



About your benefits



We know that everyone's life journey is different. Our benefit offerings recognize the diverse needs of our people and their families. The offerings provide you with flexibility to create a personalized program to support your unique health and wellbeing goals.

Enrolment schedule and making changes

You'll have an opportunity to change your options and coverage for you and your dependents every second year during the open enrolment period (in November). Between open enrolment periods, you may also re-enrol and change your options if you experience an eligible change of status (i.e. marriage, divorce, birth of a child, spouse gains/loses benefit coverage, etc.)

Paying for your coverage

You'll pay for your benefits with a combination of flex dollars and payroll deductions. Each year PwC will give you flex dollars to spend on the coverage you need.



Choices for unused flex dollars (if applicable)

After you've enrolled in each benefit, if you have unused flex dollars, you can transfer them into a combination of a Health Spending Account, Personal Spending Account or to your PwC Sun Life RRSP account.

Key highlights

Mental health benefit

- \$2,500 for you and each eligible dependents

Enhanced conception/fertility support benefit

- \$10K lifetime max for drugs AND \$10K lifetime for treatment (IVF, egg retrieval, etc.)

Gender affirmation benefit

- \$10K lifetime max that can include gender reassignment surgery, hormone replacement therapy, and surgical procedures to align feminine or masculine features to the transitioned gender.

Family leave support

- Maximum of 17 weeks of 100% salary top-up (less EI benefits) for eligible parents.



Medical and drugs

- Independent elections for medical and drug coverage with four levels with single & family options.
- Combined annual maximums for paramedical services so you can spend more on the services you need most and addition of critical illness as an optional benefit.

Dental

- Combined annual maximum for all services including increased annual maximum for options 3 and 4.
- Orthodontia coverage (option 4) with a 24-month lock-in period.



Life insurance

In addition to basic life insurance for staff, you can purchase added coverage for yourself, your spouse and dependent children.

Disability insurance

Disability insurance coverage offers you short- and long-term income protection if you're unable to work due to medical reasons.

Wellbeing and lifestyle benefit is administered by Sun Life as a personal spending account and can be used for a wide range of items that promote both physical and mental wellbeing for you and your dependents.

