



Employer Declaration

I, _____, the _____
(Your Name) (Position/Title)
of _____ in
(Company Name)

Moose Jaw, Saskatchewan (“the Community”), solemnly declare that the company/employer:

1. Is located within the Community as established by the *Ministerial Instructions*;
2. Has operated within Moose Jaw for at least 2 years OR be a new company that has recently moved to Moose Jaw and set up operations but has existed as a company elsewhere in Canada for a minimum of 3 years;
3. Has considered Canadian Citizens and Permanent Residents for the job;
4. Is offering a job which is full-time and permanent (non-seasonal);
5. Is offering a wage which is above or within the range of wages for that particular occupation in the Job Bank for similar jobs in the region;
6. Agrees to use IRCC’s Offer of Employment Form (IMM 5894) when offering a job;
7. Has advertised the same job posting on www.jobbank.gc.ca, www.saskjobs.ca, and/or another public job board for a period of 3 weeks, or other comparable efforts that demonstrate the labour market need (i.e. employers that make a compelling case that they have genuine labour market needs may be exempt from this requirement);
8. Is not known to be in violation of the *Immigration and Refugee Protection Act* (Canada) or any applicable provincial employment standards;
9. Is not listed on the IRCC website of ineligible companies to participate in immigration programs, nor have been found to have been in material violation of any bylaw of the City of Moose Jaw or any statute or regulation of Province of Saskatchewan or the Government of Canada;
10. Will complete the mandatory employer training as stipulated by the Community;
11. Has not accepted money or anything of monetary value in exchange for a job offer;
12. Will support the settlement and integration of the newcomer by referring their new employee to an appropriate settlement agency within four weeks of the employee’s start date;
13. Will assign a culturally sensitive on-the-job mentor (not supervisor) to help the newcomer understand company principles, norms, rules and culture, help with day-to-day questions, and provide regular, detailed feedback to the newcomer on their progress in adapting to their new work environment; and
14. Commits to at least two other action items to demonstrate a commitment to a culturally safe workplace and integration support for newcomers.

Signature

Date (DD/MM/YYYY)