



**HUMBER**

**WELCOME  
HUMBER COLLEGE**

May 22, 2024



**NTN BEARING CORPORATION OF CANADA LTD.**

**NTN**<sup>®</sup>

# HUMAN RESOURCES

**Sylvia Silveira**

Vice President of Human Resources & Operations



**HUMBER**



## AGENDA

- + NTN Executive Team
- + NTN Senior Management
- + NTN Human Resources Team
- + Mission and Vision Statement
- + Benefits of working at NTN
- + Corporate Social Responsibility
- + NTN Statistics
- + How to gain competitive advantage in the labour market
- + Tips on how to be seen in the pool of candidates
- + Interview tips and tactics
- + Introduction of the panelists



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## EXECUTIVE TEAM



**Paul Meo**

*President & CEO*



**Sylvia Silveira**

*VP HR & Operations*



**Andrew Gidge**

*VP Manufacturing*



**Naotaka Matsuo**

*Exec VP Manufacturing*



**Sophia Bobb-Bernard**

*Director of Finance*





# SENIOR MANAGEMENT TEAM AT NBCC



**Ken Wells**

*Director of Operations*



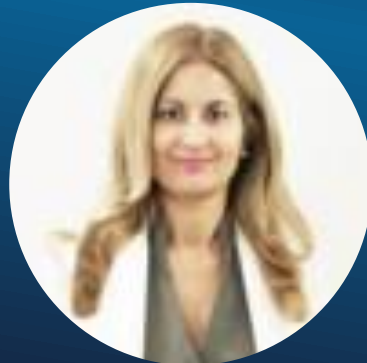
**Marcus Wickert**

*Director of Engineering*



**Philip Schmidts**

*Director of Sales,  
IOE*



**Rita Payne**

*Director of Corporate Marketing  
and Communications & AAM Sales*



**Jos Sueters**

*Director of Sales, IAM*





# YOUR HUMAN RESOURCES TEAM



**Rosemarie Yau**

*EHS Manager*



**Deborah Smyth**

*HR Manager CMF*



**Marina Calado**

*HR Manager NBCC*





## OUR MISSION

### Who We Are Today and What We Do:

We strive to create new technologies, develop new products and implement solutions that contribute to social prosperity. We are a mission-driven company that aims to realize a “NAMERAKA Society” where people can easily lead a secure and fulfilling life in harmony with nature.

The NTN logo is shown in white, bold, sans-serif font, superimposed over a stylized image of the Earth. The Earth is depicted with blue oceans and green landmasses, set against a dark blue and purple sky with small white stars. The entire scene is framed within a large, light blue triangle that points downwards.

NTN

Make the world **NAMERAKA**





OUR VISION: DELIVERING THE  
**ULTIMATE**   
BEARING EXPERIENCE

**NTN**<sup>®</sup>

## OUR VISION

To provide the Ultimate Bearing Experience (UBE) in Canada for our Customers and Distributors

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# BENEFITS OF WORKING AT NTN



**+ Excellent Onboarding Program**

**+ Training for new employees**

**+ Excellent Health Benefits**

- Health
- Dental
- Eye Care
- Accidental Death and Dismemberment
- Life insurance
- Travel Medical Insurance
- Dependent Life Insurance
- Short-term Disability (STD)
- Long-term Disability (LTD)
- Critical Illness Insurance
- Employee Assistance Program (EAP)

**+ Pension 4.75% employer match**

**+ 10 Paid Personal Emergency Days**

**+ Vacation + 1 week shut down at Christmas**

**+ Bonus Program**

- 
- RRSP & TFSA
  - Internal Job Postings (opportunities for growth)
  - Social Fund
  - Employee Referral Program
  - Summer Hours
  - Hybrid Work
  - Wellness Programs
  - Fitness Subsidy
  - Long Term Service Awards
  - Education Assistance Program
  - Giving back to the community
  - Senpai/Kohia (Mentorship Program)



# CORPORATE

## SOCIAL RESPONSIBILITY

At NTN, corporate social responsibility refers to our commitment to operate our businesses in an honorable and ethical manner along with our efforts to bring comfort, inspiration and opportunity to people around the world.



CHALLENGE



COLLABORATION



COMMITMENT





# HOW TO GAIN COMPETITIVE ADVANTAGE IN THE LABOUR MARKET

## Personal Branding

Develop a strong personal brand that highlights your unique skills, experiences, and values. This could include creating a professional online presence through LinkedIn and other social media platforms.

