

EMPLOYEE REWARDS @ A GLANCE

At GREENMANTRA Technologies, we are passionate about our people. GREENMANTRA offers our employees a comprehensive Employee Rewards Program that recognizes and rewards service excellence and enhances employee wellbeing.

You are encouraged to engage and explore GREENMANTRA's employee offerings and take advantage of our comprehensive Employee Rewards Program to help you excel in your career.

Our focus is being the **best place to work for the best people** and we are committed to providing all employees with opportunities and coaching to develop their skills, performance, and career. We strive to make GREENMANTRA more than just a paycheck. We recognize that outstanding contributions by all of us will result in continued growth and success for the Company. We appreciate your ongoing commitment and valuable contributions you make to GREENMANTRA Technologies.

Your dedication and commitment to this company is something that I can't thank you enough for. We encourage you to review this document and please let us know if you have any questions. Thank you for being a part of this amazing team.

Sincerely,

Domenic Di Mondo

President

GREENMANTRA Technologies

Did you know that GREENMANTRA offers:

Health Rewards

Pay Rewards

Recognition & Engagement

Learning & Development



TOTAL REWARDS @ A GLANCE



Health Rewards (Company Paid)

Group Benefits Coverage

- Healthcare Coverage (Includes health, prescription drugs, out of province travel coverage)
- Dental Coverage
- Vision Care
- Employee Critical Illness
- Employee Life Insurance Coverage
- Dependent Life Insurance Coverage
- AD&D Insurance
- Paramedical Services (extensive offering)
- Employee Assistance Program (Includes counselling for personal, financial, health, marital situations)

Long Term Disability employee paid

Optional levels of coverage are available for increasing life and AD&D insurance at the employee's expense.



Learning & Development

- Certification, Designation, & Licenses Reimbursement
- Employee Development - Online Training through approved institutions (fully funded by company)



Recognition & Engagement

- Employee Referral Program (\$1,000)
- Recognition Program - Monthly (up to \$100)
- Social Committee - active, fun and rewarding
- Social Events - Monthly
- Employee Appreciation Events
- LinkedIn Monthly Employee Spotlight
- Community Giving - Holiday Drives, Fundraisers to Local Charities
- Safety Glasses - fully funded by company
- Safety footwear - \$150 (including taxes) every 18 months
- Corporate swag (clothing, mugs, hat, etc.)



Pay Rewards

- Competitive Salaries
- Variable Bonus pending company performance
- Group RRSP with Company Matching
- Company Employee Stock Options
- Overtime Eligibility (pending position)
- Vacation
- Sick / Personal Days
- Birthday Off

greenmantra.com

