

## **YESAB Benefit Highlights**

### **Employee Training and Development**

We are passionate about learning! On an annual basis, we allocate \$1,500.00 for each employee to support continuous learning and development. We also provide a \$250.00 bonus per year to all permanent staff for professional development.

### **Flexible Work Options**

We prioritize supporting the wellbeing of our employees, which means providing flexible work options that fit the specific needs of our staff. Schedule opportunities include a Compressed Work Week (CWW), Reduced Work Week (RWW), or Flexible Work Arrangement (FWA). Our organization also participates in a hybrid work model, which emphasizes working both at home and collaboratively in the office.

### **Leave Options**

We value the importance of taking a break! Joining YESAB means starting with 4 weeks of paid vacation time (pro-rated accordingly for less than full time). Staff will also be supported with other paid and unpaid leave options such as sick and special leave.

### **Flight Bonus**

We provide permanent staff with a travel bonus benefit of \$2,242.00, from which income tax may or may not be deducted. Employees qualify for YESAB's flight bonus after two years of continuous service, and every subsequent year of continuous service thereafter.

### **RSP Contribution**

YESAB offers a very generous RSP matching contribution program, starting at 7% upon employment commencement. Contribution percentages increase with significant years of service.

### **Years of Service**

We celebrate our staff for their longevity with YESAB. Permanent staff receive bonuses based on the following (pro-rated accordingly for less than full time):

- 5 years: \$5,000.00 bonus with an additional 1% RSP matching contribution increase
- 10 years: \$10,000.00 bonus with an additional 1% RSP matching contribution increase
- 15 years: \$15,000.00 bonus

## **Health Benefits**

Providing resources to staff to support taking care of their physical and mental health means a lot to us. We provide a generous benefits package through Sirius Benefits to our permanent employees. Some of the highlights include:

- Basic Life Insurance: \$100,000.00
- Dependent Life Insurance: \$10,000.00 (spouse), \$5,000.00 (child)
- Accidental Death and Dismemberment: \$100,000.00
- Short Term Disability: 66.67% of weekly salary
- Long Term Disability: 66.67% of first \$3,000 of monthly salary, 50% for remainder
- Health Insurance:
  - Prescription Drugs
  - Extended Healthcare
  - Medical Services and Supplies
  - Travel Insurance
  - Travel Cancellation Insurance
  - Dental Care Benefits and Insurance

Eligibility for Health Benefits starts after 90 days of continuous employment with YESAB. We also participate in Life Works services, which is our Employee Assistance Program, and provides resources such as consultations, connections to community agencies and supports, and counseling services.

## **Community Allowance**

After one year of continuous service, and yearly thereafter, YESAB provides a Community Allowance to our staff residing in the communities, to help offset additional travel and living expenses that may be incurred.

## **Inclusion and Yukon Focused**

We prioritize and value inclusion in the workplace. YESAB provides preference to qualified individuals who are either local to the hiring community and/or are Yukon First Nations or Canadian Indigenous.