

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.

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



STRUCTURAL



FALL PROTECTION
SAFETY



TRANSPORTATION



SITE DESIGN



SURVEY



WATER
RESOURCES



TECHNOLOGY
& INNOVATION