

# Total Rewards Roadmap

Wherever you are on your life journey, the Total Rewards Roadmap can help guide you through the many benefits and programs EY offers to support you, and your family.





# LiveWell – Building a Better You

Use this...	For this...	Access here
<b>WANT TO BUILD MORE MOVEMENT INTO YOUR DAY?</b>		
<b>EY LiveWell</b>	A one-stop shop for tools and resources to help with your physical, financial, emotional and social wellbeing.	<a href="#">EY LiveWell</a>
<b>Wellbeing benefit</b>	We offer 75% of the cost up to \$1,000 for wellbeing equipment, memberships and more.	<a href="#">Wellbeing benefit</a>
<b>NEED MEDICAL SUPPORT AND UNDERSTANDING A DIAGNOSIS?</b>		
<b>Healthcare Online</b>	Healthcare Online is here to support you and your family with primary care needs, including mental health resources, as a part of your health benefits.	<ul style="list-style-type: none"> <li>▸ <a href="#">Information</a></li> <li>▸ <a href="#">Guide</a></li> <li>▸ <a href="#">FAQ</a></li> </ul>
<b>Teladoc Medical Experts</b>	Develop a better understanding of the health care system, and your and your dependents' health.	<a href="#">Teladoc Medical Experts</a>
<b>EY FlexBenefits</b>	We give you and your dependents the flexibility to select the benefits that best suit your and your dependents' needs.	<ul style="list-style-type: none"> <li>▸ <a href="#">Access here</a></li> <li>▸ <a href="#">Information (staff)</a></li> <li>▸ <a href="#">Information (students)</a></li> <li>▸ <a href="#">FAQ</a></li> </ul>
<b>Gender Affirmation Assistance</b>	Effective 01 July 2023 under EY's FlexBenefits medical plan, Gender Affirmation assistance is offered at \$25,000 lifetime maximum for you and your eligible dependents.	<a href="#">Information</a>
<b>STRUGGLING WITH MENTAL HEALTH AND ADDICTION?</b>		
<b>Mental health benefit</b>	We offer a \$5,000 annual maximum at 100% coverage for all EY staff and their eligible dependents covered under your medical plan.	<a href="#">Mental health benefit</a>
<b>Smoking Cessation</b>	As part of your FlexBenefits plan, you are insured up to a \$350 lifetime limit for anti-smoking drugs.	<a href="#">Smoking Cessation</a>
<b>MindBeacon Cognitive Behavior Therapy</b>	Relieve your stress and anxiety with an innovative digital Cognitive Behaviour Therapy solution.	<a href="#">MindBeacon Cognitive Behavior Therapy</a>
<b>EAP (by TELUS Health)</b>	EAP by TELUS Health (formerly LifeWorks) provides short-term and confidential counselling for mental health services to EY employees and their family household.	<a href="#">EAP (by TELUS Health)</a>
<b>WONDERING HOW TO ASSIST A COLLEAGUE WHO MAY BE STRUGGLING WITH A PERSONAL MATTER</b>		
<b>Everyday Caring</b>	Everyday Caring Guide helps you prepare for a conversation with a person you may be concerned about. Noticing when a person may be struggling with a problem is the first step to making a difference.	<ul style="list-style-type: none"> <li>▸ <a href="#">For you as in individual</a></li> <li>▸ <a href="#">For you as a Leader</a></li> </ul>
<b>EAP (by TELUS Health)</b>	This service provides confidential advice and guidance to help managers, supervisors and people leaders deal with sensitive employee and workplace situations.	<a href="#">EAP (by TELUS Health)</a>
<b>LifeSpeak</b>	LifeSpeak hosts a library of videos, plans, podcasts and tools to improve overall health and help you have tough conversations.	<a href="#">LifeSpeak</a>
<b>WANT TO BOOST YOUR EMOTIONAL HEALTH AND RESILIENCE?</b>		
<b>EY LiveWell</b>	A one-stop shop for tools and resources to help with your physical, financial, emotional and social wellbeing.	<a href="#">EY LiveWell</a>

