



Benefits & Rewards Options

The following lists various benefits and reward options that can be offered to employees.

1. Insurance Benefits

- ☐ Long-Term Disability Benefits
- ☐ Short-Term Disability Benefits
- ☐ Life Insurance
- ☐ Dependent Life Insurance
- ☐ Accidental Death and Dismemberment
- ☐ Group Homeowner Insurance (discounted)
- ☐ Group Auto Insurance (discounted)

2. Health Benefits

- ☐ Extended Health Care
- ☐ Flexible Health Spending Account
- ☐ Dental Plan
- ☐ Orthodontic
- ☐ Vision Care
- ☐ Paramedical
- ☐ Mental Health Benefits
- ☐ Weight Loss Counselling
- ☐ Smoking or Alcohol Cessation Counselling
- ☐ Stress Reduction Programs
- ☐ Health Club Membership/On-Site Facilities
- ☐ Employee & Family Assistance Program

3. Paid Leave

- ☐ Vacation
- ☐ Paid Sick
- ☐ Paid Family Responsibility Leave
- ☐ Paid Personal/Floater/Family Days
- ☐ Paid Bereavement Leave
- ☐ Top-up for Jury Duty
- ☐ Top-up for ESA Leaves of Absences (e.g. Pregnancy and Parental Leave)
- ☐ Employee Birthday as Paid Day off
- ☐ Service Anniversary as Paid Day off
- ☐ Extra Vacation Time for Specified Period of Perfect Attendance

- ☐ Summer Hours Program
- ☐ Paid Volunteering Days

4. Education Benefits

- ☐ Reimbursement for Professional Seminars and Conferences
- ☐ Tuition Reimbursement
- ☐ Time Off to Attend Classes

5. Recreation and Relaxation Benefits

- ☐ Free or Discounted Tickets to Cultural or Sports Events
- ☐ Club Memberships
- ☐ Subsidized Sports Teams
- ☐ Lunch-Time events/speakers
- ☐ Social Events

6. Child-Related Benefits

- ☐ Child Care, On-Premises or Nearby
- ☐ Subsidy for Private Child-Care Costs
- ☐ Scholarships for Employees' Children

7. Miscellaneous Benefits

- ☐ Subsidized Cafeteria
- ☐ Coffee Service
- ☐ Free Parking
- ☐ Shuttle or Subsidized Carpooling
- ☐ Dinner / Transportation benefits for working overtime
- ☐ Discount on Company Products

8. Executive Benefits

- ☐ Company Car
- ☐ Deferred Compensation Arrangements
- ☐ Lodging (e.g. out-of-town apartment facilities)
- ☐ Memberships
- ☐ Medical Examinations and Services
- ☐ Health Counselling/Fitness Plans
- ☐ Excess Medical Reimbursement Plan
- ☐ Additional Life Insurance
- ☐ Relocation Reimbursement
- ☐ Personal Financial Planning Advice
- ☐ Sabbatical or Leave of Absence With Pay

- ☐ Full Salary Continuation During Disability
- ☐ Stock Ownership Plan
- ☐ Profit-Sharing (cash bonuses or deferred compensation)
- ☐ Excess Vacation