

## 2026 LJB Benefits Overview (Canada)

### Medical

LJB Canada, Inc. covers the full premium for medical coverage for its employees and qualified dependents through Empire Life. Coverage begins on your first day of employment

### Dental

No deductible and 80% coverage on basic services up to \$1,500 per calendar year. Major restorative services covered 50% combined with basic.

### Vision

Each person on the vision plan receives \$300 every 24 months.



### HSA

Each employee will receive \$500 annually to use toward eligible medical expenses.

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### Retirement Savings Plan and Deferred Profit-Sharing Plan

Eligible upon hire, LJB matches 50% up to the first 6% of an employee's contributions—for a maximum employer contribution of 3%. The company matching will be allocated to a DDSP.

### Income Protection Benefits

LJB offers each employee up to \$100,000 term life and AD&D insurance (1x salary), as well as short-term and long-term disability.

### Time Off

Every employee receives eleven paid holidays, including one floating holiday day, five days of paid sick leave annually and vacation time (depending on tenure).

### Additional Benefits

- Remote work options
- Recruiting bonus
- Gym membership reimbursement
- Tuition reimbursement program
- Professional licensure bonus program
- Travel Plan



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SAFETY

TRANSPORTATION



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RESOURCESTECHNOLOGY  
& INNOVATION