



At SICK, we believe that our employees are the key to achieving our mission and values. SICK's benefit package has long been recognized and valued because of its comprehensiveness and competitiveness in the market. To help our employees make the most of their overall well-being, we are thrilled to provide the following outstanding benefits package!


## Medical & Wellness

- 
- Prescription drug coverage with no deductibles
  - Semi-private hospital rooms
  - Paramedical benefits (numerous categories, including massage & mental health)
  - Out of province/country emergency coverage
  - Free virtual healthcare through Consult+
  - Health Spending Account (HSA) provided
  - Comprehensive Employee Assistance Program (EAP) including unlimited mental health counselling benefit


## Dental & Vision

- 
- Full coverage toward cleanings and fillings
  - Partial coverage toward crowns and dentures
  - Orthodontic coverage included
  - Eye exams (biennially)


## Retirement Savings

- 
- Immediately eligible to fully participate in our Group RRSP from day 1
  - A competitive employer RRSP match that will help you save for retirement
  - Annual discretionary profit-sharing contributions based on organizational success


## Time Off

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- 17 annual vacation days to start
  - Up to 30 vacation days with time in service at SICK
  - 9 statutory holidays
  - 5 extra paid holidays per year on top of vacation days
  - Paid bereavement and jury duty leave programs


## Learning & Development

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- Generous annual tuition reimbursement program
  - SICKU North American learning platform
  - Sensor Intelligence Academy (SIA) international learning platform
  - Performance and career conversations throughout the year, not just annually
  - Individual Development Plans (IDPs) for everyone
  - Foreign language learning with tutor through Speexx

## Peace of Mind

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- Critical illness coverage
  - 5 paid illness days per year
  - Short-Term Disability (STD) program
  - Long-Term Disability (LTD) program
  - Employee life insurance, AD&D and dependent life included

## But Wait....There's More!

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- Certified a Great Place to Work® (since 2019)
  - Possible flexible working arrangements based on active partnership between manager and employee
  - Community volunteerism through SICK C.A.R.E. Days
  - Lunchroom with premium tea, espresso & coffee
  - Adoption financial assistance
  - Employee referral program—up to \$3,000 per new hire
  - GoodLife Fitness corporate partnership (20% off)
  - Perkopolis Perk Program

- Premiums for all benefits except LTD are 100% paid for by SICK Canada
- Benefits currently delivered through Canada Life

*\* Note: All benefits are subject to regular review, amendment, enhancement and/or deletion as seen fit by the management of SICK Canada.*