

Employee Benefits - Canada

We're all working hard to power a sustainable world, and that's no small feat. As a valuable member of the PSC team, we want you to be in your very best shape and feel happy about the game-changing work you do. So we're proud to provide you with the full suite of benefits below. You deserve it!

HEALTH SPENDING ACCOUNT



\$200 per year to be used for eligible health and dental expenses via a health spending account through Sun Life Financial.

RRSP



Up to 4%
Reap the long-term value of retirement savings via our Registered Retirement Savings Plan, plus a PSC-provided match of up to 4%.

EDUCATIONAL ASSISTANCE



50% of course fees up to \$5,000 per fiscal year to support your professional development.

HEALTH CARE



We cover **100%** of your Sun Life premiums, offering you and your family a national presence of providers for all types of care.

LIFE AND AD&D



Our Group Life and AD&D insurance through Sun Life guarantees that loved ones, such as a spouse/domestic partner, have more security if you pass away or suffer a serious injury.

RECOGNITION



We believe in celebrating our success and our people. We know that you work hard for us, and we want to thank you for your dedication and hard work.

DENTAL COVERAGE



Receive regular preventive dental care and coverage to fix problems as soon as they occur through Sun Life.

PROFIT SHARE PLAN



Our profit sharing rewards you with a percentage of our company's profits. We work together to grow the size of the pie, not compete to get a larger piece of a smaller pie.

PROFESSIONAL DEVELOPMENT



We believe in encouraging a growth mindset, allocating time to enhance existing skills and knowledge and the opportunity to learn through our mentorship program, regular development and training.

EMPLOYEE ASSISTANCE



24/7 confidential counseling for you and your family through our EAP provider.

DISABILITY COVERAGE



If needed, you'll receive a portion of your monthly salary to provide you and your family with financial support.

PAID TIME OFF



3 weeks vacation for new hires, **10 days** sick leave, **11 holidays** and **5 days** of bereavement leave if needed.

FAMILY & MEDICAL LEAVE



Up to 6 weeks at 100% pay, and **up to 12 weeks** for pregnancy and childbirth.

This document is an "at a glance" representation of annual PSC employee benefits. If benefits are not used, they cannot be accumulated or converted into cash. Benefits offered once may be amended from time to time by PSC at its sole discretion. Eligibility and conditions apply. All amounts are in CAD.



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