



BENEFITS

**Live Your Life  
With Confidence.**

BE SYNNEXTRAORDINARY

### Group Benefits – We've got you covered

#### **Medical, dental, vision, practitioners**

Our premium-free health care plan covers prescription drugs, medical services and supplies, dental, vision care, paramedical practitioner reimbursement, Psychologist and Speech Therapist coverage as well as semi-private hospital rooms and out of province travel plan.

#### **Home & Auto Insurance**

Preferred rates for associates, your spouse and dependents are available through our company group program.

#### **Life insurance/ AD&D/ Critical Illness**

We offer life and accident injury protection, as well as the opportunity to purchase additional life insurance. You are also eligible to purchase critical illness coverage for 21 different covered conditions through payroll deductions.

### Health & Wellness – We care about your wellbeing

#### **Employee & Family Assistance Program (EFAP)**

Morneau Shepell is a leading EFAP service provider who offers a wide range of confidential and voluntary support services to assist you and your family with resolving everyday challenges, complex issues, and everything in-between. All at no cost to you.

#### **Inkblot Therapy**

We partner with Inkblot, a Canadian provider of video counselling delivered on a secure and encrypted platform. Access is on-line with the ability to select from a short-list of best-matched counsellors based on your unique needs and preferences.

#### **Wellness Bonuses**

We continuously promote the health, safety and well-being of our employees. To this end, we offer incentives for your continued safety and wellness subject to policy, such as weight loss bonus and reimbursement for health club membership.

## **Financial Wellness – We'll help you save**

### **Registered Retirement Saving Plan (RRSP)**

Our RRSP encourages you to accumulate savings for retirement through convenient pretax payroll deductions and company contributions. You are eligible to participate in our RRSP program upon successful completion of your three-month probation period.

### **Stock Program**

Restricted Stock Awards: Associates at eligible levels within the company have the opportunity to be granted RSU's (Restricted Stock Units) upon hire, promotion and annually.

### **Profit Sharing Program**

Our annual Profit Sharing plan is designed to reward achievement of company financial performance objectives. As with any bonus plan, participation is not automatic, and all annual bonuses are contingent on individual performance as well as the company's business performance for the relevant year.

## **Paid Time Off – Everyone needs a break**

### **Vacation**

Associates either accrue vacation time or are allotted flexible vacation time. We strongly encourage you to take occasional time off to avoid burnout, frustration and stress-related illnesses. Vacation hours are accrued based on length of service; at hire — 15 days or 120 hours; on your 4th anniversary — 20 days or 160 hours; on your 10th anniversary and forward, flexible time is granted in accordance with company policy and business needs.

### **Sick Time**

It's important to take time to get well when you're sick or injured. Full time associates receive either 6 days (48 hours) or 3 days (24 hours) per payroll calendar year depending on your month of hire.

### **Various Types of Leave**

We follow all provincial leaves such as Maternity/ Parental/Adoption, Family Medical Leave, Sick leave, Emergency leave, Organ Donor Leave etc.

## **Recognition – Let's wave our flags**

### **Founder's Award**

An annual Top Performer Award with the recipient receiving a bonus along with an individual trophy and their name engraved on the perpetual trophy located in the lobby of our US Corporate Headquarters.

### **President's Club**

A global bi-annual award recognizing our top associates. The honorees receive an all-expense paid trip for 2 to a location selected by Executive Leadership.

### **Milestone Service Anniversary Program**

We recognize service milestones of 5, 10, 15, 20, 25, 30, 35 and 40 years. Associates achieving these milestones may select from an array of specially selected, quality gifts on-line through our Corporate Recognition vendor, OC Tanner.

### **Associate of the Quarter**

A quarterly associate recognition program reinforcing our Management focus, our 3V's as well as a Team & Collaboration award.

### **Other Types of Recognition**

Each month, we recognize our standout associates as “Star Performers” during the Monthly Managers Meeting (MMM). Those recognized have been nominated by their manager and above for their extraordinary work. And our quarterly GEM award is intended to recognize associates who have exemplified the SYNEX core values, either as demonstrated in a one-time “Win” or through a consistently solid performance over the span of a fiscal year quarter. GEM reflects that can-do attitude that we see so often here, and the acronym, GEM, is about Going the Extra Mile.

### **Ongoing Education – Our commitment to your ongoing development**

#### **Education Reimbursement**

Our program provides an opportunity for eligible associates to obtain additional education or training in order to increase their competence in their present jobs and to prepare for future enhancements within SYNEX Canada.

#### **Huang Leadership Development Scholarship**

SYNEX worldwide associates, past and present, their legal dependents and grandchildren are eligible to apply for the annual Huang Leadership Development Scholarship. The scholarship was established by Bob and Lily Huang as an educational opportunity for valued associates. As many as 10 scholarships are awarded annually.

#### **Training & Development**

We offer department level training tools, courses and tutorials for all new and existing associates. These training opportunities includes on-line, self-paced, instructor lead, and webinars.

### **Other Perks – Other fun stuff we offer**

#### **Employee Referral Program**

We are always looking to hire the very best so if you refer someone and we hire them, you can earn a bonus up to \$500 once the successful candidate has been working full time for six months.

#### **Employee Purchase Program (EPP)**

Employees may purchase SYNEX products from various vendors.