



Salesforce Canada

Employee Benefits Summary

As of January 1, 2018

Extended Healthcare	<ul style="list-style-type: none">- Deductible: Nil- Medical: 100%- Hospital: 100% Semi-Private- Drugs: 100% - Generic -- Pay Direct Drug Card Included- Lifetime Maximum Benefit -- Unlimited- Paramedical Practitioners combined \$2,000 allowance per year, 10% co-insurance- Mental Health Paramedical - \$2,000 allowance per year, 10% co-insurance
Dental	<ul style="list-style-type: none">- Deductible: Nil- Basic Services: 100%- Major Restorative Services: 50%- Calendar year maximum: \$1,500 per covered member- Orthodontics: 50% to \$1,500 lifetime maximum for adults and children
Vision	<ul style="list-style-type: none">- \$100 per Eye exam every 24 months for each covered adult member; every 12 months for children- \$250 per each covered adult member for glasses/contact lenses every 24 consecutive months; every 12 months for children
Cost for Health Insurance	<ul style="list-style-type: none">- Medical: \$10/month for Single; \$20/month for Family coverage. Post tax deductions via payroll contributions.
Basic Life and AD&D Insurance	<ul style="list-style-type: none">- Employees are covered at 2-times annual salary (base salary only) up to \$ 650,000 for life and AD&D insurance- Spouse life is covered at \$10,000- Child(ren) life is covered at \$5,000- Salesforce pays 100% for this benefit (premiums for Life Insurance and AD&D are taxable)
Optional Spouse Life Insurance	<ul style="list-style-type: none">- Purchase optional life insurance for spouse – Increments of \$10,000 up to \$250,000
Optional Employee Life and AD&D Insurance	<ul style="list-style-type: none">- Purchase optional life and/or AD&D insurance for employee – Increments of \$10,000 up to \$250,000
Short-Term Disability Insurance	<ul style="list-style-type: none">- Income protection insurance for illness/injury- Provides weekly benefits percentage of 75% of salary (base + bonus + commission) up to \$3,000/week for 17 weeks- Salesforce pays 100% for this taxable benefit



Long-Term Disability Insurance	<ul style="list-style-type: none"> - Long term income protection insurance for illness/injury - Provides a monthly benefit of 75% of salary (base + bonus + commission) up to \$10,000/month - Salesforce pays 100% for this taxable benefit
Travel Medical Insurance and Business Travel Accident (BTA) Plans	<ul style="list-style-type: none"> - Covers you and dependents traveling with you for medical emergencies while traveling outside your home country. - Covers business and leisure travel - BTA coverage for employee only at 2x base pay - Salesforce pays 100% for this benefit
Employee Assistance Program (EAP)	<ul style="list-style-type: none"> - Confidential counseling assistance, plus legal, childcare and eldercare referrals - Salesforce pays 100% for this benefit
RRSP	<ul style="list-style-type: none"> - Pre-tax contributions to maximum allowable -- lesser of \$26,230 or 18% of income (all sources) per year - Salesforce will match employee contributions dollar for dollar contributed up to 5% of employee's base salary to a maximum of \$4,000 per year
Health & Fitness	<ul style="list-style-type: none"> - Fitness expense reimbursement up to \$100 per month and is a taxable benefit
Maternity, Parental and Family Leave Top-Ups	<ul style="list-style-type: none"> - Paid Maternity Leave - 80% of on-target earnings (combination of disability, EI/QPIP and SF pay) for 26 weeks (maximum of \$5,000/week for all combined benefits) - Paid Parental and adoptive parents Leave - 80% of on-target earnings for 12 weeks (maximum of \$5,000 per week for all combined benefits)
Back-Up Child Care and Adult/Elder Care	<ul style="list-style-type: none"> - High quality back-up child care in a center and in-home care for those days when your regular care arrangements fall through. In-home adult/elder care also available. - 7 days of back-up care available per calendar year.
Educational Assistance Program	<ul style="list-style-type: none"> - 100% tuition reimbursement, up to a maximum of \$5,250 per calendar year for courses taken through an accredited institution with manager approval
Salesforce.org	<ul style="list-style-type: none"> - 7 paid days for community service work
Holidays and Personal Days	<ul style="list-style-type: none"> - 14 holidays per year -- combined Provincial holidays and personal days
Vacation	<ul style="list-style-type: none"> - 3 weeks off -- starts accruing on your date of hire - Vacation accrual increases to 4 weeks after two years of service with salesforce

The benefits described herein are effective January 1, 2018 or the date stated, and supersedes any and all previous plans. Salesforce may change, modify, or discontinue any or all of these benefits at its sole discretion. (updated 9/25/2018)