## Skill Enhancement

I can't emphasize enough the importance of continuous skill development. We encourage you to pursue additional certifications, attend workshops, or participate in online courses to enhance your skill set and stay competitive in the job market.

## Networking

Highlight the significance of networking for job search success. Recent graduates should be attending industry events, join professional associations, and connect with professionals in your field to expand your network and uncover job opportunities.



# HOW TO GAIN COMPETITIVE ADVANTAGE IN THE LABOUR MARKET

## Internships and Work Experience:

Gain relevant work experience through internships, part-time jobs, or volunteer opportunities. Employers value practical experience, and this can give you a competitive edge over your peers.

## Tailored Resumes and Cover Letters:

Customize your resumes and cover letters for each job application. Highlight relevant skills and experiences that align with the job requirements.

## Interview Preparation:

Prepare for job interviews, including researching the company, practicing common interview questions, and preparing thoughtful questions to ask the interviewer. Interview performance can significantly impact your competitiveness. Using the STAR interview method is a technique you can use to prepare for behavioral and situational interview questions. STAR stands for situation, task, action and result.





# HOW TO GAIN COMPETITIVE ADVANTAGE IN THE LABOUR MARKET

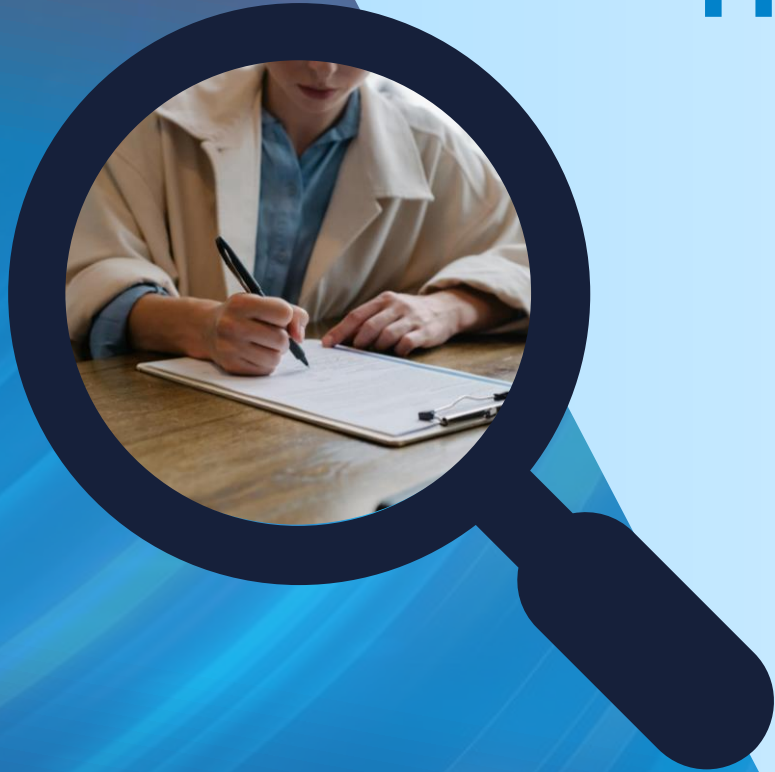
## Soft Skills Development

Highlight the importance of soft skills such as communication, teamwork, and problem-solving. These skills are often equally as important as technical skills and can set candidates apart in the job market.

By incorporating these strategies into your job search approach, new graduates can create a competitive advantage for themselves in the job market.



# TIPS ON HOW TO BE SEEN IN THE POOL OF CANDIDATES



## Polish your resume

Make sure your resume is relevant to the specific job you are applying for. List all the skills you can provide the company, previous Co-Op or Internship work experience, awards, qualifications, and anything else that will help you stand out. And we wish we didn't have to say this part; but remember to check for grammar and spelling mistakes.

## Make a good first impression

A prepared and confident candidate will stand out amongst unprepared applicants who are unsure about themselves. Also, we are sure you have heard it a million times, but dress to impress. It will help you stand out and show that you take the role you're applying for seriously. Do your research on the Company and talk about any Environmental Social Governance (ESG) accomplishments, Awards, etc.

# TIPS ON HOW TO BE SEEN IN THE POOL OF CANDIDATES

## Build an Online Presence:

Create a professional LinkedIn profile showcasing your skills, education, and experiences. Consider starting a blog or portfolio website to showcase your projects, writing samples, or any other relevant work.

## Network:

Don't underestimate the power of networking. Attend career fairs, alumni events, and industry conferences to meet professionals in your field. Connect with them on LinkedIn and don't be afraid to reach out for informational interviews or advice.

