



Employer Declaration

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

As a representative of my company, I solemnly declare that the company/employer:

1. Is located within the Moose Jaw RNIP boundaries, as established by the [Ministerial Instructions](#);
2. Is a recognized business that has operated within the community boundaries for a minimum of 2 years, OR has recently moved to the community but has existed elsewhere in Canada for a minimum of 3 years;
3. Is offering a job which fits IRCC's [job offer requirements](#) (i.e., it is: in the community, full-time, non-seasonal, permanent, and at a wage which meets or exceeds the Job Bank's minimum wage for its National Occupational Classification (NOC) code);
4. Has considered Canadian Citizens and permanent residents for the job. If a qualified Canadian or permanent resident is found to fill the position, Moose Jaw RNIP is not required. *Note: the Program Coordinator must be satisfied that the employer has made efforts to recruit local talent, and may refer employer to local employer services before allowing them to use RNIP;*
5. 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 has made other comparable efforts that demonstrate a genuine labour market need;
6. Agrees to use IRCC's Offer of Employment Form (IMM 5894) when offering a job;
7. Is not known to be in violation of the *Immigration and Refugee Protection Act; Immigration and Refugee Protection Regulations*; or any applicable provincial employment standards;
8. Is not listed on the IRCC website of ineligible companies to participate in immigration programs, and has not been found to have been in material violation of any bylaw of the City of Moose Jaw, or any statute or regulation of the Province of Saskatchewan or the Government of Canada;
9. Has not accepted any form of payment in exchange for the job offer;
10. Will complete the mandatory employer training as stipulated by the Program Coordinator;
11. 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;
12. 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
13. Commits to at least two other action items on the Employer Application to demonstrate a commitment to a culturally safe workplace and integration support for newcomers.

Signature

Date (DD/MM/YYYY)