

# EMPLOYEE BENEFITS



LP&A  
Makivvik

## NORTHERN EMPLOYEE BENEFITS

### ISOLATION PREMIUM

Minimum of  
8500\$ to maximum 20800\$ annually

Effective first day of employment

Completed Dependent status form  
required to be eligible

Based on residing location and family  
status

### CARGO ALLOWANCE

3500\$ for employee annually  
1000\$ for each dependent annually  
Maximum annual of 6500\$

Effective first day of employment

Completed Dependent status form  
required to be eligible

### GASOLINE ALLOWANCE

3500\$ annually for beneficiary employees

Effective first day of employment

### TRAVEL BENEFIT

Awarded Annually:

- Access after 6 month probation
- Completed Dependant status form required to be eligible
- Use for travel expenses
- Cashable 3x year
- Annual amount is based on residing location and family
- Maximum annual amount is \$25000

\*\*JBNQA employees residing outside of Nunavik who are receiving a housing allowance can use it to pay income taxes each year, maximum \$4000 annually

## BENEFICIARY EMPLOYEES RESIDING OUTSIDE NUNAVIK BENEFIT

### HOUSING ALLOWANCE

Between \$700 and \$1000 monthly

To Qualify you must be JBNQA Beneficiary  
Copy of rental agreement or mortgage required to be eligible

## ALL EMPLOYEE BENEFITS

**moveo**  
RETIREMENT GROUP  
INSURANCE

OPTIONS AVAILABLE  
FOR EMPLOYEES WHO  
RETIRE FROM MAKIVVIK  
TO CONTINUE THEIR  
GROUP INSURANCE

 **Dialogue**

### Employee and Family Assistance Program

Includes mental health services, employee (and family) assistance, and virtual medicine (telemedicine).

Virtual service via a mobile or web-based application accessible anywhere in Canada, offering consultations with a variety of professionals.

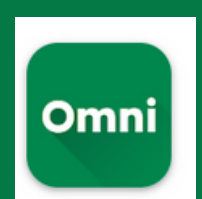
It's a secure virtual solution to proactively monitor or improve your health and wellness,  
24 hours a day, 7 days a week.

### SICK LEAVE

15 DAYS  
ACCRUED  
ANNUALLY

5 DAYS  
CONVERTED  
TO PERSONAL  
DAYS  
ANNUALLY

### GROUP INSURANCE



- Coverage starts on first day of employment
- Customizable to employee personal situation
- Options 1 and 2 covered 100% by employer; Option 3 employee has a premium to pay
- Annual re-enrollment to allow employee to adjust their benefits

### RETIREMENT AND FINANCIAL PLANNING SERVICES



Contributions start after 6 months of employment  
Simplified Pension Plan at retirement  
Access to financial planners to assist with personal investing  
Annual information sessions



## TRAINING AND CAREER DEVELOPMENT OPPORTUNITIES

### VACATION

#### ACCRUED ANNUALLY

20 days per year  
for less than 4  
years of service

25 days per year  
for more than 4  
years of service

30 days per year  
for more than 10  
years of service

1 extra day for  
every 2 years  
after 15 years of  
service



### EMPLOYEE WELLNESS

- Every employee who has 2 years or more of service with Makivvik can now book an annual personalized preventive Health Check up by email [hr@makivvik.ca](mailto:hr@makivvik.ca).
- The cost of the initial health screening is covered by Makivvik.