

# Investing in Your Wellness & Future



## Health Benefits

Comprehensive **health, dental, vision and prescription drug** coverage, which includes 80% reimbursement on many essential benefit costs.

*(See plan guides for more details)*

**Health Care Spending & Healthy Living Account** Giving you added flexibility to support your wellbeing, **\$500/ year**, topping up certain **health, vision and dental care** expenses or investing in fitness memberships, exercise equipment, natural healing treatments, and more.

## Retirement Plan & Optional Group RRSP

To add to your savings, we contribute **5% of your salary**, once enrolled, to supplement your retirement planning. Through an additional RRSP, you can choose to save more for retirement with **lower fees** and the convenience of payroll deductions.

## Fitness/Gym Membership

Through a membership discount with **GoodLife Fitness**, we encourage healthy living. This includes waived enrollment fee plus 25% discount (with ability to add family members!).

## We Are Accomplishing Great Things

You are helping change the face of arthritis in Canada. Alongside a fulfilling career with us, you will work with a dynamic team and have the opportunity to **volunteer** at our many spectacular events.

## Performance Rewards

Competitive **pay for performance incentive program** to drive and reward excellence in annual outcomes.

## Inclusion, Diversity, Equity & Access

Our **IDEA working group** leads important initiatives shaping our organization and the work we do.

## New Ways of Working

Our Canada-wide, hybrid working model gives you a say in where you do your best work, but we will still come together in-person as teams regularly for meaningful cultural experiences. With purpose-designed office space in key markets, we also allow significant flexibility to **work from anywhere**.

## Personal "Invest in Me" Days & Vacation

**3 paid personal days** to attend to life's important matters, and generous **paid time off**, alongside the opportunity to take an **additional week of unpaid vacation**.

✓ **Holiday Closure**  
Extra **paid time off work between Christmas Eve and New Year's Day**, when we close to enjoy personal time.

✓ **Ideator Employee Challenge**  
Innovation is a key driver of our success, and our **staff Ideator competition** is a way to showcase your unique ideas to change the world for people living with arthritis! Win **\$1,000** and have **your idea** funded to generate more donor engagement, improve the ways we work, or potentially bring Arthritis Society Canada into new exciting markets!

✓ **Summer Hours Program**  
Our most popular time-away program every year allows those in eligible roles to work a compressed work week to take advantage of **additional time off on Fridays between May and September**.

✓ **Virtual Care**  
With our **TELUS Health Virtual Care program**, you can access virtual care with a doctor, nurse or nurse practitioner for general medical advice, prescriptions, lab and specialist referrals, and mental health support, accessible 24/7, in English and French, free of charge.



## Award-Winning Culture

As a proud **Canada's Most Admired™ Corporate Cultures** winner, and accredited under **Imagine Canada's Standards Program**, we are creating an exceptional place to work!