# Salesforce Canada

## Employee Benefits Summary

**As of January 1, 2021**

| Extended Healthcare | - 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              | - Deductible: Nil  
|                     | - Basic Services: 100%  
|                     | - Major Restorative Services: 50%  
|                     | - Calendar year maximum: $2,000 per covered member  
|                     | - Orthodontics: 50% to $2,000 lifetime maximum for adults and children  
| Vision              | - $100 per Eye exam every 24 months for each covered adult member; every 12 months for children  
|                     | - $275 per each covered adult member for glasses/contact lenses every 24 consecutive months; every 12 months for children  
| Health Care Spending Account | - Enroll in medical and receive a healthcare spending account  
|                     | - Single coverage $150 annual credit through Sun Life  
|                     | - Family coverage $300 annual credit through Sun Life  
| Basic Life and AD&D Insurance | - 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 | - Purchase optional life insurance for spouse – Increments of $10,000 up to $250,000  
| Optional Employee Life and AD&D Insurance | - Purchase optional life and/or AD&D insurance for employee – Increments of $10,000 up to $250,000  

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<th>Benefit Category</th>
<th>Description</th>
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| **Short-Term Disability Insurance**                  | - 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**                   | - 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** | - 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)**                | - Confidential counseling assistance, plus legal, childcare and eldercare referrals  
- Salesforce pays 100% for this benefit |
| **RRSP**                                             | - Pre-tax contributions to maximum allowable -- lesser of $27,830 or 18% of income (all sources) per year  
- Salesforce will match employee contributions dollar for dollar contributed up to 5% of employee’s salary to a maximum of $5,000 per year |
| **Health & Fitness**                                 | - Fitness expense reimbursement up to $100 per month and is a taxable benefit |
| **Maternity, Parental and Family Care Leave Top-Ups** | - Paid Maternity/Parental Leave - 80% of on-target earnings (may include a combination of disability, EI/QPIP and SF pay) maximum of $5,000/week for all combined benefits for up to 26 weeks for primary and 12 weeks for secondary caregivers  
- Paid Family Care Leave - 80% of on-target earnings (may include a combination of EI/QPIP and SF pay) maximum of $5,000/week for all combined benefits for up to 6 weeks for primary and 12 weeks for secondary caregivers |
| **Back-Up Child Care and Adult/Elder Care**          | - 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**                   | - 100% tuition reimbursement, up to a maximum of $5,250 per calendar year for courses taken through an accredited institution with manager approval |
| **Volunteering**                                     | - 7 paid days for community service work |
| **Holidays and Personal Days**                       | - 14 holidays per year -- combined Provincial holidays, (actual days vary by province) and personal days |
| **Vacation**                                         | - 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, 2021 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 12/15/2020) Refer to the Sun Life Plan booklet for details.