee meetings are held every three months and workers are shown current business projections and there is a question and answer period.

Every two weeks, 12-15 employees

are selected at random to visit the General Manager and talk about any concerns they have. A program for new employees is scheduled regularly where they are invited to have coffee with the GM to "meet the boss".

There's also a company newsletter which informs employees of what is new with the firm.

With a staff of four, Mr. Foley handles the personnel functions for the Varian operations across Canada.

His department is responsible for the recruitment, training of employees and development programs. Under human resources falls the area of health and safety, compensation and benefit programs, and industrial security.

Another role of the department is to make sure that employees are being treated fairly, he said.

Mr. Foley was born in Toronto but he was raised in the rural area around Lake Simcoe.

He began his work career with the Gestetner Corp. as a manager-trainee. Mr. Foley worked his way up the corporate ladder at Gestetner through a series of promotions over a 16 year period.

He has been at Varian for the past 10 years.

Living in Mississauga, Mr. Foley enjoys skiing (downhill and cross-country) in the winter and baseball and tennis in the summer months. He has two boys playing minor hockey.

CONGRATULATIONS

VARIAN

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BUSINESS

OF THE YEAR

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A PLEASURE

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