For us, success is measured by the numbers that matter most — the number of lives we touch and the number of lives we change.

As part of that promise, we’re committed to providing our employees with a benefits program that is both comprehensive and competitive. Below is a brief summary of these benefits. Additional information is provided during the hiring process.

**Extended Health Services (EHS)**
EHS works like a “traditional” PPO where employees can go to any doctor they choose and do not need to select a primary physician or use a specific network.
- No Deductible, Unlimited Prescription Drug Coverage, Vision Benefits, Travel Benefits

**Dental Care**
Coverage for dental services. No deductible with basic services covered 100%.

**Life Insurance**
**Employer Paid Basic Life and AD&D Insurance**
- 2x base salary up to $500,000

**Voluntary Employee Life and AD&D Insurance**
- Employee coverage in $10,000 increments; Maximum of $500,000, not to exceed 5x salary; $150,000 New Hire Guarantee Issue

**Disability Insurance**
**Employer Paid Short Term Disability Insurance**
- STD benefit begins after 7 days of injury or 7 days of illness; LTD benefit begins after 180 days of continuous injury or illness
- STD benefit pays 100% of pre-disability base pay earnings

**Employer Paid Long Term Disability Insurance**
- LTD benefit pays 60% of pre-disability earnings to a maximum of $10,000 per month

**Reimbursement Accounts**
**Health Care Spending Account (HCSA)**
- Allocation of funds is done quarterly, $1,000 for the year for Single and Family

**Make It Personal Account**
- At Horizon, your wellbeing is personal. Horizon will reimburse up to 650 CAD for eligible expenses.
- Eligible expenses include fitness expenses and charitable contributions

**Travel Plan**
Coverage for trips up to 60 days, no deductible

**Time Off**
**Paid Time Off (PTO)**
- PTO Days are yours to use however you desire. The amount of time increases based on your years of service which is calculated based on your date of hire date

**Make It Personal Day**
- Embrace Horizon’s culture of giving back and take one day each year to do something that is meaningful, whether its volunteering at a charity, your child’s school or a local animal shelter, this day is intended to allow employees to give back in a way that is personal.

**Year End Shut Down**
- All Horizon offices are closed between Dec 24 – Jan 1, to allow employees time to relax, destress and spend time with their family, friends and loved ones.

**Company Paid Holidays (varies by province)**

**Retirement Savings**
**RRSP (Registered Retirement Savings Plan)**
- Employee can contribute up to 5% of earnings
- Employer contributes 100% of first 3%, 50% of next 2%

**NRSP (Non Registered Savings Plan)**
- Employee can contribute any amount to plans
- No employer contributions