

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