

Empowering people to be their best.



Stuart Olson has been partnering with Canadian business since 1911. Our rich history demonstrates our reach and diversity as an integrated, full service organization serving the construction and industrial markets.

At Stuart Olson we invest in our future and that means encouraging and developing our people. After all, we are all partners as we work together to help you achieve your personal goals and contribute to the success and future of the Company.

We are committed to creating a culture built on a passion to do great things.

Stuart Olson considers the employee/employer relationship a partnership, with the expectation that employees bring their best to work every day. In return, management recognizes and rewards employees for their valued contribution to the Company through competitive compensation, a robust benefits program, as well as our recognition, learning & development programs.

HEALTH & WELLNESS PROGRAMS

We provide employees with a variety of initiatives specifically designed to support the mental, physical and dietary well-being of every member of the team. We also provide a Personal Wellness Account, which is an annual taxable benefit towards activities and equipment that proactively supports each employee's physical and mental wellbeing.

EMPLOYEE REFERRAL BONUS PROGRAM

Employees are encouraged to refer external candidates to open positions at Stuart Olson and may qualify for a monetary reward for successful placements.

RECOGNITION PROGRAMS

We extend recognition to employees who deliver great results using innovative and collaborative approaches throughout the year.

SERVICE AWARD PROGRAM

We value the service of long term employees and have a reward program which shows acknowledgement and appreciation of their service and dedication to the Company.

LEARNING AND DEVELOPMENT PROGRAM

We are committed to supporting employee development through on-the-job training, development courses and conferences that support our business objectives, and employees' personal growth.

COMMUNITY INVOLVEMENT

We are a large part of the communities we live and work in. We encourage all Stuart Olson employees to get involved in events large and small and give back to their local communities.

EMPLOYEE BENEFITS

Stuart Olson is proud to sponsor a comprehensive Flexible Benefits Program designed to support good health and provide value, choice and security to our employees. The Program enables you to apply company dollars to the benefits you value most and customize a package that best suits your personal situation.

INVESTMENT PROGRAMS

GROUP REGISTERED RETIREMENT SAVINGS PLAN (GRSP)

Stuart Olson will match up to 5% of your annual base salary contributions with no vesting period.

EMPLOYEE SHARE PURCHASE PLAN (ESPP)

Stuart Olson will match up to 2.5% of your annual base salary with no vesting period. Stuart Olson shares are listed for trading on the Toronto Stock Exchange under the symbol SOX.

FLEXIBLE BENEFIT PROGRAM

CORE COVERAGE

The company will pay the full cost for all of your automatic core coverage benefits except for Long Term Disability (LTD), which is paid by the employee.

BASIC EMPLOYEE LIFE INSURANCE

Twice your annual base salary (up to a set maximum).

SHORT TERM DISABILITY (STD)

Depending on length of service, you may qualify for all or a portion of your base salary up to a maximum of 26 weeks.

LONG TERM DISABILITY (LTD)

66.67% of the first \$2,250 of your monthly base earnings plus 50% of the balance (up to a set maximum).

BASIC EMPLOYEE CRITICAL ILLNESS

Lump-sum, tax-free payment of \$10,000 in the event that you are diagnosed with an eligible illness/condition.

BEST DOCTORS SERVICES

Supports employees and their eligible dependent(s) to receive the best medical treatment options, whereby free and confidential expert medical advice from world-renowned physicians is available.

EMPLOYEE AND FAMILY ASSISTANCE PROGRAM (EFAP)

We provide our employees with access to a wide range of solutions to life's challenges through confidential and professional counselling and/or referral services. Assistance is available to you and your family 24/7.

OPTIONAL COVERAGE YOU CAN CUSTOMIZE

HEALTH AND DENTAL

To help you pay for your health and dental, the Company will provide you with flex credits. If the cost of your health and dental options is more than the number of flex credits you receive, you will pay for the difference through regular payroll deductions.

Coverage includes:

- Health Care (includes Prescription Drugs, Medical & Paramedical Services, Vision care, & Travel coverage)
- Dental care
- Or you can allocate your credits to your Health Care Spending Account, or towards a Retirement Savings Plan

OPTIONAL INSURANCE

You have the opportunity to purchase optional insurance (Life, Accidental Death and Dismemberment, and Critical Illness) with provider approval through payroll deductions.

ELIGIBILITY

All full-time salaried and permanent part-time employees working at least 20 hours per week are eligible for:

- Flexible Benefits Program
- Short Term Disability after 3 months of continuous service
- Group Retirement Savings Plan
- Employee Share Purchase Plan

All salaried term employees (e.g. with a specified end date more than 11 months in duration) are eligible for:

- Flexible Benefits Program (excluding Long Term Disability)
- Short Term Disability after 3 months of continuous service

If the information contained in this pamphlet differs from the official plan text, the plan text and any applicable legislation will govern in all cases.