## Gain Experience Through Internships or Volunteer Work:

If you can't land a full-time job right away, consider internships or volunteer opportunities to gain valuable experience and build your network. Many employers value real-world experience as much as or more than academic achievements.

## Develop Soft Skills:

In addition to technical skills, employers often look for candidates with strong soft skills such as communication, teamwork, problem-solving, and adaptability. Make sure to highlight these skills in your resume and interviews.

# TIPS ON HOW TO BE SEEN IN THE POOL OF CANDIDATES



## Show Enthusiasm and Passion:

Employers want to hire candidates who are genuinely excited about the opportunity. Show enthusiasm during interviews and demonstrate your passion for the industry and the work you'll be doing.

## Be Proactive

Don't wait for opportunities to come to you. Reach out to companies you're interested in, even if they're not actively hiring. Express your interest in working for them and inquire about potential opportunities.

## Stay Positive and Persistent:

Job hunting can be challenging, especially for new graduates. Stay positive, be patient, and don't get discouraged by rejection. Keep refining your approach and learning from each experience.



# TIPS ON HOW TO BE SEEN IN THE POOL OF CANDIDATES

## Make it about them, not about you

Identify what makes you the best candidate for the role and ensure to communicate it clearly to the recruitment panel. But at the same time, remember to show your interviewers why *they* would benefit from hiring you. They'll be happy to hear why you've always wanted to work for them, but they'll be impressed if you can demonstrate why you're the best fit for *their* culture, and what skills you bring to enhance *their* team.

## Don't forget to ask questions

- Do your research and ask questions that show your interest and overall suitability for the role. Your keen interest will help decision makers in their final process.
- Do your research on the interviewers who are interviewing you. Get to know something about them. Example: LinkedIn
- By implementing these tips and strategies, you can increase your visibility and competitiveness in the job market as a new graduate.

# Interview Tips and Tactics

## Arrive Early

Make sure you're 10 to 15 minutes early to make a good first impression. Plan your route to the interview location and check for possible delays

## Research

Thoroughly research the company you're interviewing with. Understand their mission, values, culture, and recent news. Tailor your responses to demonstrate how your skills and experience align with what they're looking for.

## Practice

Practice common interview questions with a friend, family member, or career advisor. This will help you articulate your thoughts clearly and confidently.



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## Highlight Relevant Experience:

- Even if you don't have extensive work experience, highlight relevant internships, volunteer work, coursework, or extracurricular activities that demonstrate your skills and abilities.

## Show Enthusiasm:

- Employers often look for candidates who are genuinely excited about the opportunity. Express your enthusiasm for the role and the company during the interview.

## Demonstrate Soft Skills:

- In addition to technical skills, employers value soft skills such as communication, teamwork, problem-solving, and adaptability. Be prepared to provide examples of how you've demonstrated these skills in the past.



## Ask Questions

Come prepared with thoughtful questions to ask the interviewer. This demonstrates your interest in the position and gives you valuable insight into the company culture and expectations.

## Follow up

After the interview, send a thank-you email expressing your appreciation for the opportunity to interview and reiterating your interest in the position.

Bring extra copies of your resumes to an interview and a note pad to take notes.

**Remember, interviewing is a skill that improves with practice. Don't be discouraged by setbacks—use each interview as a learning experience to improve your performance in the future. Good luck!**

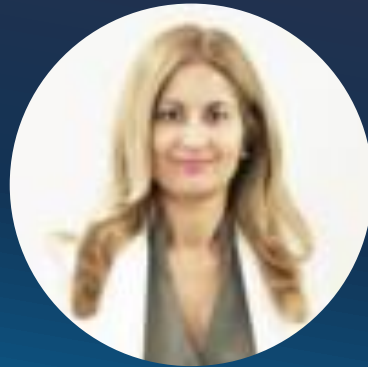


# NTN® PANELISTS



**Ken Wells**

*Director of Operations  
25 Years with NTN*



**Rita Payne**

*Director of Marketing  
and Communications &  
AAM Sales  
6 Years with NTN*



**Marcus Wickert**

*Director of Engineering  
31 Years with NTN*



**Lubnaa Aamirah**

*Inventory Planner and Analyst  
5 Months with NTN*



**Sophia Bobb-Bernard**

*Director of Finance  
6 Years with NTN*

OUR VISION: DELIVERING THE  
**ULTIMATE**   
BEARING EXPERIENCE

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NTN BEARING CORPORATION OF CANADA