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<b>LifeSpeak</b>	This service will act as another resource to help you overcome hurdles, accomplish personal goals and manage day-to-day life at both work and home.	<a href="#">LifeSpeak</a>
<b>NEED SOME ADDITIONAL TIME OFF?</b>		
<b>Extended Vacation Program</b>	To offer more flexibility in your schedule, this program allows you to purchase additional vacation days supplementing your paid vacation days, personal days and holidays.	<a href="#">Extended Vacation Program</a>
<b>Out-of-country coverage for personal travel</b>	Partners and staff who are covered under the FlexBenefits plan are automatically covered with Manulife's Emergency Travel Assistance plan, insured up to a lifetime maximum of \$5 million.	<a href="#">Personal Travel</a>
<b>PLANNING FOR A NEW LITTLE ONE?</b>		
<b>Here Comes Baby Handbook</b>	EY's new-parent handbook is filled with information that provides answers to some common questions regarding maternity and parental leaves.	<a href="#">Here Comes Baby Parent Handbook</a>
<b>EY Family Leave Top Up</b>	The family leave top up supplements employment insurance (EI) or Québec Parental Insurance Program (QPIP) weekly maternity/parental/paternity benefits. Therefore, the combination of gross EI/QPIP benefits and top up equals 100% of your gross base salary for up to 17 weeks.	<ul style="list-style-type: none"> <li>▶ <a href="#">Family Leave Top Up</a></li> <li>▶ <a href="#">FAQ</a></li> </ul>
<b>EY 4-weeks paid Family Leave</b>	All new parents who are ineligible or not receiving EI/QPIP for maternity/parental/paternity leave and who are permanent full-time or part-time employees are eligible to receive up to four weeks of paid family leave.	<ul style="list-style-type: none"> <li>▶ <a href="#">4-weeks paid Family Leave</a></li> <li>▶ <a href="#">FAQ</a></li> </ul>
<b>Fertility Treatment and Drug coverage</b>	Under EY's FlexBenefits medical and prescription drug plans, fertility treatment and drug coverage is offered at \$15,000 lifetime maximum each for you and your eligible dependents.	<a href="#">Information</a>
<b>Career &amp; Family Transitions Coaching Program</b>	This program helps our people navigate the critical transition of taking family leave and returning to work with confidence.	If you would like to enroll in the program, please email at <a href="mailto:talentdevelopmentcanada@ca.ey.com">talentdevelopmentcanada@ca.ey.com</a> .
<b>Adoption &amp; Surrogacy Assistance</b>	We offer adoption and surrogacy-related financial assistance for up to \$20,000.	<a href="#">Adoption &amp; Surrogacy Assistance</a>
<b>Flexible Work Arrangement</b>	While most of us work flexibly on a day-to-day basis, a number of our professionals benefit from establishing a formal flexible work arrangement (FWA). Apply for a reduced schedule, compressed workweek or telework.	<a href="#">Flexible Work Arrangement</a>

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<b>EAP (by TELUS Health)</b>	Contact EAP by TELUS Health for confidential telephone or face-to-face assistance on parenting, work and family balance, youth issues and more.	<a href="#">EAP (by TELUS Health)</a>
<b>EY Family Network</b>	Local networks of parents and other family caregivers provide real-life, real-time encouragement and solutions to help our people navigate job and family commitments.	<a href="#">EY Family Network</a>

### INTERESTED IN EXPANDING YOUR KNOWLEDGE?

<b>EY Educational Assistance Program</b>	Continuous education is very important in the achievement of individual aspirations. The intent of our policy is to encourage the pursuit of these goals by sharing in the cost of relevant courses.	<a href="#">Canadian Expense Policy</a>
<b>EY Badges</b>	EY Badges help you develop future-focused skills and give you access to experiences that will shape your career.	<a href="#">EY Badges</a>
<b>LifeSpeak</b>	LifeSpeak hosts a library of videos, plans, podcasts and tools to improve overall health and help with parenting.	<a href="#">LifeSpeak</a>
<b>EY Wellbeing Learning</b>	This guide is a collection of EY learning resources that can help support your wellbeing journey both personally and with your broader team.	<a href="#">EY Wellbeing Learning</a>

### GET HELP WITH CAREGIVING

<b>Backup Child &amp; Elder Care</b>	EY provides 100 hours per calendar year of subsidized backup child and elder care when there is a disruption in your regular provider.	<a href="#">Backup Child &amp; Elder Care</a>
<b>EAP (by TELUS Health)</b>	Contact EAP by TELUS Health (formerly LifeWorks) for child care and elder care referral services	<a href="#">EAP (by TELUS Health)</a>

### LOOKING FOR WAYS TO SAVE?

<b>Pension</b>	Employee contributions are fixed at 4% of their annual gross salary and EY contributes based on years of service.	<a href="#">Pension Plan Policy</a>
<b>Desjardins Group Savings Plan</b>	Join EY's group RRSP, TFSA and/or non-registered savings plan administered by Desjardins to help you save through payroll deductions or lump-sum payments. You select the fund portfolio that matches your goals.	<a href="#">Desjardins Group Savings Plan</a>
<b>Desjardins Financial Planning</b>	Desjardins offers financial planning at no cost to you through the EY group retirement savings plans.	E-mail <a href="mailto:PlanningDFS1@dfs.ca">PlanningDFS1@dfs.ca</a> to book your virtual appointment.
<b>The Personal Group Home &amp; Auto Insurance</b>	EY has made arrangements with The Personal to offer you preferred group home and auto insurance rates.	<a href="#">The Personal Group Home &amp; Auto Insurance</a>
<b>EAP (by TELUS Health)</b>	Contact TELUS Health (Formerly LifeWorks) for retirement and financial planning, budgeting, investing and debt management.	<a href="#">EAP (by TELUS Health)</a>
<b>WorkPerks</b>	Visit WorkPerks to view over 1,000 discounted products for EY employees.	<a href="#">WorkPerks</a>

### WANT TO CONNECT WITH PEOPLE AT EY?

<b>Recognition Award</b>	Applause e-cards, bravo gift cards and ovation cash awards are just a few ways we acknowledge all that our people do, as individuals and as teams, to contribute to EY's success.	<a href="#">Recognition Award</a>
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