

Canada Benefit Plans & Programs

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INTRODUCTION

The following table provides you an overall picture of the Benefits Framework under different entities in Canada. More detailed site specific benefits defined at local will be presented by your Site HR Partner or recruiter.

CANADA - BENEFIT PLANS & PROGRAMS

Site	Legal Entity	Benefit Category	Benefit type	Benefit description	Eligibility
Welland	Cytec Canada Inc	Retirement	Pension / Savings plan	RPP DC Plan - 2% mandatory contribution by employee with a 2% company match - 2019 Actual Costs	Day 1 of hire
Welland	Cytec Canada Inc	Retirement	Pension / Savings plan	RRSP, TFSA and Unregistered Pension Plan - 6% company match in total across all 3 plans - 2019 Actual Costs	After 1 year of service - employee may contribute from Day 1 of hire
Welland	Cytec Canada Inc	Retirement	Retirement bonus	\$4000.00 retirement bonus provided upon retirement - Forecast for 2020	Must have 15 years of service
Welland	Cytec Canada Inc	Retirement	Post-retirement benefits	Retiree Health, Dental and Medical benefits - estimated cost for 2020 based on actual billing	Only to those who were hired prior to 2010 regardless of years of service. Hired after 2010 must have 20 years of service
Welland	Cytec Canada Inc	Traditional benefits	Medical (including dental/optical/hospitalization /critical illnesses/ etc)	Hospital-Semi-private room Outpatient services-nursing home care- \$10K each calendar year Dental-basic 100%, major is 50% Vision-\$350/ 24mths- glasses/contacts/ \$60 exam/24 mths Drugs-dispensing fee is capped at \$8.00 Employee paid portion of benefit cost - Life, Healthcare (includes Drugs and Vision) coverage = employee cost 5% of premium, plus 8% tax. Dental coverage = employee cost 25% of premium, plus 8% tax	Day 1 of hire
Welland	Cytec Canada Inc	Traditional benefits	Medical (including dental/optical/hospitalization /critical illnesses/ etc)	Extended health care - chiropractor, massage therapy, physiotherapy, etc. Yearly max between \$500 and \$1500. Annual Cost included in row 8.	Day 1 of hire
Welland	Cytec Canada Inc	Traditional benefits	Travel assistance program (road assistance etc.)	Out of country emergency medical coverage. Annual Cost included in row 8.	Day 1 of hire
Welland	Cytec Canada Inc	Traditional benefits	Death	2.5x annual earnings-Overall maximum: 600,000-No Evidence Maximum: 370,000-Retirees with more than 20 years of service:Flat 10,000 - Retirees with 10 years or more of services but less than 20 years of service:Flat 8,000 - Retirees with less than 10 years of service: Flat 6,500.	Day 1 of hire
Welland	Cytec Canada Inc	Traditional benefits	Disability	Income Protection Short term disability salary continuance plan during periods of medical disability - Years of service determine how many weeks are paid at 100% 2019.	Day 1 of hire
Welland	Cytec Canada Inc	Traditional benefits	Disability	Income Protection Long Term Disability benefits - Great West Life: 52% of mthly earnings to a max of \$8000 or 85% of pre-disability take-home pay, whichever is less. After 24 Months, LTD benefits will only continue if your disability prevents you from being gainfully employed in any job. Premiums paid by employees to facilitate favourable tax treatment if used.	Day 1 of hire
Welland	Cytec Canada Inc	Perquisites	Wellness/ Fitness allowance or other similar arrangements	Site Wellness program includes regular distribution of information on healthy lifestyle articles, recipes, mental health etc.	Day 1 of hire

Welland	Cytec Canada Inc	Traditional benefits	Extralegal (additional) paid vacation / time-off / parental leave	Paid vacation and personal days are granted according to years of service.	Day 1 of hire
Welland	Cytec Canada Inc	Traditional benefits	Employee Assistance Program (psychological /legal support/ tax support/ etc)	Counselling and other assistance programs provided free of cost through WorkPlace Options to all employees. For more information, read here .	Day 1 of hire
Welland	Cytec Canada Inc	Mobility / commuter benefits	Other benefits / perquisites	Company cell phone provided to those who require it as part of their job. All costs are covered by the company.	Day 1 of hire
Sales	Syensqo Canada Inc.	Traditional benefits	Death	1.5 times annual earnings to a max of \$1M. Amounts over \$5,000 subject to evidence of insurability.	Day 1 hire
Sales	Syensqo Canada Inc.	Traditional benefits	Disability	60% of monthly earnings to a max of \$9,000. Amounts over \$6,000 require evidence of insurability	Day 1 hire
Sales	Syensqo Canada Inc.	Traditional benefits	Employee Assistance Program (psychological /legal support/ tax support/ etc)	5 in person counselling sessions and other assistance programs provided free of cost through WorkPlace Options to all employees - There are currently 4 Syensqo Canada employees enrolled. For more information, read here .	Day of hire
Sales	Syensqo Canada Inc.	Retirement	Post-retirement benefits	Syensqo Canada Inc. currently has 4 active employees who may grow into this benefit. Retiree Health & Life insurance of \$10k	must be 55 with 10 YOS
Sales	Syensqo Canada Inc.	Retirement	Pension / Savings plan	RRSP DC 7% total match for employees	Day 1 hire

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